

Laredo Independent School District

Honore Ligarde Elementary School

2019-2020 Goals/Performance Objectives/Strategies

Accountability Rating: A

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Science

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



Mission Statement

Ligarde Elementary is committed to providing each student with optimal learning opportunities so that all students achieve and demonstrate academic growth.

Vision

Our community of learners will be empowered with 21st Century technological and problem-solving skills to become well-rounded, productive citizens.

Value Statement

At Ligarde Elementary school, we value the effort that teamwork makes on our campus.

"One Team, One Family"

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Goals

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: H. Ligarde will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.





Domain I Score will increase

from 85% to 88%
(See Plan Addendum)

Evaluation Data Source(s) 1: TAPR Reports -STAAR
TELPAS Reports
PBMAS

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Weekly PLC meetings to assure that the CARES scope and sequence is used.	2.4, 2.4, 2.5, 2.6, 2.6	Principal, Assistant Principal, Team Leaders	Teacher lesson plans will be aligned.				
Comprehensive Support Strategy 2) Implement the Fundamental 5 practices so that students receive hi-quality instruction.	2.4, 2.4, 2.5, 2.6, 2.6	Principal, Assistant Principal	Research based practices that yield high assessment results.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 3) Utilize DMAC to monitor student performance and academic growth.	2.6, 2.6	Principal, Assistant Principal, Deans	Rigor and Relevance and Depth of Knowledge increase for instruction.				
Comprehensive Support Strategy 4) Attend/Comply with required campus and district training sessions.	2.4, 2.4, 2.5, 2.6	Principal, Assistant Principal, Secretary	100% Compliance with required training that impact student achievement.				
Comprehensive Support Strategy 5) Provide instructional material and supplies that support research-based practices and instructional models to meet the needs of all students to demonstrate academic achievement.	2.4, 2.4, 2.5, 2.6	Principal, Assistant principal	All students learn grade -level content and demonstrate achievement.				
Comprehensive Support Strategy 6) Provide staff development, attend workshops and/or attend conferences to enhance content knowledge and skills.	2.4, 2.4, 2.5, 2.5, 2.6	Principal, Assistant Principal	Campus personnel is well- trained to deliver instruction and to give support to peers.				
Comprehensive Support Strategy 7) Provide academic field trips for all students.	2.4, 2.4, 2.5, 2.6	Principal, Assistant Principal, Teachers	Build students background and enhance experiences.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 2: H. Ligarde will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 72 to 75% in Academic Growth and from 91 to 92 in relative growth performance.

Evaluation Data Source(s) 2: TAPR Reports -STAAR

TELPAS Reports

PBMAS

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Identify the STAAR rating for students in 4th and 5th grade and make projections for Approaches, Meets and Master.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist.	Students will demonstrate a year's growth in STAAR.				
Comprehensive Support Strategy 2) Students track their assessment performance with graphing logs.	2.4, 2.5, 2.6	Teachers, Principal, Assistant Principal	Students set goals and track their progress in meeting goals.				
Comprehensive Support Strategy 3) Student conference with principal after district assessments.	2.4, 2.6	Principal	Students will feel confidence in their ability to show progress from assessment to assessment.				
Comprehensive Support Strategy 4) Purchase the following for student use: workbooks, software licenses, and instructional material.	2.4, 2.5, 2.6	Principal, Assistant Principal, Campus Clerk	Students will show year's growth in assessments.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 35703.00							
Comprehensive Support Strategy 5) Provide intervention via tutorials, Super Saturdays, LEC, and classroom intervention with research-based material and intervention software.	2.4, 2.5, 2.6	Principal, Assistant Principal, teachers, instructional specialist	Students make progress in making progress.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 0.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 6) Keep track of the progress of students that have RTI plans in DMAC.	2.4, 2.6	Principal, Assistant Principal, Counselor	Student progress in Reading, Math and/or other areas.				

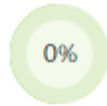
Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 3: H. Ligarde will supplement Reading and Math instructional programs to meet the needs of all special population students in order to increase student achievement to Meets or Masters and close performance gaps.

Domain III Score will be maintained at 100%.

