

Laredo Independent School District

Santa Maria Elementary School

2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

Santa Maria Elementary will educate the children of Today to Be the Leaders of Tomorrow.

Vision

Santa Maria Elementary administration, faculty and staff pledge to provide each student with rigorous, relevant and research-based instruction that will help all children become college-ready or fully employed after graduation.

Table of Contents

Goals	4
Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.	4
Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.	11
Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.	16
Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.	18
Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.	19
Goal 6: The Human Resources will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.	20
Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.	21
System Safeguard Strategies	24




Goals







Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 1: Santa Maria Elementary will provide rigor and relevant instruction to increase student achievement and close the achievement gap between all subgroups on STAAR Reading, Math, Writing and Science to meet the 2017 - 2018 required local, state, and federal mandates.

Evaluation Data Source(s) 1: Source(s) 1: Index I will be achieved by making the following gains in tested areas: Reading will increase from 68% to 75%, Math will increase from 78% to 85%, Writing from 78% to 80%, and Science from 73% to 80%.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria Elementary will implement I-Station (Reading Recovery) KN-5th, Think Through Math 3rd-5th, Library Alexandria PK-5th, Reading Materials PK-5th, lead curriculum, KN-5th, Circle PK Program, My Virtual Reading Coach (MVRC), and Education Galaxy (K-5th).</p> <p>A) Administration and teachers will disaggregate assessment data during collaborative planning meetings.</p> <p>B) Grade Book</p>	1, 2, 3, 8, 9, 10	Principal, Asst. Principal, Teachers	I-Station Reading Summary Reports, Think Through Math Summary Reports, CBA results, Six Weeks Grades, Learning Walks				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$3,219.00							
<p>System Safeguard Strategy</p> <p>2) Implement State TEKS resource System Curriculum and District L.E.A.D. Curriculum Guide to support best practices and higher order thinking skills in every classroom to improve Tier I student achievement of all student populations.</p>	2, 9	Principal, Asst. Principal	Lesson Plans, Collaborative Meeting Agenda delivery of instruction summary, Learning Walks.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,008,180.00							
<p>3) Implement high quality instruction through the use of age appropriate research-based instructional materials to promote and ensure the cognitive, social, and physical development of all early child development students.</p>	2, 7	Principal, Asst. Principal, Teachers	Lesson Plans, Learning Walks, Collaborative planning				
Funding Sources: 199 - General Fund: Basic Instruction PreK (PIC 32) - \$180,795.00, 199 - General Fund: SCE Pre K (PIC 34) - \$261,883.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$47,550.00, 199 - General Fund: SCE (PIC 30) - \$2,500.00							

<p>System Safeguard Strategy</p> <p>4) SM administration, Professional Service Provider, and teachers will disaggregate data in order to plan & deliver effective instruction.</p>	3, 8, 9	Principal, Asst. Principal, PSP, Instructional Specialist, Grade Level Reps, and Teachers.	<p>1) Documentation of data analysis will be turned in to administration after each six weeks assessment and/or benchmark.</p> <p>2) Grade book will be reviewed periodically to determine remediation and tutorials.</p> <p>3) Failure reports, DMAC reports, and Assessment results will be reviewed.</p> <p>4) Santa Maria leadership team will meet with PSP to create and comply with school improvement required requisites.</p>				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$19,000.00							
<p>System Safeguard Strategy</p> <p>5) SM will use Data Management for Assessment and Curriculum (DMAC) to monitor student performance and plan prescriptive interventions accordingly.</p>	1, 2, 7	Principal, Asst. Principal, Instructional Specialist, Grade Level Reps, and Teachers.	Lesson Plans, Failure Reports, DMAC Reports and Tutorial Plans.				
<p>System Safeguard Strategy</p> <p>6) SM will review and evaluate the ARD accommodations/modifications to correctly identify the most appropriate assessment and least restrictive environment (LRE) for Special Education students.</p>	3	Principal, Asst. Principal, Teachers, Special Education Coordinator, Diagnostician, Instructional Aides	ARD Accommodations, monitoring of in-class/resource instruction (lesson plans), shadowing of students, DMAC Assessment results.				
<p>7) SM teachers will provide Rdg, Math, Wtg, Sci. prescriptive Interventions, extended day tutorials, Extended AR days, Saturday tutorials, after school tutorials for at-risk students in order to increase student achievement and meet STAAR standards at Level II and III.</p>	3, 9, 10	Principal, Asst. Principal, Instructional Specialist, Grade Level Reps, and Teachers.	DMAC reports, regrouping documentation, and tutorial plans.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$5,000.00, 199 - General Fund: Bilingual (PIC 25) - \$5,000.00							
<p>System Safeguard Strategy</p> <p>8) SM teachers will implement Sheltered Instruction Observation Protocol (SIOP) and Bilingual strategies in order to increase English language acquisition and comprehension for Limited English Proficient (LEP) students.</p>	3, 4, 8, 9	Principal, Asst. Principal, Instructional Specialist, Grade Level Reps, and Teachers.	Lesson Plans, Walk Throughs, Failure reports, and assessments				
<p>System Safeguard Strategy</p> <p>9) SM administration will work closely with the leadership team in building instructional capacity of all classroom teachers in order to focus on curriculum, data and instruction to increase student learning by monitoring instruction, student progress, and developing attainable short term goals specific to TEKS data.</p>	3	Principal, Asst. Principal, Instructional Specialists, Leadership Team, and teachers.	Vertical Planning - R, M S, W, Analyze data - CPALLS, TPRI/Tejas LEE, STAAR, TELPAS, CBAs, benchmarks, Learning Walks, teacher feedback (student engagement and successful learning), Report Cards, Failure reports, DMAC reports, Assessment results.				

