

**Wills Point Independent School District**

**Earnest O. Woods Intermediate**

**2021-2022 Campus Improvement Plan**

**Wills Point Independent School District**



**Earnest O. Woods Intermediate School**

# Mission Statement

E.O. Woods Intermediate will provide the highest quality education in a secure, positive, and challenging environment for all students fostered by a cooperative effort between school and community. We aim for an atmosphere of cooperation with respect for individual differences and community values.

## Vision

Our vision is to create a challenging learning environment that encourages high expectations for success through the development of appropriate differentiated instruction that allows for individual differences and learning styles. All learners are encouraged to be self-sufficient, responsible, cooperative and caring members of our community.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Woods Intermediate is an elementary campus in Wills Point ISD. WPISD is located in Wills Point, a small northeast Texas community. Our district covers 225 square miles and approximately 400 students use school-provided transportation. Earnest O. Woods Intermediate has an enrollment of 562 students. (Fall 2021) Demographically, the campus is made up of 60% white, 31.0% Hispanic, 6.0% African American, and 3.0% other. Special populations are as follows: 65.0% of the students have been identified as economically disadvantaged and 40.0% at-risk. 9.0% of students are identified as Gifted/Talented, 17.0% receive Special Education services, and 13% of students receive Bilingual/ESL services (Fall 2021). The Intermediate campus is a school-wide Title I campus.

We boast a student-teacher ratio of 14:1.

Our community is extremely supportive of our students and staff. Our parents donate much of their time and resources to ensure that our students are getting a premier education. Our mission at Woods is to provide students with quality instruction that meets their individual academic, behavioral, and social/emotional needs. Consequently, it is important for us to plan to meet the needs of not only our struggling learners but our high achievers and the GT population as well. Our RTI practices help to ensure that students' needs are being met through appropriate and timely interventions. In addition, our GT teachers work collaboratively with our general ed staff to plan for differentiation so that we can extend and accelerate learning for all.

### Demographics Strengths

- 81% of Woods classroom teachers have their ESL supplemental certification.
- Woods has an experienced teaching staff with only 3 teachers having less than 3 years of experience in the classroom.
- At-risk students are supported through the RTI/SST committee which actively monitors student progress to ensure students are showing progress in their academic and behavioral goals

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Woods struggles to hire bilingual teachers. **Root Cause:** The shortage of bilingual teachers in our district is linked to opportunities in neighboring districts with higher salaries.

**Problem Statement 2:** We are in need of continued academic support resources and intervention options for identified At-Risk and special program students who are struggling academically and in need of RTI plans, second language acquisition support, and/or SPED and **Root Cause:** The percentage of At-Risk/special program students continues to challenge our systems for identification and support in order to facilitate academic success due to years on increased enrollment.

# Student Achievement

## Student Achievement Summary

### Student Achievement Raw Component Score

STAAR Performance	31
College, Career and Military Readiness	N/A
Graduation Rate	N/A
School Progress Raw Component Score	
Academic Growth	N/A
Relative Performance (Eco Dis: 64.6%)	31
Closing the Gaps % of Indicators Met	
Academic Achievement Status	0%
Growth Status	N/A
Graduation Status	N/A
English Language Proficiency Status	100%
Student Success Status	0%
School Quality Status	N/A
% Participation (All Tests)	
2018-19	100%
2020-21	98%

### Student Achievement Strengths

Overall, students of Two or More Races showed 10% growth at Masters Grade Level, and showed an increase of 2% at Meets grade level.

Our MAP data shows our current 4th grades students have grown from 32% in the HI and HI AVG range to 40% in the HI and HI AVG Range.

Our MAP data shows that our 2nd grade students are only 0.3 points below the national mean RIT.

### Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Overall STAAR performance has declined across all areas. **Root Cause:** There is a lack of understanding on how to scaffold and differentiate instruction to address the academic needs of individual students.

# School Culture and Climate

## School Culture and Climate Summary

Woods Intermediate strives to promote a positive culture and climate for both staff and students.

## School Culture and Climate Strengths

Woods Intermediate school takes pride in creating a positive school culture and climate. Our hallways are welcoming to all who enter. Our faculty and staff work diligently to promote and provide a safe and welcoming environment conducive to lots of hands-on learning that produces productive, thoughtful students. We look forward to an inviting atmosphere that will allow staff, students, and parents to be stakeholders in the educational process.