Evaluation Data Source(s) 3: Texas Accountability Reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Purchase general supplies and/or instructional materials for teacher, counselor, and librarian to instruct, facilitate student work and enhance student learning of At Risk, Hispanic, Economically Disadvantaged, Special Ed and English Learners.	2.4, 2.5, 2.6	Principal, Assistant Principal, Campus Clerk, CEIC Budget Chair	to Meet or Master student assessments goals				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 0.00, 199 - General Fund: GT (PIC 21) - 440.00, 199 - General Fund: Special Education (PIC 23) - 92.00, 199 - General Fund: Bilingual (PIC 25) - 0.00, 211 - ESEA Title I: Improving Basic Program - 2390.00, 199 - General Fund: Basic Instruction (PIC 11) - 5000.00, 199 - General Fund: SCE (PIC 30) - 0.00						
Comprehensive Support Strategy 2) Provide tutors for remediation of special population students such as Special ed, Bilingual and Migrant.	2.4, 2.5, 2.6	Principal, Assistant Principal	Close the gaps of student learning.				
	Funding Sources: 199 - General Fund: Special Education (PIC 23) - 369005.00, 224 - IDEA - Part B: Formula Fund - 68527.00, 263 - LEP Bilingual Program Fund - 72315.00, 435 - SSA Regional Day School - Deaf - 2052.00						
Comprehensive Support Strategy 3) Purchase incentives or awards to recognize and award special population groups that make academic gains and/or accomplish goals.	2.4, 2.6	Principal, Assistant Principal, Campus clerk	Motivate students to perform at Meets or Master assessments.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 6000.00, 199 - General Fund: Operating (PIC 99) - 1200.00, 199 - General Fund: SCE (PIC 30) - 0.00, 211 - ESEA Title I: Improving Basic Program - 1000.00						
4) 4) Purchase awards to recognize students who participate in extra-curricular activities.		Principal, Assistant Principal, Extra-curricular activities sponsors	Increase student academic achievement and participation in extra curricular activities.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: H. Ligarde will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations.

Evaluation Data Source(s) 4: Texas Accountability Reports
Sign in Sheets

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Promote and recognize graduates with a breakfast and clapout rally.	2.6	Administration Counselor	Providing students a graduation goal in their elementary level.				

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.





Performance Objective 5: H. Ligarde will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 48% to 51%.

Evaluation Data Source(s) 5: TELPAS

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Provide tutorials ELL students as per data.	2.4, 2.5, 2.6	Administration Bilingual Strategist Teachers	We expect a minimum one year's growth in TELPAS composite ratings.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1800.00							
Comprehensive Support Strategy 2) Students will practice their TELPAS Domains during Tuesdays, Wednesdays and Thursdays through Seesaw Activities and Campuswide Critical Writing Activities.	2.4, 2.5, 2.6	Administration Bilingual Strategist Teachers	We expect students to become more proficient in the writing TELPAS domain.				
Comprehensive Support Strategy 3) Teachers will input their bilingual students writing ratings into an online shared file.	2.4, 2.6	Administration Bilingual Strategist Teachers	We expect to see an increase in ratings throughout the year.				
Comprehensive Support Strategy 4) During weekly PLCs, teachers calibrate their students writing samples using rubrics to ensure accurate ratings.	2.4, 2.5, 2.6	Administration Teachers	Teachers fine tune their ability to rate writing samples and analyze what skills are needed to move students to the next rating.				
Comprehensive Support Strategy 5) Provide students with reading materials, software and/or apps that allows them to practice their listening, speaking and reading skills	2.4, 2.5, 2.6	Principal, Assistant Principal	To improve the students' ability to read, listen and speak.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1212.00							





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 6) Monitor ELPS during PLC meeting to ensure that EL students are making progress in language and academic measures.	2.4, 2.6	Principal, Assistant Principal, Bilingual Clerk	Students make progress in testing				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1000.00						
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Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 6: H. Ligarde will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap.

Evaluation Data Source(s) 6: Sign ins
School Calendar

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Schedule Career Days for primary and intermediate levels.	2.4, 2.6	Administration Counselor	To instill future possible college and career goals.				
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Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 7: LISD will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis. (High School Only)


Evaluation Data Source(s) 7: Skyward Class Rosters

Summative Evaluation 7:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Create Trailblazer classes in each grade level for high achieving in 1st through 5th grade classes.	2.4, 2.5	Administration PEIMS Clerk Classroom Teachers	Students are expected to perform at higher state levels in all assessments.				
2) Schedule GT students to share Words of Wisdom on Daily Morning Announcements.	2.5	Administration Counselor Parent Liasion	Students are expected to be better prepared public speakers.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


Performance Objective 8: H. Ligarde will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

District/Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, SpEd, CTE and ESSA. (See Plan Addendum)


Evaluation Data Source(s) 8: TAPR Reports-STAAR
 PBMAS Reports
 Sign in Sheets

Summative Evaluation 8:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Analyze data and conduct root cause analysis on prioritized areas of need.	2.4, 2.5, 2.6	Administration CEIC Classroom Teachers	Reduce stage number.				
2) Develop a plan to address areas of concern.	2.4, 2.6	Administration CEIC Classroom Teachers	Reduce stage number.				