System Safeguard Strategy 10) SM will provide a comprehensive professional plan to support Gifted and Talented content areas in the implementation of a differentiated curriculum utilizing the Texas Performance Standards Projects and ensure teachers comply with the yearly six hours of GT updates and students complete their GT projects.	1, 3, 4, 8, 10	Principal, Asst. Principal, Counselor, Teachers	Failure reports, DMAC, Assessment results, lesson plans, teacher 6 hrs. GT update certificate, completion of individual student GT projects, STAAR level III results.				
System Safeguard Strategy 11) SM leadership team will develop a curriculum plan which will be monitored and adapted throughout the school year. Lesson plan will include emphasis on daily TEKS, scripted Level 2 & 3 questions, ELPS, academic vocabulary, daily journals, resources, and procedures in addition to following the district LEAD document to ensure activities and assessments are aligned.	2, 3, 4, 8	Principal, Asst. Principal, Leadership Team, Instructional Specialist	Lesson Plans, walkthroughs, DMAC, Assessment results.				
System Safeguard Strategy 12) SM will implement the District Technology Plan across the curriculum to include Campus web page as a resource for instructional purposes (Class page events, technology integration, interventions and research assignments, including the use of Library Online Resources).	1, 3	Principal, Asst. Principal, Technology Trainer, Librarian	Technology Plan, Teacher required 12 hours of technology staff development summary report.				
System Safeguard Strategy 13) SM will implement the Accelerated Reader Program and encourage all students to participate throughout the school year via library services, class libraries, and teachers reading in every classroom.	3, 9	Principal, Asst. Principal, Librarian, Teachers	AR student/teacher summary assessment results/points, extended library schedule, Saturday AR days				
System Safeguard Strategy 14) SM will utilize the instructional model and classroom "learning walks" to improve delivery of instruction in the classroom.	1, 2, 3	Principal, Asst. Principal, Instructional specialist, District OTA feedback	Walk throughs, OTA observations/feedback				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							









Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 2: Index 2 - Student Progress, will improve from 54 % to 60%. Santa Maria Elementary will provide staff development in an integrated and differentiated curriculum to develop student's in competencies in specific knowledge and analytical skills needed to increase student achievement in all state and federal academic areas.

Evaluation Data Source(s) 2: By May 2017, Santa Maria Elementary will provide training to 100% Professional Staff and Instructional Aides to improve student achievement from 64% to 70% in index 1.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria EL will provide staff development to enhance content areas for instructional pedagogy, content, and area of need via district, Region One, Out-of-town conferences and contracted consultants.</p>	1, 2, 4	Principal, Asst. Principal, Teachers	Agenda, Staff Development Sign-Ins, Staff Development Evaluation Sheets				
Funding Sources: 211 - ESEA, Title I: School Improvement Grant - \$0.00							
<p>System Safeguard Strategy</p> <p>2) Santa Maria EL will provide professional development conference (SIOP) to one teacher per grade level and administrator to learn about research-based strategies that will meet the needs of all ELL, SpEd, At-risk, and GT students. These teachers then will turn around training to the other teachers at our campus.</p>	4, 8, 9	Administration, Teachers	Work flow, Conference Documentation, Turnaround Agenda and sign-ins				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$0.00							
<p>System Safeguard Strategy</p> <p>3) Santa Maria Elementary administration, counselor, nurse, teachers and librarian will attend annual conferences to meet the student needs in guidance, library services and curriculum.</p>	3, 4, 5	Administration, Music Teacher, Counselor, Nurse, Librarian	Work flow, Conference documentation				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$0.00, 211 - ESEA Title I: Improving Basic Program - \$4,804.00							
<p>System Safeguard Strategy</p> <p>4) SM teachers will take a minimum of 12 hours of technology applications and integration across the curriculum to improve student achievement provided by the district and Edvivate.</p>	4, 8	Principal, Asst. Principal, Technology Trainer, Teachers	Technology SD Summary Report, PD360 Summary Report				










<p>System Safeguard Strategy</p> <p>5) SM will provide teachers with SPED staff development training in LRE, Accommodations, Modifications, In-Class support, Pull-out support, and other related services to meet the Individualized Education Plan (IEP) needs of all students with learning disabilities.</p>	3, 4, 9	Principal, Asst. Principal, Assistive Technology Trainer, Classroom Teachers, SpEd Teachers, Special Education Personnel.	Agendas, Sign-Ins				
<p>System Safeguard Strategy</p> <p>6) SM will implement the Early Transition Model and provide teachers staff development opportunities, supplemental and tutoring materials specifically designed to address the needs of ELL students.</p>	1, 4, 8, 10	Principal, Asst. Principal, Bilingual Strategist, Teachers, Instructional Specialist, and Support Staff	Agendas, Sign-Ins				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 3: Santa Maria Elementary will establish a process for instructional intervention to ensure that all student support programs specific to student sub-groups are fully implemented to deliver high quality individualized instruction as measured by an increase of 5% annually.

