

Laredo Independent School District
Honore Ligarde Elementary School
2018-2019 Campus Improvement Plan

Mission Statement

To foster team work, share a common goal, and use research based practices to deliver rigorous and relevant curriculum for student success.

Vision

At Ligarde we are one team with one goal: Excellence!!

Value Statement

At Ligarde Elementary school we value the effort that Team work makes on our campus. Together we plan effective lessons that meet the needs of all our students.

Comprehensive Needs Assessment

Demographics

Demographics Summary

The 2017-2018 PEIMS Report shows the following percentages: Enrollment 729 students, GT 7.82%, LEP 71.88%, Immigrants 1.10%, Eco Dis 93.42% and Dyslexia 3.43%

The 2016-2017 PEIMS Report shows the following percentages: Enrollment 776 students, GT 6.83%, LEP 74.87%, Immigrants 2.06%, Eco Dis 92.14% and Dyslexia 2.45%

The 2015-2016 PEIMS Report shows the following percentages: Enrollment 803 students, GT 6.3%, LEP 76.02%, Immigrants 2.6%, Eco Dis 93.7% and Dyslexia 1.24%

The 2014-2015 PEIMS Report shows the following percentages: Enrollment 849 students, GT 5%, LEP 76%, Immigrants 2.36%, Eco Dis 84% and Dyslexia 0.5%

Source: PEIMS EDIT Reports

Parents feel welcomed at Ligarde. When the school does host family events, we do have an overall good turn out and parents are often pleased with the organization and enjoyment of the event. These events include Library Extended Hours on Wednesday, Student of the Month ceremonies, PTO meetings, Open House, Meet the Teacher Night, Family Reading Night, Grandparent's Day and Veteran's Day .

Demographics Strengths

Economically Disadvantaged, ELL, and Special Education students on campus have met or exceeded State Accountability Standards for STAAR.

Steady increase of identified GT students in the last three years as noted in PEIMS Report.

Shown a steady increase of LEP students exiting from Bilingual program as ELL students get additional support as seen in linguistic intervention plans and instructional accommodation plans.

Steady increase of Dyslexia percentage indicates a strong RTI that helps in identifying students with reading difficulty.

A campus with almost 800 students will also have a large amount of students that will be absent. Because of this, we implement an attendance action plan. All teachers have an attendance action plan in place that helps them in achieving the attendance percentages required. The school has implemented the pathway to perfect attendance as a form of motivating students to achieve perfect attendance. The school has a calling team that calls the students' parents who are absent to remind them of the importance of being in school on a daily basis.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our school attendance rate is low. **Root Cause:** Parents do not send students to school in spite of incentives for students.

Problem Statement 2: Parent Volunteer numbers are less than 30. **Root Cause:** Campus is not actively recruiting parents.

Student Academic Achievement

Student Academic Achievement Summary

According to our 2017 ACCOUNTABILITY SUMMARY REPORT, our students are meeting or exceeding standards in STAAR.

Index I 78 (Standard is 60)

Index II 52 (Standard is 32)

Index III 50 (Standard is 28)

Index IV 44 (Standard is 12)

4 Distinctions Earned for STAAR 2017 school year! Top 25% Student Progress, Top 25% Closing Achievement Gap, Reading, and Science

The progress and audit of accountability data, (STAAR, TELPAS) is performed at the onset of school for all educational stakeholders to view. Supplementary data (TPRI, Benchmark Exams, Study Island progress) is integrated at the beginning, middle and end of the school year. Further data review such as CBA's, Rigby levels, CPALLS, LEXIA, and Study Island occurs at the end of every six weeks grading period. Students are placed on individual learning plans according to their needs. Some students receive small-group intervention for Tier 2 and Tier 3 while Tier 1 students receive accelerated instruction. High-performing students are placed in Trail-Blazing classes to encourage student growth.

Student Academic Achievement Strengths

*Our campus has met or exceeded State Accountability Standards for STAAR. This was achieved despite the large quantity of high At Risk, Economically Disadvantaged, and ELL students.