= Accomplished



= Continue/Modify



= No Progress





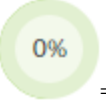

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Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: H. Ligarde will increase the number of earned industry-recognized certifications through participation in CTE program yearly,

Evaluation Data Source(s) 9: Sign in sheets
Lesson Plans

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Implement CTE related components at elementary level such as but not limited to Technology Club, Technology Showcase, Lego Robotics ,STEAM Lab, V-Mix Career Days, and Makerspace at Library.	2.4, 2.5, 2.6, 3.1	Administration Technology Trainer Technology Teacher Team Librarian Counselor	It is expected that students develop an interest in CTE Programs.				
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Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: H. Ligarde will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

Increase Domain I score from 85% to 90%.

Evaluation Data Source(s) 10: Staff Development Calendar/ Sign In Sheets

Summative Evaluation 10:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Technology Trainer provides staff developments for technology use in the classroom and labs.	2.4, 2.5, 2.6	Administration Technology Trainer	Teachers are better equipped to use different technology in the classroom that will impact student achievement.				
Funding Sources: 180 - E-Rate Fund - 19000.00							
2) Encourage professional development via different technology forums such as Google, Nearpod, Atomic Learning and Apple Program.	2.4, 2.5, 2.6	Administration Tech Trainer	We expect to see enhanced classroom instruction.				
3) Utilize V-MIX (formerly V-BRICK) system to enhance communication skills of students during morning announcements.	2.5	Principal, Assistant Principal, TECH trainer	Develop technology skills of teachers and students and communication skills of students.				
							

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


Performance Objective 11: H. Ligarde will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from 70% to 80%.

Evaluation Data Source(s) 11: STaR Survey

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide Professional Development through district instructional technology department	2.4, 2.5, 2.6	Digital Media Specialist	Provide opportunities for teachers to earn technology hours during campus technology trainings, and/or Saturday trainings.				
2) Participate in self-paced professional development such as Teacher Apple Badges and Atomic Learning.	2.5	Campus Tech trainer	Increased teacher proficiency in technology.				



100% = Accomplished → = Continue/Modify 0% = No Progress X = Discontinue

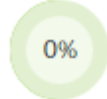


Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: H. Ligarde will decrease the number of student retention rates at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 4% to 3% as of the end of the regular academic year.

Evaluation Data Source(s) 12: Failure Reports

Summative Evaluation 12:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Analyze Failure Reports every six weeks to track the failure counts	2.4, 2.5, 2.6	Principal, Assistant Principal, Teachers	Provide intervention to students so they can achieve academic success.				
2) Review DMAC RTI plans for student progress.	2.4, 2.5, 2.6	Principal, Assistant Principal, RTI Committee	Provide students the support to make them successful.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 0.00							
3) Analyze TAPR report to pinpoint grade levels that surpass state and district retention percents.	2.4, 2.5, 2.6	Administration Faculty	Decrease retention rates				
4) Documentation of Effort to Resolve Failing Grades on a six weeks basis for any student who is failing one or more content areas.	2.4, 2.5, 2.6	Administration Counselor Teachers	Reduce retention rates Increase parent teacher communication Refer to RTI if necessary				
5) Documentation of Effort to Resolve Failing Grades on a six weeks basis for any student who is failing one or more content areas.	2.4, 2.5, 2.6	Administration Counselor Teachers	Reduce retention rates Increase parent teacher communication Refer to RTI if necessary				
6) Parent conferences with parents to share local assessment results.	2.4, 2.6, 3.1, 3.2	Administration Teachers Instructional Specialist	Academic parental support Increase parent communication				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug

Goal 1: H. Ligarde establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 13: Teachers will engage in data analysis activities after each district CBA/ assessment administered and will create intervention/enrichment plans. (PK-5th Grade)