Evaluation Data Source(s) 3: Santa Maria Elementary will increase the number of students reading on grade level by 5%.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria EL will provide extra duty pay for professional development for teachers/staff to implement Response to Intervention (RTI) prescriptive behavior and instructional recommendations to meet the needs of all at-risk, ELL, and SpEd students via: Sci. Lab Intervention Extended Days Super Saturdays Tier II Pull-outs AR Super Saturdays (Parental Involvement)	1, 2, 8, 9	Administration, Teachers, Instructional Interventionist, Reading Coach, Tutors, Science Lab Manager	Tier II Schedule, Tutorial Attendance, Six Weeks Grades, CBA results, 2 week progress monitoring, RTI summary				
				Funding Sources: 211 - ESEA, Title I: School Improvement Grant - \$0.00, 199 - General Fund: Special Education (PIC 23) - \$478,955.00, 224 - IDEA - Part B: Formula Fund - \$115,869.00, 435 - SSA Regional Day School - Deaf - \$0.00, 199 - General Fund: SCE (PIC 30) - \$0.00			
System Safeguard Strategy 2) Santa Maria EL provide Tier II Technology program(s) for intervention for at-risk, ELL, and SpEd students in need of remediation via: MVRC/RAPS360, I-Station, Think Through Math, M-Class, Kindle Sparks, Accelerated reader.	1, 2, 8, 9	Administration, Teachers, Intervention Specialist, Reading Coach, CSR	Individual and Class Summary Reports, 2 week progress monitoring results, POs				
				Funding Sources: 199 - General Fund: SCE (PIC 30) - \$6,100.00, 199 - General Fund: Bilingual (PIC 25) - \$2,200.00			
System Safeguard Strategy 3) Santa Maria EL will hire high quality tutors to provide intervention for at-risk bilingual and special education students.	1, 4, 8, 10	Administration, Teachers, Tutors	Time Clock Reports, Payroll, Six Weeks grades				
				Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$3,600.00, 199 - General Fund: SCE (PIC 30) - \$4,500.00			
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 4: Santa Maria Elementary will evaluate all instructional program materials and resources on a yearly basis to ensure that they meet 100% of all sub-group needs.

Evaluation Data Source(s) 4: Santa Maria Elementary will demonstrate that all instructional materials and resources meet 100% compliance and meet the instructional needs for all sub-groups.

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria EL will provide Instructional materials, Reading Materials/Supplies and Scholastic Weekly Readers that support scientific research-based practices and instructional models to meet the needs of ALL student sub-groups.	1, 2, 9, 10	Administration, Teachers, Bilingual Strategist, SpEd Campus Coordinator	POs, Invoices				
				Funding Sources: 199 - General Fund: GT (PIC 21) - \$80.00, 199 - General Fund: Special Education (PIC 23) - \$53.00, 199 - General Fund: SCE (PIC 30) - \$15,698.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$0.00, 199 - General Fund: Bilingual (PIC 25) - \$18,760.00, 461 - Campus Activity Fund - \$0.00, 199 - General Fund: SCE Pre K (PIC 34) - \$0.00			
System Safeguard Strategy 2) Santa Maria EL will purchase instructional general supplies, pay coaches (Rad Kids Certification fees), nurse, counselor and librarian (Fees/Dues), SAM's Club Fees, Printing of office forms/student certificates, to instruct, reward, motivate and enhance student learning, health, and character education.	1, 2, 4, 5	Counselor, Librarian, Coaches, Nurse, Administration	POs, Certification				
				Funding Sources: 199 - General Fund: Operating (PIC 99) - \$500.00, 211 - ESEA Title I: Improving Basic Program - \$135.00, 461 - Campus Activity Fund - \$0.00			
3) Santa Maria EL will purchase class/office materials and supplies to include printer toners and teacher start up supplies for the use of student instruction and assessments.	1, 2	Budget Clerk, Technology Trainer, Teachers, Administration	POs, Receipts Logs				
				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$21,274.00, 199 - General Fund: Operating (PIC 99) - \$5,000.00, 482 - Dr. Hochman Grant Fund - \$0.00, 199 - General Fund: Bilingual (PIC 25) - \$0.00			
System Safeguard Strategy 4) Santa Maria EL will purchase software licenses, materials, A/V equipment, document cameras, IPADs/IPAD cart to enhance classroom and library instruction and interventions.	8, 9, 10	Principal, Assistant Principal, Instructional specialist, Teachers, Librarian	Program Summary Reports, 2-week progress monitoring results				
				Funding Sources: 211 - ESEA, Title I: School Improvement Grant - \$0.00			









 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 5: Santa Maria Elementary will provide quality campus and district assessments to increase STAAR Final Level 2 and Level 3 performance by 5% in Reading and Math for all students tested.