PEIMS 2017-2018 Report: GT 7.8%, LEP 71.88%, Eco Dis 93.4%, Dyslexia 3.43%, and Recent Immigrant 2.06%

PEIMS 2016-2017 Report: GT 6.83%, LEP 74.87%, Eco Dis 92.14%, Dyslexia 2.45%, and Recent Immigrant 1.10%.

* Acknowledgement of the Top 25% Student Progress who have advanced in STAAR Index 2

* Indexes showed advancement /increase within closing the performance gap, student progress, and student achievement.

*The school has been meeting or surpassing performance indexes 1-4, for over five years.

* Improvement with ELL and Special Education students continue to develop.

Data:

Meeting standard in 2017 as seen in TAPR

Grade 3 Reading 79%, Mathematics 78%

Grade 4 Reading 71%, Mathematics 84%, Writing 72%

Grade 5 Reading 77%, Mathematics 90%, Science 76%

Meeting standard in 2016

Grade 3 Reading 53%, Mathematics 69%

Grade 4 Reading 71%, Mathematics 63%, Writing 66%

Grade 5 Reading 64%, Mathematics 83%, Science 70%

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Approximately 56% of students are not performing at Post Secondary Readiness expectations. **Root Cause:** Teachers are not providing differentiation instruction or intervention with fidelity for all students.

School Processes & Programs

School Processes & Programs Summary

In an effort to recruit, support and retain personnel and to align instruction, curricular activities, support our organization and maintain our Administrative team, the following are summaries of for Curriculum, Instruction and Assessment, School Context and Organization and Technology.

Curriculum, Instruction and Assessment on the campus is aligned to the Texas Education Agency curriculum (Texas Essential Knowledge and Skills or TEKS), English Language Proficiency Standards (ELPS) and College Career Readiness Standards (CCRS). Analyzing our campus data made it apparent that the utilization of district curriculums for daily instruction, the systematic analysis of local and state assessment data, and PLC collaborations are all vital for addressing the needs of individual students and of the campus. The benefits can be seen in the 2017 State Accountability Report for our campus.

The mission, vision, and goals are used to ensure the improvement of our students through the use of data and the delivery of instruction based on weaknesses found. At the campus level, the priorities of our students are based on data collected from different assessments and needs of students. The district and campus goals are addressed and discussed through our faculty meetings and weekly grade level common planning where teachers discuss lessons and other information is provided to the teachers. Monitoring tools are in place to manage the students' performance in formative assessment and make course adjustments.

The district expectations for the use of technology are to provide quality, up to date and effective instructional technology for all students and staff in order to insure learning opportunities for all types of learners. The majority of the classrooms are equipped with computers, wireless projectors, some I-Pads, Mimios, ebooks, the use of V-Brick system, Outlook one drive and A-Z are used to support these learning and instructional opportunities. The use of the LEAD documents gives the teachers valuable instructional materials available online.

School Processes & Programs Strengths

Curriculum is aligned throughout all grade levels Curriculum is implemented with fidelity and unanimity through common planning to ensure the engagement of students in authentic work. Peer support is achieved as a result of PLC participation and students' needs are determined and supported by data analysis of Benchmarks, CBA'S, Rigby, TPRI, TELPAS, CPAL, I-Station, Lexia, and Velocity, Head Sprout Data, Data, Smarty Ants Data, and Study Island Data. Students' progress is tracked every six weeks by each grade level and readily displayed on charts for expeditious accessibility. Instructional and linguistic accommodations are routinely and effectively used in daily instruction across all disciplines. Guided Reading instruction is implemented daily.

Communication is effective on our campus! - School Messenger, Monthly Calendars, encouraging teachers to utilize the Remind App and Class Dojo to communicate with parents, social media sites (Twitter), newsletters, messages on the school marquee. Meetings are conducted bilingually to meet the language preferences of all parents. -Home/School connection- Monthly community guest speaker invited to every monthly PTO meeting to provide parents information on a variety of topics focusing on ways parents can support their children. - District Workshops- All parents are invited through fliers to participate in free workshops provided by the district. Workshops vary on topics and may include information for migrants, GT, nutrition, etc. -Community Partnership First United Methodist Church- backpack donations for needy students and HEB Read 3/TAMIU, Parent Classes.