Evaluation Data Source(s) 13: STAAR Growth Assessment Growth

Ribgy Growth

TPRI Growth

Summative Evaluation 13:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Data Analysis and Planning Sessions during the day and/or after school hours to analyze student academic performance and student growth.	2.4, 2.5, 2.6	Administration Instructional Specialist	Teacher awareness of students' performance and growth. Increase STAAR Results Reduce retention Rates Increase intervention efforts				
2) PK-2nd grade teachers will progress monitor student performance every two weeks. Reading data will be used to regroup students as needed.	2.4, 2.5, 2.6	Administration Teacher Literacy Coach Instructional Specialist	Increase reading levels Differentiate instruction				
3) PK teachers will create a monitoring tool to monitor student growth every 3 weeks. (C-Pals/Fluency Test)	2.4, 2.5, 2.6	Teachers Administration Instructional Specialist	Consistency in evaluation Academic Awareness of Student Results Increase differentiation				
= Accomplished = Continue/Modify = No Progress = Discontinue							


Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

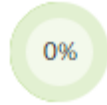




Performance Objective 1: H.. Ligarde will increase meet and/or exceed State/Region attendance rates on a yearly basis.

Campus will maintain or increase attendance rate from 96.8 to 97.1%.

Evaluation Data Source(s) 1: Attendance Reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Implement PBIS (Positive Behavioral Intervention and Supports) to increase attendance rate and behavior.	2.4, 2.5, 2.6	Principal, Assistant Principal and classroom teacher.	Show an increase in students attendance.				
Comprehensive Support Strategy 2) Analyze Attendance Statistic Reports at the end of every six weeks.		Administration Classroom Teachers Attendance Committee	Improved attendance rates				
3) Establish a system to identify the students that are chronically absent and conduct parent conferences and provide in school counseling and/or refer student(s) for outside counseling.	2.4, 2.5, 3.2	Administration Truant Officer Classroom Teachers Counselors Social Worker	Reduced number of chronically absent students (17 or more absences)				
4) 4) Students who have perfect attendance and commended attendance (1 absent) will be recognized at the end of the school year. (Trophies/Medals) End of Year Electronics raffle	2.4, 2.5	Administration Teachers	Increase student performance Increase attendance rate Increase opportunity to earn distinctions.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
5) Incentives for students who have perfect attendance at the end of each six weeks. -Ribbons -Pencils -Coupons -Raffles	2.4, 2.5	Administration	Increase academic performance Increase attendance rate Increase opportunities to receive a distinction.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 2: H. Ligarde will meet or decrease its dropout rate as compared to the annual State/Region drop out rates.

Evaluation Data Source(s) 2: TAPR

Summative Evaluation 2:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Monitor support systems such as RTI process and review Documentation of Effort to Resolve Failing Grades to assure students' needs are being met.	2.4, 2.5, 2.6	Administration Classroom Teachers	It is expected that students will stay on grade level track to graduate.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 0.00						

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: H. Ligarde will increase the number of students who graduate on time, with college readiness distinction.

Evaluation Data Source(s) 3: Skyward Report

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Recognize them with President's Education Awards Program.	2.5	Administration Counselor	Instills a sense of pride on their accomplishments.				
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Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 4: H. Ligarde will implement PBIS which reinforces positive student behavior and reduces the number of student discipline referrals.

To reduce discipline referrals from 61 to 58

Evaluation Data Source(s) 4: 425 Report

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Provide a campus PBIS training at the beginning of the year and implement at this time as well.	2.4, 2.5, 2.6	Administration PBIS Team Members	Improve behavior management system campus wide.				
Comprehensive Support Strategy 2) Teachers prepare a grade level classroom management plan at the beginning of the year for review and approval. This will also work along side PBIS power word implementation.	2.4, 2.5, 2.6	Classroom Teachers Administration	Improve classroom management and consistency.				
3) 3) Ligarde will create and implement and monitor a PBIS Intervention Plan.		PBIS Team	Attendance Behavior				
							

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: H. Ligarde and Police Department will work with all stakeholders to insure a safe and secure environment.

Evaluation Data Source(s) 5: Incident Reports

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Continue with communication with LISD Police Department via AOC.	2.4	Administration Office Staff Faculty & Staff	Campus is expected to follow LISD proper procedures as stipulated on our Student Handbook and Visitor Guidelines.				
2) Provide safety equipment/supplies such as but not limited to Raptor system supplies.		Administration Head Custodian Safety Officer	Promote secure school environment.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 0.00, 211 - ESEA Title I: Improving Basic Program - 150.00							

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 6: H. Ligarde will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I.e, National Honor Society, Student Council, or other organizations that are civic oriented) from 40% to 50%.