Evaluation Data Source(s) 5: Santa Maria Elementary will show a 5% increase STAAR Final Level 2 and 3 performance in Reading and Math. Santa Maria Elementary will show a 10% increase in Level 3 performance in all subject areas tested

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria EL will monitor on-going assessments for K-5th students: Curriculum Based Assessments (CBAs), Technology Applications KN-5th, Texas Star Chart	1, 2, 3, 8, 9	Curriculum and Instruction Deans, Instructional Interventionist, Reading Coach, CSR Teacher, Teachers	Six Weeks CBA DMAC Reports, Learning Walks, Six Week Grades				
2) Santa Maria EL will assess ALL Student sub-groups with state mandated assessments for program identification, qualifications, exit and evaluation of student progress and performance.	1, 2	Administration, Counselor, LPAC Committee, Teachers	Bilingual Screening Results, GT testing results, Program Compliance Forms and ELL Manager LPAC on-line program				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$2,178.00, 263 - LEP Bilingual Program Fund - \$0.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 1: Santa Maria Elementary will promote a safe, drug-free environment that is conducive to learning by increasing attendance to 98% and reducing disciplinary referrals by 5% as measured by PEIMS 425 report.

Evaluation Data Source(s) 1: Santa Maria EL will increase attendance to 98% and decrease the disciplinary referrals by 5%.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria EL will disaggregate data and identify preventive measures to decrease discipline and attendance referrals by having attendance team make daily phone calls to absent students' parents, sending note to remind them to submit absence excuse, and incentives will be provided to students with perfect attendance.	1, 2	Administration, Counselor, Behavior Specialist, Teachers parent liaison	Attendance Referrals, Failure to Comply Compulsory Law Forms, Parent Conference forms, Attendance Reports, Discipline Reports, six week celebrations/incentives for perfect attendance.				
System Safeguard Strategy 2) Santa Maria EL will implement programs Rad Kids, scholastic book fair, Rachael's Challenge, National Elementary Honor Society that will instill compassion and caring to prevent bullying/gang activity and provide a drug-free (Red Ribbon Week), positive atmosphere conducive to learning for all students.	1, 2	Safety Program Sponsors, PE Coaches, Counselor, Administration	Monthly Kind Act Award, Hallway duty logs, Counseling Logs, Referrals				
Funding Sources: 461 - Campus Activity Fund - \$0.00							
3) Santa Maria Elementary will utilize and enforce security procedures for visitors, staff, and students: Visitor Sign-in, Monitor LISD employee tags, Raptor ID Scanning (License & materials), Follow early release procedures, Visitor door surveillance and screening.	1, 2	Office Staff, Teachers, Custodians, Security, Administration	Visitor Sign-In, Raptor Reports, Visitor Surveillance and Screening Reports				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$200.00							



4) Santa Maria EL administrators, counselor and Rad kids Coach will attend Child Advocacy Center (CAC) conference and all faculty and staff will receive training from district and CAC Director on Child Abuse and Neglect procedures, policy, and reporting.	4	CAC Director,Principal,Asst. Principal, Counselor, Teachers	Agenda,Sign-Ins					
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$2,825.00								
System Safeguard Strategy 5) Maintain a safe and clean environment conducive to learning. Santa Maria Elementary will ensure safety equipment is provided as needed.	2, 10	Principal Asst. Principal Custodians	Walk Through Janitorial Purchase Orders Janitorial Monthly Meeting agendas and sign-ins					
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$538,414.00								
System Safeguard Strategy 6) SM administration, Faculty and Staff will monitor, counsel, and follow the Student Code of Conduct in order to provide a safe learning environment.	2	Principal, Asst. Principal, Counselor, Teachers, Security Guard	Parent Counseling Logs, Teacher Conference Forms, Disciplinary Referral Forms, 425 Report					
System Safeguard Strategy 7) SM will monitor students receiving behavior intervention plans and/or behavior contracts and teachers will follow CHAMPs in the classroom to improve student behaviors.	1, 2	Principal, Asst. Principal, Teachers, Counselor	Behavior Intervention Plans, Behavior Contracts, Parent Conference, Disciplinary Referrals, Counseling Referral Logs					
System Safeguard Strategy 8) SM nurse will provide presentations to students, faculty and staff about safety and appropriate health information to include staff first aid, Cardio Pulmonary Resuscitation (CPR), and Automated external Defibrillator (AED) assist with emergency situations.	2	Principal, Asst. Principal, Nurse	Agendas, Sign-ins					
System Safeguard Strategy 9) SM will provide a Campus Crisis Emergency Response Team (CERT) Plan on the following: Lock down procedures, Fire Drills, Bomb Threats, Natural Disaster Drills, Severe Weather Drills, Tornado Drills to ensure the safety of students, staff and faculty.	2	Principal, Asst. Principal, CERT Team, Security Guard	Safety Meeting Agenda, Sign Ins, and Drill logs.					
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue								

Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 2: Santa Maria Elementary will promote academic goals by inviting community members and guest speakers to instill in our students healthy study habits, good self-esteem, and to have a positive attitude towards school, peers, and community.

Evaluation Data Source(s) 2: Santa Maria EL will increase reading, science, writing, and math scores from 64% to 70%.

Summative Evaluation 2:





Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria Elementary will provide guest speakers to present during PTC meetings, parental involvement meetings, and school events such as Red Ribbon Week, Career Day, and Character Education topics. This will encourage our ELL, Special Ed. populations, and At-Risk students to set short and long term goals that will promote life long learners.</p>	2, 6	Administrator, Counselor, and Parent Liaison.	Sign-in Logs & Agenda.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							









Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 1: Santa Maria Elementary will implement a program to encourage parents and community business entities to become full partners in education and increase participation by 5%.