Our campus supports and honors the districts policies and procedures. The campus vision, mission and goals are set created by teachers, faculty and staff and is effectively followed by all personnel. The CEIC members are selected from the different grade levels and members of the community. The CEIC members ensure that the goals and decision made are implemented. The committee chairs will in turn provide feedback to the members of the committees. Our campus is privileged to have after school daycare for working parents. Students are assisted with homework and they are able to use educational software programs available at our campus.

On campus there is a computer trainer on certain days of the week, and a computer lab manager available to support teachers and students. Technology is available for students to use, in the library and the classroom, before, during and after school. Furthermore, the parents can come to the library and utilize the computers to promote reading and comprehension with the Accelerated Program. Technology trainings are available during the school year as well as the summer for teachers and staff to become more proficient and keep up to date with ever changing technological advances in the educational field.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Excessive software programs are required for daily student use for intervention but full implementation of each program is difficult to do. **Root Cause:** Intervention time is limited during a school day.

Perceptions

Perceptions Summary

At Ligarde Elementary, we conduct business with student achievement in mind. Teachers plan lessons for the academic achievement but they also look out in the best interest of the child.

Some of the strategies and techniques that teachers use include the following: incentives and awards, participation in extracurricular activities, assigned special leader roles in class.

One of the things that we want students and parents to understand is that we believe that all students can be successful and that we will do all that is possible to help children feel cared for and successful. The methods which we relay this is through the the varous activites that are held and by the notices, newsletters and letters that are sent out to the students.

Perceptions Strengths

Family and Community Engagement

- Parents feel welcomed at our school and we have good turnouts at our different school events (i.e. Library Extended Hours, PTOs, Meet the Teacher Night, Open House, Report Card Night, Family Reading Night, Grandparent's Day, Veteran's Day).
- Monthly meetings (PTO) are conducted to educate and engage parents.
- Parent volunteers are welcomed during school events.
- Parents also participate in LPAC Committee and PTO.
- We have good teacher- parent volunteer relations.
- Communication with parents is very effective (i.e. Newsletters, Monthly Calendars, Remind App, Twitter, School Messenger, School Marquee) and information is provided in both English and Spanish.
- Parents are always invited through fliers to participate in free workshops provided by the school district in which they learn about different topics.
- Our campus has a partnership with HEB (Read 3), First United Methodist Church (donate backpacks with school supplies), LISD Communication (they donate jackets for students), Law Enforcement Sherriff Department (Christmas with Santa), Constables (Navidad en el Barrio), Laredo Police Department (they donated backpacks with school supplies), and LISD Finance Department (donated toys for Angel Tree).

- Our National Elementary Honor Society participates and serves in special projects for the community. Previous projects include the Food Bank of Laredo, a Turkey and Ham giveaway to parents, and fixing the picnic areas for the Sacred Heart Children's home.

School Culture and Climate

- Students like our school. They have an opportunity to choose and participate in different extra-curricular activities and school organizations like Library Club, Athletics, Cheerleading, Choir, Talent Shows, UIL, National Elementary Honor Society, Technology Club, and Chess Club.
- CHAMPS is used school-wide to manage student behavior.
- Counselor meets with students for individual counseling, small group or class presentations to promote positive behavior.
- Referrals are made and parent conferences are conducted with teacher and administrator to make sure improper behavior ceases.
- Students receive rewards and incentives for Attendance and Academic Achievement.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student chronic absenteeism is a deterrent to academic achievement. **Root Cause:** Chronic absentee students need additional counseling to feel loved at school.

Comprehensive Needs Assessment Data Documentation

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

Goals

Revised/Approved: January 18, 2018

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 46% to 50%

(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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 1) Weekly PLC meetings to assure that the LEAD scope and sequence is used	2.4, 2.5, 2.6	Principal, Assistant Principal, Team Leader	Teacher lesson plans will be aligned.				