Evaluation Data Source(s) 6: Membership reports

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Nominate and induct students that meet criteria for the National Elementary Honor Society annually. Have these members complete events and activities that will improve and positively impact their school/community.		Principal, Assistant Principal, Sponsor and Counselor	Students will exemplify the pillars of character and will be role models for other students.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 100.00						
2) Recruit students for club participation. Clubs include but not limited to: National Elementary Honor Society, Cheerleaders, Choir, Library club, Phonebook Drive, Pet Food Drive, Food Drive, Green Team, Relay for Life.		Principal, Assistant Principal, Sponsors	To motivate students to be contributing members of the community,				

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 7: H. Ligarde will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, JROTC, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.


of students that participate in at least 1 activity

from 50% to 60%

Evaluation Data Source(s) 7: Participation reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Recruit and increase GT participation on UIL events.	2.4, 2.5	Administration, UIL Coordinator, and Counselor.	To encourage students to perform at a high level of standard.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 260.00						
2) Try out and recruit students for athletic clubs that compete in Boys and Girls of America and district games. This includes but is not limited to: flag football, volleyball, basketball, soccer for students in PK-5th grade.		Principal, Assistant Principal, Sports Coordinators	To instill sportsmanlike behavior with students.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 0.00						
3) Promote Fine Arts in the campus by recruiting students for the following: Choir, Honors Choir, Cheerleaders		Principal, Assistant Principal, Music Teacher	To encourage students to develop affective domain.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 0.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 4) Recruit students to participate in campus-sponsored clubs such as Chess, Cheerleaders, Library Club, Technology Club, Future Teachers Club, Green Team, Uni-Tech, Lego Robotics, NEHS, athletics	2.5	Principal, Assistant Principal, Sponsors	To engage students in different events to build their team skills.				
5) Provide transportation for extra curricular activities including but not limited to: Angel of Hope, WOTYC, Breakfast with Santa.		Administration Budget Clerk Faculty	Students are expected to participate in activities that will instill life skills development.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1200.00							
							

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.



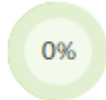

Performance Objective 8: H. Ligarde will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 2 to 0

Evaluation Data Source(s) 8: Counseling Reports
Discipline Report (425)

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule presentations for students awareness of bullying by but not limited to the following entities : Sheriff Dept, Laredo PD, Pillar, District personnel	2.5, 3.1	Principal, Assistant Principal, Counselor	Students become aware of the definition of bullying				
2) Establish procedures to communicate effectively with parents and students when conducting investigations about bullying.		Principal, Assistant Principal, Counselor	To reduce number of bullying incidents on campus.				
3) Schedule counselor presentations during the BOY to encourage students to communicate with the counselor.	2.5, 2.6	Principal, Assistant Principal, Counselor	To encourage students to share concerns with an adult.				
4) Schedule events such as but not limited to: Red Ribbon Week, Career Day; to promote drug, bullying awareness and future educational preparedness.	2.5	Principal, Assistant Principal, Counselor	Students learn how to say no to potentially dangerous situations and learn how to be nice to each other.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 2: H. Ligarde provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 9: H. Ligarde will support students as they transition from Elementary to Middle School (5th-6th) by increasing number of transition activities from 2 to 3.

Evaluation Data Source(s) 9: Counseling Reports
CIA Agendas

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule orientation sessions for 5th grade students and have sponsors speak to our 5th graders to expose and recruit for middle school activities.	2.5	Principal, Assistant Principal, Counselor	Students will feel comfortable with the change.				
Comprehensive Support Strategy 2) Schedule counselor presentations so students can choose class schedules for the following school year.		Principal, Assistant Principal, Counselor	Students will plan their schedule and be inspired to perform well in secondary classes.				

Goal 3: H. Ligarde develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 1: H. Ligarde will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.





Increase the average number of parents/community members that attend informative meetings including Town Hall Meetings from 15% to 20%.