Evaluation Data Source(s) 1: Santa Maria EL will increase parent volunteer hours from 800 to 1,000 to promote learning opportunities and awareness.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria EL will recruit and retain parent volunteers and keep an active Parent Teacher Committee (PTC). Meetings will be promoted via School Messenger, flyer's, posters, newsletters and monthly calendars. Parent Liaison will take pictures of all events, student of the month and Act of Kindness.</p>	2, 6	Parent Liaison, PTC Officers	PTC Agendas, PTC Sign-Ins, Volunteer Logs				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00							
<p>System Safeguard Strategy</p> <p>2) Santa Maria EL will provide grade level informative and instructional sessions and provide parents with a light snack and drink to increase literacy, parent volunteers and student performance.</p>	1, 2, 6	Parent Liaison, Teachers, Librarian	Sign-Ins, Session Pamphlet				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$400.00							
<p>3) Santa Maria EL will develop a partnership with parents, businesses, and higher learning institutions to participate in school-related projects, community events (Reading Night), C.I.R.C.L.E. (Center for Improving Readiness of Children for learning and Education), (JA) Junior Achievement, Extended Library schedule (AR), 3rd grade Reading Initiative (Judge Hugo Martinez), TAMIU, LCC, and hands-on educational experiences to our students.</p>	1, 6, 7	Parent Liaison, Librarian, Community Agencies	Parent Sign-Ins, Volunteer Logs, AR scanning of books				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$0.00							
<p>System Safeguard Strategy</p> <p>4) Santa Maria EL will participate in community charitable events that build on character education, health and support to students.</p>	2, 6	PTC, Parent Liaison, Volunteers	Donation Logs, Schedule of Events, Sign Ins				

<p>System Safeguard Strategy</p> <p>5) SM will conduct/schedule parent-teacher conferences during progress report and/or report card night every mid/six weeks for parents to discuss their child's academic progress.</p>	1, 6	Principal, Asst. Principal, Teachers	Sign-In sheets, Progress Reports, Report Cards				
<p>6) SM will promote and support efforts to participate in community service as a measure to promote student/parent involvement and partnerships via participation of: Pennies for Tennis Campaign, Salvation Army Food Drive, Borderplex Recycling Project, United Way of Laredo, Food Bank, Imaginarium, LCC-Environmental Center, TAMIU Planetarium, Hoops for Heart</p>	1, 6, 10	Principal, Asst. Principal, Teachers, Coaches, Counselor	Awards and Recognitions, deposits, donation checks, bank statement, fundraiser reports.				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$0.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 1: Santa Maria Elementary will support programs 100% in the areas of nutrition that promote healthy lifestyles and eating habits for employees and students.

Evaluation Data Source(s) 1: Santa Maria Elementary will provide 100% students with awareness in health, career and character education

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria EL will include implementation and evaluation strategies for coordinated school health and physical activities, as well as, any other recommendations provided by school health advisory council (i.e. , District Employee Wellness Program, Fitness PE Program).	2, 6	CNP Supervisor,Office of communications	Wellness Walk,District Wellness Physical Activity Program,Breakfast on the Curb Reports				
2) Santa Maria EL will limit serving students food of minimal nutritional value or candy to only three events per year:Halloween, Christmas,Valentine's Day.	2, 6	CNP Director,Nurse,Counselor,Teachers	Six Wks. Grades,Attendance Reports				
System Safeguard Strategy 3) SM will accommodate Special needs students with a prescribed diet ordered by physician.	2, 6	Principal, Asst. Principal, Nurse, Cafeteria Manager, Teacher	Special Diet Prescription, Special Diet Menu				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.

Performance Objective 1: Santa Maria Elementary will promote extra curricular activities and events that will support and enrich our students academic and community involvement.

Evaluation Data Source(s) 1: Students participation in extra curricular events will increase by 5%.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria Elementary will provide UIL materials/meals, recognition awards, and registration fees for Boys and Girls Club - extra curricular activities, UIL, Spelling Bee, WBCA Youth Parade fee, Disney on Ice GT multi Disciplinary Task Projects, Chess Rated Fees, Week of the Young Child visors and Accelerated Reader.	2, 3, 4, 8, 9	UIL sponsors, Extra Curricular Sponsors, Spelling Bee Sponsors, AR Teacher	UIL Tiger Team/District Results, Spelling Bee Campus/District Results, AR Summary Reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$4,000.00, 199 - General Fund: Operating (PIC 99) - \$840.00, 461 - Campus Activity Fund - \$0.00							
System Safeguard Strategy 2) Santa Maria Elementary will provide instructional and competition in/out of district field trips to enhance real-life learning experiences for students via LISD transportation.	1, 2, 3, 4, 6, 9	Teachers, Parent Volunteers, Parent Liaison	Lesson Plans, Grades, Travel Request, Student Rosters				
Funding Sources: 461 - Campus Activity Fund - \$0.00, 211 - ESEA Title I: Improving Basic Program - \$0.00							
3) Santa Maria Elementary will have 4 campus fundraisers: Fall, Spring, & Graduation Pictures, McTeacher Night; 1 Library Book Fair Fundraiser, 5th grade banquet, and educational field trips.	1, 6	Principal, Asst. Principal, Teachers	Inventory, Fundraiser Work flow and approval, Fundraiser Report, Deposits				
Funding Sources: 461 - Campus Activity Fund - \$0.00							
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 6: The Human Resources will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 1: Santa Maria Elementary will comply 100% with hiring and maintaining of highly qualified professionals and instructional aides.