<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) Implement the Fundamental 5 practices so that students receive hi-quality instruction.</p>	2.4, 2.5, 2.6	Principal, Assistant Principal	Research based practices that yield high assessment results.				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>3) Utilize DMAC to monitor student performance.</p>	2.6	Principal, Assistant Principal, Deans	Rigor and Relevance and Depth of Knowledge increase for instruction.				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>4) Attend/Comply with required campus and district training sessions.</p>	2.4, 2.5, 2.6	Principal, Assistant Principal, Secretary	100% Compliance with required training that impact student achievement.				
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>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.</p>	2.4, 2.5, 2.6	Principal, Assistant principal	All students learn grade -level content and demonstrate achievement.				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 27151.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 200.00, 199 - General Fund: SCE Pre K (PIC 34) - 3000.00, 211 - ESEA Title I: Improving Basic Program - 2250.00
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>6) Provide staff development, attend workshops and/or attend conferences to enhance content knowledge and skills.</p>	2.4, 2.5, 2.6	Principal, Assistant Principal	Campus personnel is well- trained to deliver instruction and to give support to peers.				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 500.00, 211 - ESEA Title I: Improving Basic Program - 4180.00
<p>System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>7) Provide academic field trips for all students.</p>	2.4, 2.5, 2.6	Principal, Assistant Principal, Teachers	Build students background and enhance experiences.				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3000.00

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 _____ to _____

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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 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.				
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 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.				
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 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.				

System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 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) - 20073.00						
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 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) - 18500.00						
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 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 increase from _____ to _____ (See Plan Addendum)

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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 4 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) - 300.00, 199 - General Fund: GT (PIC 21) - 456.00, 199 - General Fund: Special Education (PIC 23) - 75.00, 199 - General Fund: Bilingual (PIC 25) - 33131.00, 211 - ESEA Title I: Improving Basic Program - 1500.00, 199 - General Fund: Basic Instruction (PIC 11) - 1501.00, 199 - General Fund: SCE (PIC 30) - 10000.00							
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 4 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) - 394042.00, 224 - IDEA - Part B: Formula Fund - 79180.00, 263 - LEP Bilingual Program Fund - 75057.00, 435 - SSA Regional Day School - Deaf - 2000.00							
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 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) - 5200.00, 199 - General Fund: Operating (PIC 99) - 1100.00, 199 - General Fund: SCE (PIC 30) - 2500.00, 211 - ESEA Title I: Improving Basic Program - 1000.00							

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
Critical Success Factors CSF 5 CSF 6 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 _____ to _____.

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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 1) Provide ESL tutorials to those students that are in the Beginning or Intermediate levels in TELPAS.	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) - 10000.00							
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 2) Students will practice their writing communication skills during TELPAS Tuesdays.	2.4, 2.5, 2.6	Administration Bilingual Strategist Teachers	We expect students to become more proficient in the writing TELPAS domain.				
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 3) Teachers will input their bilingual students weekly 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.				

<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) During weekly PLCs, teachers calibrate their students writing samples using rubrics to ensure accurate ratings.</p>	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.				
<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Provide students with reading materials, software and/or apps that allows them to practice their listening, speaking and reading skills</p>	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) - 12000.00							
<p>System Safeguard Strategy PBMAS</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>6) Monitor ELPS during PLC meeting to ensure that EL students are making progress in PRE-LAS and LAS tests</p>	2.4, 2.6	Principal, Assistant Principal, Bilingual Clerk	Students make progress in testing				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 4000.00							
							

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
System Safeguard Strategy Critical Success Factors CSF 5 1) Schedule Career Days for primary and intermediate levels.	2.4, 2.6	Administration Counselor	To instill future possible college and career goals.				
Critical Success Factors CSF 1 2) Schedule Groundhog Shadowing of a leader on campus.	2.5, 2.6	Administration Counselor Librarian Instructional Specialist	Students are expected to participate on behind the scenes leadership roles.				

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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 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.				
Critical Success Factors CSF 4 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.				
							

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
System Safeguard Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7 1) Analyze data and conduct root cause analysis on prioritized areas of need.	2.4, 2.5, 2.6	Admin CEIC Classroom Teachers	Reduce stage number.				
Critical Success Factors CSF 1 CSF 2 2) Develop a plan to address areas of concern.	2.4, 2.6	Administration CEIC Classroom Teachers	Reduce stage number.				