Woods Intermediate continues to teach students the importance of good character traits and good behavior. We have implemented classroom circle time to build the relationships within the classrooms. Every 9 weeks there is a behavior incentive party for the students that have no discipline referrals. Each week the teachers recognize a student for exhibiting the character trait of the month and they each receive a certificate. From that list, 3 students are chosen to be the Cool Character Kid of the week and they each receive a DQ treat.

Woods administration strives to show teachers how much they are appreciated throughout the school year. Staff luncheons, staff shirts, Sonic drinks, Waffle Wednesday, personal notes, etc.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** Parents have not been able to be on campus and as involved as they used to be. **Root Cause:** Due to COVID, we have had a closed campus since March 2020 to mitigate the spread of the virus.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

In the area of qualified staff, Woods strives to employ highly qualified instructional staff and teaching assistants who are well trained, enthusiastic about offering quality programs, and who enjoy motivating children through creative presentation of the subject matter. All teachers are within required guidelines in the areas that they teach and all paraprofessionals are qualified. Woods offers professional development for teachers and aides in areas such as technology application, lesson development, instructional practices, character education, health issues, and confidentiality training. We continue staff development training in meeting the needs of low performing students, curriculum alignment, TEKS organization, Special Education, modification techniques for instructing Dyslexia, 504, At Risk, LEP, and Special Education students, and integration strategies that can be used across the curriculum. Teachers and aides provide input in determining the staff development needed. Professional development is offered to provide necessary requirements to meet standards and to provide assistance in the STAAR testing. Teachers also attend staff development at Region X Education Service Center.

## Staff Quality, Recruitment, and Retention Strengths

Woods Intermediate had a low turnover rate of 18% last year.

81% of classroom teachers have their supplemental ESL certification.

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** Woods Intermediate currently employs one teacher pursuing alternative certification. **Root Cause:** Woods Intermediate sometimes lacks highly qualified applicants.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Woods Intermediate is determined to use diagnostic data to identify learning deficits and inform Tier 1 classroom instruction, specifically small group instruction, to quickly recover learning loss due to the pandemic. We will take advantage of tutoring offered to students who did not meet STAAR targets, response to intervention for our Tier 3 students, and continue to improve our knowledge of information made available through MAP.

## Curriculum, Instruction, and Assessment Strengths

- Comal curriculum scope and sequence is used
- 2nd and 3rd grade ELAR teachers attend reading academies.
- teachers analyze different data sources during PLC's
- Instructional Coach provides support to all teachers which includes: lesson planning, modeling, data analysis, etc.
- Principal and assistant principal provides quality feedback on best practices aligned with the Wills Point Learning Experience to all teachers through walkthrough data
- Staff utilizes MAP data to inform instruction and monitor student progress frequently

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** Students are showing gaps in learning that has affected student achievement and growth progress. **Root Cause:** Currently, lack of instruction time during the pandemic has negatively impacted student learning.



# Parent and Community Engagement

## Parent and Community Engagement Summary

Woods Intermediate staff has participated in many community events as well as parent engagement nights on our campus. However, due to the pandemic, we have not been able to have parent engagement nights since March 2020 but plan to start these again this year.

Woods Intermediate communicates with parents through a variety of way to ensure parents and the community always know what is going on at Woods.

## Parent and Community Engagement Strengths

Woods Intermediate staff participates in several community events which include the Homecoming Carnival, Boo on the Bricks, and the Christmas Parade. We will also have parent engagement nights starting again this year.

Woods uses multiple ways to communicate to parents and the community such as social media, Blackboard, and Remind.

Woods Intermediate has parent and community volunteers that are willing volunteer on our campus.

Our PTO is very involved and plans parent nights throughout the year which includes the Daddy/Daughter Dance and Mother/Son Nerf night.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1:** Parent and Community volunteers have not been present on campus for over a year, which decreases parent engagement. **Root Cause:** Due to the pandemic, visitors have not been allowed on campus in order mitigate the spread of the coronavirus.

# School Context and Organization

## School Context and Organization Summary

Woods Intermediate has a cohesive staff who works together as a team to run an organized campus. The team uses their strengths and weaknesses to produce effective and efficient outcomes in campus learning, culture, and community perceptions.