Evaluation Data Source(s) 1: Santa Maria Elementary will comply with 100% highly qualified staff mandate.

Summative Evaluation 1:










Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria EL will recognize and maintain highly qualified teachers/ instructional aides: Teacher of the Year (Plaque:\$25), Para-professional of the Year (Plaque: \$25), Golden Apple Teacher of the Year (Plaque:\$35/Dinner \$25) and will celebrate accomplishments every six weeks.</p>	3, 5	Staffing Committee	Recognition Plaques, POs, Invoice				
Funding Sources: 461 - Campus Activity Fund - \$0.00							
<p>System Safeguard Strategy</p> <p>2) Santa Maria EL will allocate salaries and benefits to hire highly qualified staff, teachers, and instructional aides to support curriculum and instruction and ensure that each teacher is certified and highly qualified to teach in their assigned grade level and area of expertise.</p>	3, 5	Human Resources	Certification Compliance, Payroll				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$76,600.00, 199 - General Fund: SCE (PIC 30) - \$113,683.00, 211 - ESEA Title I: Improving Basic Program - \$176,577.00, 255 - ESEA II, A Training & Recruiting - \$4,204.00, 263 - LEP Bilingual Program Fund - \$74,064.00							
<p>3) Santa Maria Elementary will allocate salaries for substitutes to support curriculum and instruction.</p>	3, 5	Administration, Human Resources	Certification Compliance, Payroll				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$0.00							
<p>System Safeguard Strategy</p> <p>4) Santa Maria Elementary will retain highly qualified teachers by helping them through a mentorship program (TxBESS) that ensures that every new teacher has the support they need and veteran teachers receive the necessary staff development in order to support instructional goals and research-based instruction.</p>	1, 2, 5	Principal, Asst. Principal, TxBESS Mentor Teachers, Teachers	TxBESS Mentorship Program documentation, Agendas, Sign-Ins				
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue							

Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 1: Santa Maria Elementary will ensure its facilities provide a 100% clean and welcoming environment that supports student achievement and excellence.

Evaluation Data Source(s) 1: Santa Maria Elementary will submit 100% work orders electronically to division of operations to maintain the campus in excellent condition.

Summative Evaluation 1:










Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) Santa Maria Elementary will attend training on procedures and guidelines of Fixed Assets Fixed Assets Department: Appropriate forms, Inventory, Stolen/damaged items.	4, 10	Head Custodian, Secretary, Assistant principal	Theft and vandalism reports, Police Reports, School Inventory Record				
System Safeguard Strategy 2) Santa Maria Elementary will purchase custodial maintenance and safety equipment is properly used and review usage log on a monthly basis to ensure equipment is maintained in good working condition.	1	Head Custodian, Secretary, Principal	Equipment Usage Log, Work Orders				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1,300.00							
3) Santa Maria EL will purchase janitorial supplies to maintain a clean working environment conducive to learning.	1, 10	Principal, Custodial Supervisor, Division of Operations Director	Inventory Log, Schedule of assigned classrooms, Quarterly Evaluations				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$13,639.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 2: Santa Maria Elementary will reduce by 10% of the dollar amount used to subsidize lost textbook costs maintain a campus inventory at 90% or better accuracy and will operate campus within allotted budget.

Evaluation Data Source(s) 2: Santa Maria Elementary will decrease the number of lost textbooks by 10% will not exceed allotted budget operating expenses and will monitor that 100% of work orders submitted are completed.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) Santa Maria EL will maintain textbook and campus inventory at a 90% or better accuracy by attending textbook and fixed assets training to manage, monitor, and comply with district and state mandates. Lost textbooks will be paid by Principal's account.</p>	4	Asst. Principal, Teachers	Agenda, Sign-in Sheets, Textbook Inventory Invoice				
<p>2) Santa Maria EL will stay within budget allotment for campus operating expenses: Janitorial Supplies, Copier rental, Janitorial Dust/Wet Mop Services, Sanitation Service, Water and Sewage, Telephone, Electricity, Janitorial dust/wet mop supplies, Hand Sanitizer(Flu).</p>	1, 10	Central Office Accounts Payable Dept., Budget Clerk, Principal	Operating Expenses Monthly Reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11,458.00, 199 - General Fund: Operating (PIC 99) - \$127,530.00							
<p>System Safeguard Strategy</p> <p>3) Santa Maria EL will submit all work orders on-line to division of operations in a timely manner and hire miscellaneous contracted services as needed.</p>	2	Head Custodian, Secretary, Principal	Copies of all work orders submitted, Copies of Completed Work Orders, Copies of Pending Work order 2nd and 3rd request				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 3: St. Maria Elementary staff will work with Division of Operations to ensure the replacement of hardware, furniture, and school equipment on the campus.