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
1) Implement CTE related components at elementary level such as but not limited to Technology Club, Technology Showcase Participation, Career Days, and Makerspace at Library.		Administration Technology Trainer Technology Teacher Team Librarian Counselor	It is expected that students develop an interest in CTE Programs.				
							


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 ____ to ____.

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.		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 - 51025.00							
2) Encourage professional development via different technology forums such as Atomic Learning and Apple Program.		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.		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 _____ to _____.

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) Participate in self-paced professional development such as Teacher Apple Badges and Atomic Learning.		Campus Tech trainer	Increased teacher proficiency in technology.				
							

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.

District Retention rate will decrease from _____ to _____

Campus Retention rate will decrease from _____ to _____

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		Principal, Assistant Principal	Provide intervention to students so they can achieve academic success.				
2) Review DMAC RTI plans for student progress.		Principal, Assistant Principal	Provide students the support to make them successful.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 400.00							
3) Analyze TAPR report to pinpoint grade levels that surpass state and district retention percents.		Administration Faculty	Decrease retention rates				
							


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 96.2 to 99%

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
1) Implement an Attendance Action plan for the campus and for the classrooms.		Principal, Assistant Principal and classroom teacher.	Show an increase in students attendance.				
2) Analyze Attendance Statistic Reports at the end of every six weeks.		Administration Classroom Teachers	Improved attendance rates				
3) Establish a system to identify the students that are chronically absent and provide necessary interventions.		Administration Truant Officer Classroom Teachers Counselors Social Worker	Reduced number of chronically absent students (17 or more absences)				
							

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
1) Monitor support systems such as RTI process and review Documentation of Effort to Resolve Failing Grades to assure students' needs are being met.		Administration Classroom Teachers	It is expected that students will stay on grade level track to graduate.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00							
							

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
1) Recognize them with President's Education Awards Program.		Administration Counselor	Instills a sense of pride on their accomplishments.				
							


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 a campus-wide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

of Discipline referrals will decrease from 5 to 0
 Special Ed. Students from _____ to _____

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
1) Provide a campus CHAMPS training at the beginning of the year.		Administration Behavioral Specialist	Decreased number of discipline referrals.				
2) Teachers submit the classroom management plan at the beginning of the year for review and approval.		Classroom Teachers Administration	Decreased number of discipline referrals.				
							

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.		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.		Administration Head Custodian Safety Officer	Promote secure school environment.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00, 211 - ESEA Title I: Improving Basic Program - 50.00							
							

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)

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
1) Nominate and induct students that meet criteria for the National Elementary Honor Society		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
1) Identify and recruit students to participate in UIL.		Principal, Assistant Principal, UIL Coordinator.	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, Ligarde's Got Talent, Breakfast competition, Cheerleaders		Principal, Assistant Principal, Music Teacher	To encourage students to develop affective domain.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 0.00						
4) Recruit students to participate in campus-sponsored clubs such as Chess, Cheerleaders, Library Club, Technology Club, Future Teachers Club, Green Team,		Principal, Assistant Principal, Sponsors	To engage students in different events to build their team skills.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 0.00						

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) - 3000.00							
							


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		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.		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, Kindness Day, Career Day to promote drug, bullying and kindness awareness		Principal, Assistant Principal, Counselor	Students learn how to say no to potentially dangerous situations and learn how to be nice to each other.				
							

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),

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.		Principal, Assistant Principal, Counselor	Students will feel comfortable with the change.				
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.

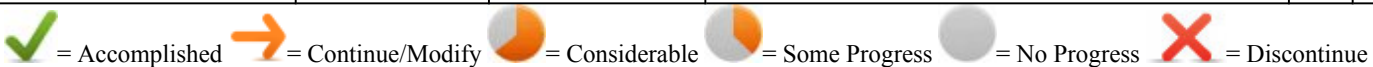
Number of parents and community members participating in Site-Based Decision Making committees.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings.