Increase the number of positive social media postings by a minimum of 3%.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Communicate with parents and the community through TWITTER, Facebook, Monthly Newsletters, School Messenger, Marquee messages, School Webpage and notes sent home.	3.1	Principal, Assistant Principal, Parent Liaison	Keep parents and community informed about upcoming events.				
2) Schedule Monthly Parent Learning Sessions.	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Keep parents informed about current topics and issues.				
3) Grade level teachers and students will be assigned to sponsor Monthly Parent/PTO meetings.	3.1, 3.2	Principal, Assistant Principal, Team Leaders	Increase the number of parents attending monthly meetings.				
Comprehensive Support Strategy 4) Assure that all Faculty and 2 community members are a part of the CEIC subcommittees through election of peers.	3.1	Principal, Assistant Principal	Campus input for events and activities in the school.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 5) Quarterly Meetings of CEIC Chairs to review Campus Improvement Plan.	2.4, 2.6	Principal, Assistant Principal	To maintain a correct and updated Campus Improvement Plan.				
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Goal 3: H. Ligarde develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 2: LISD will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.


Parent volunteers will increase from 115 to 126


Volunteer Hours will increase from 3,181 to 3,500

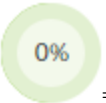
Evaluation Data Source(s) 2: Volunteer Report


Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Partner with but not limited to TAMIU LEC, Junior Achievement, Smiles on Wheels, Community Members in Career Days, Parent Screenings and Webb County Court at Law #2 Mock Trials to provide instructional and academic achievement for all students.		Administration, Counselor, Parent Liaison, Classroom Teacher	Provide exposure to students to learn from other career agencies.				
2) Schedule Parent Recruitment activities at least 4 times a year.		Administration Parent Liaison	Increased number of parent volunteers and parent participation hours.				
3) Classroom Teachers will submit a Parent Volunteer Action Plan in which they will identify methods to recruit a minimum of 3 parents per classroom.		Administration Parent Liaison Classroom Teacher	Increased number of parent volunteers and parent participation hours.				
4) The CPAC Campus Parent Advisory Council will assist in the development of the parent and family engagement policy, student parent compact, etc that will be shared in the Title 1 annual meeting in English and Spanish.	3.1	Administration Parent Liaison	Increased parental support of campus initiatives				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 1: H. Ligarde will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Campuses will increase the number of employee appreciation activities from 10 to 12

Evaluation Data Source(s) 1: Sign-In Sheets, Certificates

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Implement Teacher and Paraprofessional of the Month Selection by Administration and/or Peers		Administration Faculty and Staff	Promote positive culture among school community.				
2) Plan for faculty and staff participation in events such as : Halloween, Thanksgiving Luncheon, Christmas Breakfast, cookie exchange, Secret Santa, Christmas Faculty Party, Rosca Merienda, Candelaria Merienda, End of the Year Faculty Party		Administration	Promote positive culture among school community				
3) We recognize different groups such as but not limited to :Teacher Appreciation Week, Counselor's Week, Diagnostician Week, Librarian Week, Custodians Week, Nurse's Week, and Administrative Assistant Weeks							
4) Implement a "Get Noticed" recognition to spotlight classroom teachers that exemplify the campus vision.		Administration Faculty	Employees feel appreciated and recognized by their school peers.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
5) H. Ligarde elementary will promote positive school culture by organizing a social committee.		Instructional Specialist Literacy Coach					

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: H. Ligarde will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal and district performance mandates, operations and initiatives, as reviewed annually by District Level Administration.

Maintain number of PEG campuses at 0.

Maintain the number of IR Campuses at Zero (0)

Maintain the number of Targeted (Focus) campuses at Zero (0).





Decrease the number of Additional Targeted Support campuses from 5 to 3.

Maintain the number of Comprehensive Support (Priority) campuses at Zero (0).

Maintain or Improve staging on PBMAS from 1 to 0 in Bilingual, CTE, SpEd, and ESSA.

Evaluation Data Source(s) 2: TAPR Reports
PBMA Reports

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Provide professional development via PLCs to build a strong knowledge base of accountability awareness.		Administration	Teachers avoid the pitfalls involving different accountability systems.				
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Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 3: H. Ligarde will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all district/Campus level departments.

Increase Teacher Retention Rate
from 90% to 100%

Increase the % of Teacher scoring an Proficient in all domains on T-TESS
from 95% to 100%.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS
from 95% to 100%

Evaluation Data Source(s) 3: T-TESS Reports
T-PESS Reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide a beginning of the year TTESS overview refresher session for all returning teachers.		Administration	Increase the familiarity of the domains, dimensions, and indicators from TTESS.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2409715.00, 199 - General Fund: Bilingual (PIC 25) - 74471.00, 199 - General Fund: SCE (PIC 30) - 169740.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 276719.00, 199 - General Fund: SCE Pre K (PIC 34) - 304226.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 34406.00, 211 - ESEA Title I: Improving Basic Program - 213396.00, 255 - ESEA II, A Training & Recruiting - 1.00							
2) Provide classroom support for new and returning teachers scoring in the Needs Improvement or developing levels of TTESS.		Administration Bilingual Strategist Instructional Specialist	Improved classroom practices as evidenced in TTESS levels of proficiency				
3) Provide a beginning of the year TPESS overview refresher session for administrators.		Administration	Increased familiarity of the domains, dimensions, and indicators from TPESS.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 602579.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 4: H. Ligarde will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

LISD will maintain FIRST Rating.