## School Context and Organization Strengths

- Woods Intermediate has a highly qualified instructional coach to assist all classroom teachers with lesson design, assessments, and data analysis
- Woods Intermediate offers 3 specials options, a pull-out GT program with certified GT teachers, highly qualified RTI instructors
- Woods Intermediate incorporates an intervention/enrichment time into the master schedule each day
- Woods Intermediate effectively utilizes staff for all areas of school organization: drop off, pick up, transitions, etc.

## Problem Statements Identifying School Context and Organization Needs

**Problem Statement 1:** Woods Intermediate does not have a 4th grade bilingual teacher to properly transition our EL students to English proficiency. **Root Cause:** There is a lack of qualified personnel applying in the rural districts for bilingual positions.

# Technology

## Technology Summary

Woods has become more efficient and effective with the use of technology, not only in the organizational aspect, but also in instruction. Teachers have had extensive training in appropriate usage and ways to use technology as a resource in lesson design. Woods desires to enhance the appropriate use of technology by both staff and students by increasing skills in application, synthesis and creativity.

## Technology Strengths

- All classrooms have an interactive panel for teacher and student use to enhance instruction
- Woods is a 1:1 campus so all students have their own chromebooks
- All teachers have a desktop and a chromebook
- Woods has access to and utilizes the district instructional technology coach

## Problem Statements Identifying Technology Needs





**Problem Statement 1:** Woods struggles with the appropriate and effective use of technology resources in unit design. **Root Cause:** Woods has a need for additional training in content specific and age appropriate use of technology resources.

# Priority Problem Statements

# Goals





**Goal 1:** Woods Intermediate will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

**Performance Objective 1:** Woods Intermediate will provide extensive staff development to address best instructional practices.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will ensure each staff member is trained, familiar, and utilizing the Wills Point Learning Experience as developed by staff, parents, and community members. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Classroom teachers will use the unit design template to encourage focus on the Wills Point Learning Experience and the need for student engagement during all instruction planning and delivery. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach Team Leads	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 1:** Woods Intermediate will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

**Performance Objective 2:** Woods Intermediate will increase our student attendance rate from 94.88% to 95.5%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Woods will implement incentives on campus to promote regular attendance such as recognition at academic pep rallies, end of the 9 weeks parties, and recognition on various media outlets.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Woods Intermediate will host a minimum of three parent involvement events to encourage parents to take an active role in their child's education such as a reading and math night, student project showcase night, and Open House in March.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal I</p> <p><b>Funding Sources:</b> - 211 - Title I Part A</p>	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 1:** Woods Intermediate will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

**Performance Objective 3:** Woods Intermediate will provide quality social/emotional learning opportunities for all students and staff.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Woods Intermediate will provide a highly trained campus counselor to implement a comprehensive school counseling program with an emphasis on guidance lessons and lunch bunch groups that address SEL and Character Education.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Campus Counselor</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Woods Intermediate will provide a master schedule with time built in for daily community circles that promote classroom connections and SEL.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Woods Intermediate will recognize and celebrate students each week who exhibit positive character traits learned about in guidance and classroom lessons.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Campus Counselor</p>	Formative			Summative
	Dec	Feb	Apr	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** Woods Intermediate will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.





**Performance Objective 4:** Woods Intermediate will enhance and utilize technology resources to encourage student engagement and relevance.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will utilize the district Technology Instructional coach to provide support and Professional Development for teachers on strategically incorporating technology into the learning experience.	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods teachers will incorporate technology throughout the PBL process in at least one project by the end of the year. <b>Funding Sources:</b> - 211 - Title I Part A	Formative			Summative
	Dec	Feb	Apr	July
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Woods will work to use innovative technology resources to enhance student learning. <b>Funding Sources:</b> - 211 - Title I Part A	Formative			Summative
	Dec	Feb	Apr	July
<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:** Woods Intermediate will continue to emphasize the Wills Point Learning Experience to provide students with a positive learning environment and clear expectations.