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
1) Communicate with parents and the community through TWITTER, Monthly Newsletters, School Messenger, Marquee messages, School Webpage and notes sent home.		Principal, Assistant Principal, Parent Liaison	Keep parents and community informed about upcoming events.				
2) Schedule Monthly Parent Learning Sessions.		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.		Principal, Assistant Principal, Team Leaders	Increase the number of parents attending monthly meetings.				
4) Assure that all Faculty and 2 community members are a part of the CEIC subcommittees through election of peers.		Principal, Assistant Principal	Campus input for events and activities in the school.				
5) Quarterly Meetings of CEIC Chairs to review Campus Improvement Plan.		Principal, Assistant Principal	To maintain a correct and updated Campus Improvement Plan.				
							

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 HEB Read 3, TAMIU LEC, Junior Achievement, Wells Fargo, Community Members in Career Days, 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 Fairs with at least 2 in the fall and 1 in the Spring.		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.				
<p>Critical Success Factors CSF 5</p> <p>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.</p>	3.1	Administration Parent Liaison	Increased parental support of campus initiatives				
							


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 6 to 8

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.				
							

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.

Decrease the number of PEG campuses from 5 to 0

Maintain the number of IR Campuses at Zero (0)

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

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
1) Provide professional development via PLCs to build a strong knowledge base of accountability awareness.		Administration	Teachers avoid the pitfalls involving different accountability systems.				

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) - 2504638.00, 199 - General Fund: Bilingual (PIC 25) - 85394.00, 199 - General Fund: SCE (PIC 30) - 166612.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 269935.00, 199 - General Fund: SCE Pre K (PIC 34) - 217050.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 5443.00, 211 - ESEA Title I: Improving Basic Program - 232013.00, 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) - 655013.00						

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

Performance Objective 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
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) - 4800.00							
							

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.				

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 - 67.00							
							

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) - 186823.00							

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
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				
							

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.				

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
1) Follow up with teachers needing review sessions.		Administration Teachers	Increase teacher certification percentages				
							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Weekly PLC meetings to assure that the LEAD 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.
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 ESL tutorials to those students that are in the Beginning or Intermediate levels in TELPAS.
1	5	2	Students will practice their writing communication skills during TELPAS Tuesdays.
1	5	3	Teachers will input their bilingual students weekly writing ratings into an online shared file.
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

Goal	Objective	Strategy	Description
1	5	6	Monitor ELPS during PLC meeting to ensure that EL students are making progress in PRE-LAS and LAS tests
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.

State Compensatory

Budget for Honore Ligarde Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
19911611900124932000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$163,256.00
19911611920124930000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$5,500.00
19931611900124930000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$42,090.00
19911612900124930000	6129 Salaries or Wages for Support Personnel	\$87,354.00
19911612900124932000	6129 Salaries or Wages for Support Personnel	\$106,679.00
19912612900124930000	6129 Salaries or Wages for Support Personnel	\$37,168.00
6100 Subtotal:		\$442,047.00
6200 Professional and Contracted Services		
19911624900124930000	6249 Contracted Maintenance & Repair	\$10,000.00
6200 Subtotal:		\$10,000.00
6300 Supplies and Services		
19911632900124934000	6329 Reading Materials	\$1,500.00
19912632920124930000	6329 Reading Materials	\$10,000.00
19911639900124930000	6399 General Supplies	\$20,073.00
19911639900124932000	6399 General Supplies	\$200.00
19911639900124934000	6399 General Supplies	\$1,500.00
6300 Subtotal:		\$33,273.00
6400 Other Operating Costs		

19911649944124930000	6499 Miscellaneous Operating Costs	\$2,500.00
6400 Subtotal:		\$2,500.00