100% of campus expenditures are aligned to the Comprehensive Needs Assessment and the Campus Improvement Plan.

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Reduce the percent of campuses and departments that are in non-compliance with CH (Local) Policy.

Evaluation Data Source(s) 4: Budget Reports
Corrective Action Plans

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Schedule CEIC for a discussion of the review of the Comprehensive Needs Assessment.		Administration CEIC Committee	Ensure that budget is aligned to Comprehensive Needs Assessment.				
2) Schedule Quarterly Budget Committee Meetings to review budget expenditure report.		Administration Budget Committee	Ensure that budget is aligned to Campus Improvement Plan.				
3) Provide a bona fide club policies and procedures training.		Budget Clerk Administration	Adhere to administrative regulations regarding fundraising.				
4) Purchase administrative supplies for daily operations including After School Program.		Administration Budget Clerk	Ensure that we are fiscally responsible.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 3070.00							
							

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 5: H. Ligarde will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.


The district will maintain an Unmodified Opinion in the Annual Financial Report.(District)

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.


Evaluation Data Source(s) 5: Audit Report
Comprehensive Annual Financial Report (CAFR)

Summative Evaluation 5:

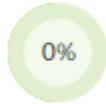
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Utilized district systems such as ALIO, workflow, and School Books.		Budget Clerk Administration	Acquire goods and services according to administrative regulations.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 6: H. Ligarde will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from 7 to 0.

The number of employees that participate in district health and wellness initiatives will increase from 3 to 4.

Increase the number of students getting the flu shot from 150 to 200

Evaluation Data Source(s) 6: Workman's Compensation Reports
Blue Cross/Blue Shield Data
Flu Report

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Safety Officer attends safety meetings and shares information with all faculty and staff.		Safety Officer Administration	Decreased number of workman's comp claims.				
2) Schedule presentation from district insurance company to present on health and wellness initiatives.		Administration Safety District and Campus Officer	Raise awareness of the different health and wellness initiatives that our current insurance company provides in order to decrease health district costs.				
3) Promote scheduled flu clinics within school community.		Nurse Administration	Increase the number of vaccines administered.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 0.00							


Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 7: H. Ligarde will maintain a safe and secure environment by increasing response time and completion of all work orders.

The number of work orders will decrease from 200 to 100

Evaluation Data Source(s) 7: Work Order System reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Follow up with all existing work orders via emails.		Head Custodian Custodians Administration	Ensure that all campus operations are functioning properly.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 188649.00							
							

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 8: Develop and maintain a staffing plan that utilizes data driven decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from 5 to 0.

Evaluation Data Source(s) 8: Master Schedule, Staffing Reports, Waiver Requests

Summative Evaluation 8:





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Communicate with Director Of Elementary Education to report any increases in class size.		Administration Director of Elementary Ed.	Reduce Class Size Ration Waivers				

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 9: H Ligarde schools will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

Evaluation Data Source(s) 9: STAAR Data

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Utilize DMAC demographic reports after district assessments such as CBA's, Benchmarks to monitor their performance.		Administration Instructional Specialists Classroom Teachers	Identify the areas of need by groups				
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Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.


Performance Objective 10: H. Ligarde will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

100% of all campus and department support staff employees will receive training annually.


Evaluation Data Source(s) 10: Customer Service Training Sign-In Sheets

Summative Evaluation 10:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Attend district customer service training.		Administration Office Staff	Increase positive interactions with parents and school community.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 4: H. Ligarde establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 11: H. Ligarde will promote an increase in teachers meeting expectations on certification attempts.


Number of teachers participating in review sessions will increase from 3 to 4.

The teacher passing rate on certification attempts will increase from 2 to 0.