Evaluation Data Source(s) 3: Completion of the project.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) St. Maria Elementary staff will work with Division of Operations to ensure completion of the purchase and installation of hardware/ furniture and wiring campus improvement.	1, 10	Administration Division of operations	project completion				
	Funding Sources: 180 - E-Rate Fund - \$18,715.00						
2) St. Maria Elementary staff will work with Division of Operations to ensure the completion of the purchase and installation of digital hallway clocks, new student desks, and furniture for administration.	1, 10	Principal, Division of operation	completion of projects				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Santa Maria Elementary will implement I-Station (Reading Recovery) KN-5th, Think Through Math 3rd-5th, Library Alexandria PK-5th, Reading Materials PK-5th, lead curriculum, KN-5th, Circle PK Program, My Virtual Reading Coach (MVRC), and Education Galaxy (K-5th). A) Administration and teachers will disaggregate assessment data during collaborative planning meetings. B) Grade Book
1	1	2	Implement State TEKS resource System Curriculum and District L.E.A.D. Curriculum Guide to support best practices and higher order thinking skills in every classroom to improve Tier I student achievement of all student populations.
1	1	4	SM administration, Professional Service Provider, and teachers will disaggregate data in order to plan & deliver effective instruction.
1	1	5	SM will use Data Management for Assessment and Curriculum (DMAC) to monitor student performance and plan prescriptive interventions accordingly.
1	1	6	SM will review and evaluate the ARD accommodations/modifications to correctly identify the most appropriate assessment and least restrictive environment (LRE) for Special Education students.
1	1	8	SM teachers will implement Sheltered Instruction Observation Protocol (SIOP) and Bilingual strategies in order to increase English language acquisition and comprehension for Limited English Proficient (LEP) students.
1	1	9	SM administration will work closely with the leadership team in building instructional capacity of all classroom teachers in order to focus on curriculum, data and instruction to increase student learning by monitoring instruction, student progress, and developing attainable short term goals specific to TEKS data.
1	1	10	SM will provide a comprehensive professional plan to support Gifted and Talented content areas in the implementation of a differentiated curriculum utilizing the Texas Performance Standards Projects and ensure teachers comply with the yearly six hours of GT updates and students complete their GT projects.
1	1	11	SM leadership team will develop a curriculum plan which will be monitored and adapted throughout the school year. Lesson plan will include emphasis on daily TEKS, scripted Level 2 & 3 questions, ELPS, academic vocabulary, daily journals, resources, and procedures in addition to following the district LEAD document to ensure activities and assessments are aligned.
1	1	12	SM will implement the District Technology Plan across the curriculum to include Campus web page as a resource for instructional purposes (Class page events, technology integration, interventions and research assignments, including the use of Library Online Resources).
1	1	13	SM will implement the Accelerated Reader Program and encourage all students to participate throughout the school year via library services, class libraries, and teachers reading in every classroom.
1	1	14	SM will utilize the instructional model and classroom "learning walks" to improve delivery of instruction in the classroom.

Goal	Objective	Strategy	Description
1	2	1	Santa Maria EL will provide staff development to enhance content areas for instructional pedagogy, content, and area of need via district, Region One, Out-of-town conferences and contracted consultants.
1	2	2	Santa Maria EL will provide professional development conference (SIOP) to one teacher per grade level and administrator to learn about research-based strategies that will meet the needs of all ELL, SpEd, At-risk, and GT students. These teachers then will turn around training to the other teachers at our campus.
1	2	3	Santa Maria Elementary administration, counselor, nurse, teachers and librarian will attend annual conferences to meet the student needs in guidance, library services and curriculum.
1	2	4	SM teachers will take a minimum of 12 hours of technology applications and integration across the curriculum to improve student achievement provided by the district and Edivate.
1	2	5	SM will provide teachers with SPED staff development training in LRE, Accommodations, Modifications, In-Class support, Pull-out support, and other related services to meet the Individualized Education Plan (IEP) needs of all students with learning disabilities.
1	2	6	SM will implement the Early Transition Model and provide teachers staff development opportunities, supplemental and tutoring materials specifically designed to address the needs of ELL students.
1	3	1	Santa Maria EL will provide extra duty pay for professional development for teachers/staff to implement Response to Intervention (RTI) prescriptive behavior and instructional recommendations to meet the needs of all at-risk, ELL, and SpEd students via: Sci. Lab Intervention Extended Days Super Saturdays Tier II Pull-outs AR Super Saturdays (Parental Involvement)
1	3	2	Santa Maria EL provide Tier II Technology program(s) for intervention for at-risk, ELL, and SpEd students in need of remediation via: MVRC/RAPS360, I-Station, Think Through Math, M-Class, Kindle Sparks, Accelerated reader.
1	3	3	Santa Maria EL will hire high quality tutors to provide intervention for at-risk bilingual and special education students.
1	4	1	Santa Maria EL will provide Instructional materials, Reading Materials/Supplies and Scholastic Weekly Readers that support scientific research-based practices and instructional models to meet the needs of ALL student sub-groups.
1	4	2	Santa Maria EL will purchase instructional general supplies, pay coaches (Rad Kids Certification fees), nurse, counselor and librarian (Fees/Dues), SAM's Club Fees, Printing of office forms/student certificates, to instruct, reward, motivate and enhance student learning, health, and character education.
1	4	4	Santa Maria EL will purchase software licenses, materials, A/V equipment, document cameras, IPADs/IPAD cart to enhance classroom and library instruction and interventions.
1	5	1	Santa Maria EL will monitor on-going assessments for K-5th students: Curriculum Based Assessments (CBAs), Technology Applications KN-5th, Texas Star Chart