Personnel for Honore Ligarde Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Adriana Martinez	Teacher Aide	State Compensatory	0.5
Cynthia Martinez	PK3 Teacher	State Compensatory	0.5
Elsa Almanza	PK4 Teacher	State Compensatory	0.5
Fernando Flores	PK3 Teacher	State Compensatory	0.5
Frances Gutierrez	Computer Lab Manager	State Compensatory	1.0
Jessica Guerra	PK4 Teacher	State Compensatory	0.5
Jessica Ledet	PK4 Teacher	State Compensatory	0.5
Karla De Hoyos	Attendance Officer	State Compensatory	0.25
Luz Quiroz	Science Lab Manager	State Compensatory	1.0
Maria Hinojosa	Librarian Assistant	State Compensatory	1.0
Patricia Avina	Counselor	State Compensatory	0.5
Patricia Boone	PK4 Teacher	State Compensatory	0.5
Paula Q. Martinez	Teacher Aide	State Compensatory	0.5
Rosalinda Arriaga	Teacher Aide	State Compensatory	1.0
San Juanita Rangel	Teacher Aide	State Compensatory	1.0

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ana Laura Tristan	Tech.Trainer	Title I	0.5
Dora Ramos	Health Assistant	Title I	1.0
Laura Chavez	Pk3 teacher aide	Title I	1.0
Maricella Cadena	CEI Lab Manager	Title I	1.0
Sandra Morales	Parental Involvement Liaison	Title I	1.0
Sonia Moreno	Interv/Diff Inst. Specialist	Title I	1.0

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	10	1	E-RATE	180-81-66XX-00-124-9-99-000	\$51,025.00
Sub-Total					\$51,025.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	General Supplies	199-11-6399-00-124-9-11-000	\$10,604.00
1	1	5	Alexandria Software for all Students	199-12-6249-00-124-9-11-LIC	\$840.00
1	1	5	Instructional Start Up	199-11-6399-99-124-9-11-INS	\$8,642.00
1	1	5	Copier Rental	199-11-6264-00-124-9-11-000	\$7,065.00
1	1	6	Education Service Center Serv	199-13-6239-00-124-9-11-000	\$500.00
1	1	7	Transportation	199-11-6494-00-124-9-11-000	\$3,000.00
1	3	1	Library Books	199-12-6329-20-124-9-11-000	\$1,501.00
1	3	3	Incentives Awards for Participation	199-11-6499-44-124-9-11-000	\$5,200.00
1	12	2	Furniture for instructional use	199-11-6644-00-124-9-11-000	\$400.00
4	3	1	Payroll	Payroll	\$2,504,638.00
Sub-Total					\$2,542,390.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	General Supplies	199-31-6399-00-124-9-99-000	\$300.00
1	3	3	Incentives for Extracurricular Activities	199-36-6499-44-124-9-99-000	\$1,100.00
2	2	1	Furniture for Admin use	199-23-6644-00-124-9-99-000	\$1,000.00
2	5	2	Safety Supplies	199-52-6399-00-124-9-99-000	\$1,000.00
2	6	1	NHS dues	199-36-6495-00-124-9-99-000	\$100.00
2	7	1	General Supplies	199-36-6499-00-124-9-99-000	\$260.00
2	7	5	Transportation for Extra Curricular Activities	199-36-6494-00-124-9-99-000	\$3,000.00

4	3	3	Payroll	Payroll	\$655,013.00
4	4	4	Administrative Supplies	199-23-6399-00-124-9-99-000	\$3,800.00
4	4	4	After School Program Supplies	199-61-6399-99-124-9-99-AFT	\$1,000.00
4	7	1	Electricity	199-51-6259-00-124-9-99-000	\$148,238.00
4	7	1	Water	199-51-6255-00-124-9-99-000	\$21,157.00
4	7	1	Sanitation	199-51-6255-01-124-9-99-000	\$2,957.00
4	7	1	Janitorial	199-51-6317-99-124-9-99-000	\$13,402.00
4	7	1	Dust Mop Service	199-51-6249-99-124-9-99-000	\$1,009.00
4	7	1	Dust Mop	199-51-6317-90-124-9-99-000	\$60.00
Sub-Total					\$853,396.00
199 - General Fund: Special Education (PIC 23)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	General Supplies	199-11-6399-00-124-9-23-000	\$75.00
1	3	2	Payroll	Payroll	\$394,042.00
Sub-Total					\$394,117.00
199 - General Fund: Bilingual (PIC 25)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	General Supplies	199-11-6399-00-124-9-25-000	\$33,131.00
1	5	1	Extra Duty Pay for ESL Tutorials	199-11-6119-20-124-9-25-000	\$10,000.00
1	5	5	Reading Materials	199-11-6329-00-124-9-25-000	\$6,000.00
1	5	5	Library Reading Bil. Books	199-12-6329-20-124-9-25-000	\$6,000.00
1	5	6	Testing Materials	199-11-6339-00-124-9-25-000	\$4,000.00
4	3	1	Payroll	Payroll	\$85,394.00
Sub-Total					\$144,525.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	General Supplies	199-11-6399-00-124-9-21-000	\$456.00
Sub-Total					\$456.00

