



Bridging the Gap: How Everman ISD Transformed Education Using the Sibme Goals Tool

Everman Independent School District (ISD) is a diverse school district located in Texas. With a student population that is 60% Hispanic, 30% African American, and 98% economically disadvantaged, the district faces significant challenges in providing quality education and closing the achievement gap. Driven by a commitment to improve student outcomes, Everman ISD implemented the Sibme Goals tool to set and track goals at every level of the district.

The district's goal for mathematics was to overcome the learning loss caused by the pandemic. Two key strategies were employed: prioritizing quality tier one instruction and implementing instructional coaching for all educators. Ongoing progress monitoring played a vital role in determining the effectiveness of these strategies.

Identifying the Challenges and Setting Goals

After assessing the impact of COVID-19 on student performance, Everman ISD recognized the need for a comprehensive approach to address the learning gaps and improve academic success. Mathematics emerged as a critical area requiring immediate attention, with students performing far below their expected trajectory. The district acknowledged that students of color and those from economically disadvantaged backgrounds were disproportionately affected.

To create a culture of collective efficacy and foster innovation, Everman ISD used the Sibme Platform to establish a goal-setting system from the top-down. District leaders collaborated with

campus leadership teams to set specific, measurable, attainable, relevant, and time-bound (SMART) goals aimed at increasing student achievement in mathematics. These goals were aligned with the Texas Essential Knowledge and Skills and aligned with the previous year's performance. These goals would guide decision-making at all levels of the district, from budget planning to instructional strategies.

"Our primary focus for coaching was execution in the classroom," shares Dr. Smith. "We asked, 'how do we know it was effective that day?' and then what needs to be fixed or retooled with good quality feedback for teachers. With the goals and lesson plans, we just didn't want to talk the talk, we really wanted to see it."

Tracking Progress through the Sibme Goals Tool

To ensure effective goal implementation and continuous improvement, Everman ISD turned to the Sibme platform for support. The district recognized the power of collecting evidence of classroom practices and utilizing real-time data to inform decision-making. The Sibme Goals tool allowed administrators and educators to set goals, track progress, and provide targeted support. The district utilized the Texas Effective Schools Framework Success Criteria to identify evidence in day-to-day instruction of continuous improvement through the Sibme Goals Tool.

The Sibme Goals tool facilitated the collection and analysis of data, allowing administrators to track progress and identify areas for improvement. By embedding reflection and feedback within daily

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classroom practices, educators were better equipped to evaluate the effectiveness of their teaching strategies regularly.

Using Sibme's robust analytics, campus and district leaders were quickly and easily able to identify areas of growth, prioritize professional development opportunities, and celebrate successes, consistent with the Texas Effective Schools Framework Success Criteria.

The Power of the Sibme Goals Tool

The Sibme Goals tool provided Everman ISD with a pathway to success, offering unique benefits for educators and administrators alike. It revolutionized coaching processes and transformed the district's approach to instructional planning and coaching:

1. Goal-focused: By integrating the Sibme Goals tool into their coaching infrastructure, Everman ISD ensured that goals and progress were continuously monitored. The district gained a comprehensive view of goal attainment, enabling timely interventions and adjustments. This aligns with the Texas Effective Schools Framework Success Criteria of being goal-focused and committed to continuous improvement

2. MTSS implementation: Through the Sibme Goals tool, Everman ISD was able to establish a Multi-Tiered System of Supports that built on the strengths of its educators and provided a strong structure for targeted interventions and enrichment.

3. Customization and Success Criteria: Sibme's customizable features empowered Everman ISD to establish success criteria aligned with their unique goals. By providing exemplars and success criteria, teachers and administrators could visualize what successful implementation looked like.

4. Collaboration: The Sibme Goals tool fostered

collaboration between the district, campus leaders, and educators. This aligns with the Texas Effective Schools Framework Success Criteria of promoting collaboration among staff, parents, and community members to support student achievement.

5. Evidence-based Feedback: The Sibme platform allowed administrators to provide high-quality feedback to educators. Through coaching conversations and asynchronous planning, administrators actively engaged in the teaching process and collaborated with teachers to improve instruction.

6. Continuity and Focus: Despite the inevitable challenges that arise in a school setting, the Sibme Goals tool served as a compass, guiding educators and administrators to focus on activities that led to high quality tier one instruction.

As Dr. Smith shares, "Fires are going to go up. But you need to know whenever time does become available to go back to your goal, you know where to start. And Sibme allows us to know where to go back to after we put out the fires so we can keep focused on the next step in the goal."

7. Celebrating success: The Sibme Goals tool provided a mechanism to celebrate successes and highlight areas of growth, consistent with the Texas Effective Schools Framework Success Criteria of promoting a positive campus culture and climate.

Unlocking Success with Sibme: Empowering Educators to Transform Education

In the challenging landscape of education, where student outcomes are paramount, it is essential to have a transformative tool that empowers educators to reach their goals and unleash their full potential. Everman Independent School District's success story with Sibme proves that this tool is a game-changer.



From setting ambitious goals to tracking progress, the Sibme Goals tool has revolutionized the way Everman ISD approaches instructional improvement. It has provided actionable insights, fostering a data-driven decision-making culture that focuses on continuous improvement. With Sibme, educators and administrators have harnessed the power of collaboration, celebrating successes, and identifying areas for growth to propel student achievement to new heights.

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 **COACHREPLAY**

With Dr. Austin Smith

Preview for EP3 



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