**Performance Objective 5:** Woods Intermediate will provide a safe and secure learning environment.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Woods Intermediate will use Navigate monthly to perform and monitor safety drills, including: fire drills, lockdown drills, and bad weather drills. All staff responsible for students will have all students accounted for in the Navigate App within 10 minutes.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Chief Scharfenberg Mr. Russell</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Custodians are present during lunches to sanitize cafeteria between lunch groups.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Front office staff will be trained in Raptor and other safety procedures regarding campus visitors.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Chief Scharfenberg</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</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:** Woods will utilize a quality, research-based curriculum program focused on student achievement and effective assessments.

**Performance Objective 1:** Woods Intermediate will increase the percentage of students meeting projected growth on MAP from fall to spring administrations by 15% in both math and reading.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will ensure all students are receiving a quality RTI that meet the needs of each student. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal <b>Funding Sources:</b> - 211 - Title I Part A	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods Intermediate will ensure there is intervention time built into the master schedule to meet the needs of all students. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Woods Intermediate teachers will use MAP data to provide small group instruction based on student academic gaps to meet the needs of individual students. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 2nd and 3rd grade ELAR teachers will attend the Reading Academy this year. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 2:** Woods will utilize a quality, research-based curriculum program focused on student achievement and effective assessments.

**Performance Objective 2:** By the end of the year, Woods Intermediate will have increased performance on STAAR: Increase in Approaches Grade Level from 55% to 65%, increases Meets Grade Level from 26% to 35%, and increase in Masters Grade Level from 11% to 15%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Woods Intermediate will implement intensive and targeted tutoring for students not meeting academic requirement on STAAR. Students will receive 30 hours of content instruction per content area of need.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal</p>	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Woods Intermediate will facilitate an engaging 10 day hands on STAAR review focused on the Lead4Ward recommended standards.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach</p> <p><b>Funding Sources:</b> - 211 - Title I Part A</p>	Formative			Summative
	Dec	Feb	Apr	July
<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 3:** Woods Intermediate will foster a positive relationship between the district and the community.

**Performance Objective 1:** Open and accessible communication with Woods Intermediate will be available to all parents through a variety of means.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will send home a monthly calendar with important dates and upcoming events. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods will participate in the Community Homecoming Carnival, Boo on the Bricks, Christmas Parade, and Bluebird Festival. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff at Woods will use social media , Blackboard, and Remind to inform parents about events at Woods. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</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 3:** Woods Intermediate will foster a positive relationship between the district and the community.

**Performance Objective 2:** Woods Intermediate will encourage parent involvement in their child's academic success.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will host a math night and a reading night for parents. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal <b>Funding Sources:</b> - 211 - Title I Part A	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods Intermediate will host an Open House in the Fall and in the Spring to showcase what the students are learning in the classroom. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Woods Intermediate teachers will send home a newsletter outlining what the students will be learning each week as well as some strategies for parents to help their children at home. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Team Leads	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 4:** Woods Intermediate will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.

**Performance Objective 1:** Woods will encourage all teachers to become ESL certified.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> WPISD will reimburse teachers the cost of the ESL Supplemental Exam upon passing. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods Intermediate will provide a substitute for the day the teacher is taking the ESL Certification exam. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Woods Intermediate will foster the growth of quality staff members including paraprofessionals, classroom teachers, and administrators who value children and promote student growth.

**Performance Objective 2:** Woods Intermediate will decrease attrition rate in staff from 18% to 11%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Woods Intermediate will utilize our Mentor Teacher program to better serve new teachers in classroom management, instruction, relationship-building, and professional ethics. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Instructional Coach	Formative			Summative
	Dec	Feb	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Woods Intermediate staff will be provided with Capturing Kids' Hearts training prior to the 2022-2023 school year. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Campus Counselor	Formative			Summative
	Dec	Feb	Apr	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

# 2021-2022 Campus Site-Based Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Hollie Groom	Principal
Administrator	Jamie Laney	Assistant Principal
Non-classroom Professional	Lahri Gentry	Instructional Coach
Parent	Jennifer Leibacher	Parent
Community Representative	Kelley Bachtel	Community Member
Classroom Teacher	Tess Deen	Classroom Teacher
Classroom Teacher	Nicole Stanton	Classroom Teacher
Classroom Teacher	Christy Curtis	Classroom Teacher
Paraprofessional	Brenda Holt	Paraprofessional