199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	1	Payroll	Payroll	\$5,443.00
Sub-Total					\$5,443.00
199 - General Fund: Basic Instruction PreK (PIC 32)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	General Supplies	199-11-6399-00-124-9-32-PK4	\$200.00
4	3	1	Payroll	Payroll	\$269,935.00
Sub-Total					\$270,135.00
199 - General Fund: SCE Pre K (PIC 34)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	General Supplies	199-11-6399-00-124-9-34-PK4	\$1,500.00
1	1	5	Reading Materials for PK4	199-11-6329-00-124-9-34-PK4	\$1,500.00
4	3	1	Payroll	Payroll	\$217,050.00
Sub-Total					\$220,050.00
199 - General Fund: SCE (PIC 30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	4	General Supplies	199-11-6399-00-124-9-30-000	\$20,073.00
1	2	5	Extra Duty Pay	199-11-6119-20-124-9-30-000	\$5,000.00
1	2	5	Contracted Maintenance	199-11-6249-00-124-9-30-000	\$10,000.00
1	2	5	Miscellaneous Contracted Services	199-11-6299-00-124-9-30-000	\$3,500.00
1	3	1	Library Books for At Risk	199-12-6329-20-124-9-30-000	\$10,000.00
1	3	3	Incentives for Achievement of At Risk Students	199-11-6499-44-124-9-30-000	\$2,500.00
4	3	1	Payroll	Payroll	\$166,612.00
Sub-Total					\$217,685.00
211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	Miscellaneous Contracted Services	211-11-6299-00-124-9-30-000	\$2,250.00

1	1	5	General Supplies	211-11-6399-00-124-9-30-000	\$0.00
1	1	6	Education Service Center	211-13-6239-00-124-9-30-000	\$20.00
1	1	6	Consulting Services	211-13-6291-00-124-9-30-000	\$20.00
1	1	6	Travel O/D	211-13-6411-00-124-9-30-000	\$3,192.00
1	1	6	Travel O/D Admin	211-23-6411-00-124-9-30-000	\$798.00
1	1	6	Counselor Training	211-31-6411-00-124-9-30-000	\$150.00
1	1	6	Librarian Travel O/D	211-13-6411-00-124-9-30-LIB	\$0.00
1	3	1	General Supplies	211-12-6399-00-124-9-30-000	\$750.00
1	3	1	Reading Materials/Library Periodicals	211-12-6329-00-124-9-30-000	\$750.00
1	3	3	Incentives for AR	211-12-6499-44-124-9-30-000	\$1,000.00
2	5	2	Raptor Supplies	211-52-6399-00-124-9-30-000	\$50.00
2	7	3	Maintenance Repair Band instrument (piano tuning fees)	211-11-6249-99-124-9-30-000	\$0.00
4	3	1	Payroll	Payroll	\$232,013.00
4	6	3	Nurse Kit	211-33-6399-00-124-9-30-000	\$67.00

Sub-Total \$241,060.00

224 - IDEA - Part B: Formula Fund

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Payroll	Payroll	\$79,180.00

Sub-Total \$79,180.00

255 - ESEA II, A Training & Recruiting

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	1	Payroll	Payroll	\$1.00

Sub-Total \$1.00

263 - LEP Bilingual Program Fund

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Payroll	Payroll	\$75,057.00

Sub-Total \$75,057.00

435 - SSA Regional Day School - Deaf

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Payroll	Payroll	\$2,000.00
Sub-Total					\$2,000.00
Grand Total					\$5,096,520.00