Goal	Objective	Strategy	Description
2	1	1	Santa Maria EL will disaggregate data and identify preventive measures to decrease discipline and attendance referrals by having attendance team make daily phone calls to absent students' parents, sending note to remind them to submit absence excuse, and incentives will be provided to students with perfect attendance.
2	1	2	Santa Maria EL will implement programs Rad Kids, scholastic book fair, Rachael's Challenge, National Elementary Honor Society that will instill compassion and caring to prevent bullying/gang activity and provide a drug-free (Red Ribbon Week), positive atmosphere conducive to learning for all students.
2	1	5	Maintain a safe and clean environment conducive to learning. Santa Maria Elementary will ensure safety equipment is provided as needed.
2	1	6	SM administration, Faculty and Staff will monitor, counsel, and follow the Student Code of Conduct in order to provide a safe learning environment.
2	1	7	SM will monitor students receiving behavior intervention plans and/or behavior contracts and teachers will follow CHAMPs in the classroom to improve student behaviors.
2	1	8	SM nurse will provide presentations to students, faculty and staff about safety and appropriate health information to include staff first aid, Cardio Pulmonary Resuscitation (CPR), and Automated external Defibrillator (AED) assist with emergency situations.
2	1	9	SM will provide a Campus Crisis Emergency Response Team (CERT) Plan on the following: Lock down procedures, Fire Drills, Bomb Threats, Natural Disaster Drills, Severe Weather Drills, Tornado Drills to ensure the safety of students, staff and faculty.
2	2	1	Santa Maria Elementary will provide guest speakers to present during PTC meetings, parental involvement meetings, and school events such as Red Ribbon Week, Career Day, and Character Education topics. This will encourage our ELL, Special Ed. populations, and At-Risk students to set short and long term goals that will promote life long learners.
3	1	1	Santa Maria EL will recruit and retain parent volunteers and keep an active Parent Teacher Committee (PTC). Meetings will be promoted via School Messenger, flyer's, posters, newsletters and monthly calendars. Parent Liaison will take pictures of all events, student of the month and Act of Kindness.
3	1	2	Santa Maria EL will provide grade level informative and instructional sessions and provide parents with a light snack and drink to increase literacy, parent volunteers and student performance.
3	1	4	Santa Maria EL will participate in community charitable events that build on character education, health and support to students.
3	1	5	SM will conduct/schedule parent-teacher conferences during progress report and/or report card night every mid/six weeks for parents to discuss their child's academic progress.

Goal	Objective	Strategy	Description
4	1	1	Santa Maria EL will include implementation and evaluation strategies for coordinated school health and physical activities, as well as, any other recommendations provided by school health advisory council (i.e. , District Employee Wellness Program, Fitness PE Program).
4	1	3	SM will accommodate Special needs students with a prescribed diet ordered by physician.
5	1	1	Santa Maria Elementary will provide UIL materials/meals, recognition awards, and registration fees for Boys and Girls Club - extra curricular activities, UIL, Spelling Bee,WBCA Youth Parade fee, Disney on Ice GT multi Disciplinary Task Projects, Chess Rated Fees, Week of the Young Child visors and Accelerated Reader.
5	1	2	Santa Maria Elementary will provide instructional and competition in/out of district field trips to enhance real-life learning experiences for students via LISD transportation.
6	1	1	Santa Maria EL will recognize and maintain highly qualified teachers/ instructional aides:Teacher of the Year (Plaque:\$25),Para-professional of the Year (Plaque: \$25),Golden Apple Teacher of the Year (Plaque:\$35/Dinner \$25) and will celebrate accomplishments every six weeks.
6	1	2	Santa Maria EL will allocate salaries and benefits to hire highly qualified staff, teachers, and instructional aides to support curriculum and instruction and ensure that each teacher is certified and highly qualified to teach in their assigned grade level and area of expertise.
6	1	4	Santa Maria Elementary will retain highly qualified teachers by helping them through a mentorship program (TxBESS) that ensures that every new teacher has the support they need and veteran teachers receive the necessary staff development in order to support instructional goals and research-based instruction.
7	1	1	Santa Maria Elementary will attend training on procedures and guidelines of Fixed Assets Fixed Assets Department: Appropriate forms, Inventory, Stolen/damaged items.
7	1	2	Santa Maria Elementary will purchase custodial maintenance and safety equipment is properly used and review usage log on a monthly basis to ensure equipment is maintained in good working condition.
7	2	1	Santa Maria EL will maintain textbook and campus inventory at a 90% or better accuracy by attending textbook and fixed assets training to manage, monitor, and comply with district and state mandates. Lost textbooks will be paid by Principal's account.
7	2	3	Santa Maria EL will submit all work orders on-line to division of operations in a timely manner and hire miscellaneous contracted services as needed.