Evaluation Data Source(s) 11: Certification Reports

Summative Evaluation 11:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Comprehensive Support Strategy 1) Follow up with teachers needing review sessions.		Administration Teachers	Increase teacher certification percentages				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Weekly PLC meetings to assure that the CARES scope and sequence is used.
1	1	2	Implement the Fundamental 5 practices so that students receive hi-quality instruction.
1	1	3	Utilize DMAC to monitor student performance and academic growth.
1	1	4	Attend/Comply with required campus and district training sessions.
1	1	5	Provide instructional material and supplies that support research-based practices and instructional models to meet the needs of all students to demonstrate academic achievement.
1	1	6	Provide staff development, attend workshops and/or attend conferences to enhance content knowledge and skills.
1	1	7	Provide academic field trips for all students.
1	2	1	Identify the STAAR rating for students in 4th and 5th grade and make projections for Approaches, Meets and Master.
1	2	2	Students track their assessment performance with graphing logs.
1	2	3	Student conference with principal after district assessments.
1	2	4	Purchase the following for student use: workbooks, software licenses, and instructional material.
1	2	5	Provide intervention via tutorials, Super Saturdays, LEC, and classroom intervention with research-based material and intervention software.
1	2	6	Keep track of the progress of students that have RTI plans in DMAC.
1	3	1	Purchase general supplies and/or instructional materials for teacher, counselor, and librarian to instruct, facilitate student work and enhance student learning of At Risk, Hispanic, Economically Disadvantaged, Special Ed and English Learners.
1	3	2	Provide tutors for remediation of special population students such as Special ed, Bilingual and Migrant.
1	3	3	Purchase incentives or awards to recognize and award special population groups that make academic gains and/or accomplish goals.
1	5	1	Provide tutorials ELL students as per data.
1	5	2	Students will practice their TELPAS Domains during Tuesdays, Wednesdays and Thursdays through Seesaw Activities and Campuswide Critical Writing Activities.
1	5	3	Teachers will input their bilingual students writing ratings into an online shared file.

Goal	Objective	Strategy	Description
1	5	4	During weekly PLCs, teachers calibrate their students writing samples using rubrics to ensure accurate ratings.
1	5	5	Provide students with reading materials, software and/or apps that allows them to practice their listening, speaking and reading skills
1	5	6	Monitor ELPS during PLC meeting to ensure that EL students are making progress in language and academic measures.
1	6	1	Schedule Career Days for primary and intermediate levels.
1	7	1	Create Trailblazer classes in each grade level for high achieving in 1st through 5th grade classes.
1	8	1	Analyze data and conduct root cause analysis on prioritized areas of need.
1	9	1	Implement CTE related components at elementary level such as but not limited to Technology Club, Technology Showcase, Lego Robotics ,STEAM Lab, V-Mix Career Days, and Makerspace at Library.
2	1	1	Implement PBIS (Positive Behavioral Intervention and Supports) to increase attendance rate and behavior.
2	1	2	Analyze Attendance Statistic Reports at the end of every six weeks.
2	2	1	Monitor support systems such as RTI process and review Documentation of Effort to Resolve Failing Grades to assure students' needs are being met.
2	3	1	Recognize them with President's Education Awards Program.
2	4	1	Provide a campus PBIS training at the beginning of the year and implement at this time as well.
2	4	2	Teachers prepare a grade level classroom management plan at the beginning of the year for review and approval. This will also work along side PBIS power word implementation.
2	6	1	Nominate and induct students that meet criteria for the National Elementary Honor Society annually. Have these members complete events and activities that will improve and positively impact their school/community.
2	7	1	Recruit and increase GT participation on UIL events.
2	7	4	Recruit students to participate in campus-sponsored clubs such as Chess, Cheerleaders, Library Club, Technology Club, Future Teachers Club, Green Team, Uni-Tech, Lego Robotics, NEHS, athletics
2	9	2	Schedule counselor presentations so students can choose class schedules for the following school year.
3	1	1	Communicate with parents and the community through TWITTER, Facebook, Monthly Newsletters, School Messenger, Marquee messages, School Webpage and notes sent home.
3	1	4	Assure that all Faculty and 2 community members are a part of the CEIC subcommittees though election of peers.
3	1	5	Quarterly Meetings of CEIC Chairs to review Campus Improvement Plan.
4	2	1	Provide professional development via PLCs to build a strong knowledge base of accountability awareness.

Goal	Objective	Strategy	Description
4	4	1	Schedule CEIC for a discussion of the review of the Comprehensive Needs Assessment.
4	9	1	Utilize DMAC demographic reports after district assessments such as CBA's, Benchmarks to monitor their performance.
4	11	1	Follow up with teachers needing review sessions.