

**Laredo Independent School District**  
**Santa Maria Elementary School**  
**2019-2020 Campus Improvement Plan**



# 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.

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# Comprehensive Needs Assessment

## Needs Assessment Overview

Santa Maria Elementary met State accountability Domians. Federal targets were not met in Reading

# Demographics

## Demographics Summary

Santa Maria Elementary School was established in 1921. The School took its name from the street where its main entrance is located.

The following is a summary of the student demographics of Santa Maria Elementary:

Classrooms - PK3 (2), PK4 (4), KN (4), 1st (4), 2nd (5), 3rd (4), 4th (4), 5th (4), Self-Contained Units (Functional Living Skills and Preschool Program for Children with Disabilities)

Population: Hispanic 99.5%, ELLs 63.2%, GT 2.9%, SPED 4.5%, Economically Disadvantaged ED - 99.4%

Enrollment: Varies between 620 - 690 students.

mobility rate for 2017-18 was 17.3%

Title I campus.

attendance increase from 97.4% (2015-16) to 97.6% (2016-2017)

## Demographics Strengths

Beginning Teachers- 3

1 - 5 Years- 10

6 - 10 Years- 8

11 - 20 Years - 15

21+ year- 4

Instructional Specialist 13, literacy coach 14, Librarian 19, Counselor 20 , Digital Learning Specialist 28 (Years of experience)

Campus State Accountability Standards met for STAAR Were:

Student Achievement: 75 , School Progress: 85, and Closing the Gap: 79. TELPAS 2017-18 was 74% increasing at least one proficiency level.

Teacher turnover rate is stable- 2 teachers retired and 1 promotion.

PK - 1st is Self-Contained and 2nd Semi-Departmentalized and 3rd to 5th is Departmentalized.

Attendance increase by 0.02%

Federal Targets met; Academic Achievement: 11 out of 14 Targets

Academic Growth: 12 out of 14 Targets

**One State Distinction Designation : Science**

**Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Student attendance needs to be closely monitored to reach our goal of 99%. **Root Cause:** Inconsistent monitoring of students getting to school late; improvement on calling committee.

# Student Academic Achievement

## Student Academic Achievement Summary

Student achievement data is disaggregated for all students after every Campus-Based Assessment (CBA) and Benchmarks per six weeks. Other data used is TPRI (KN-2nd) and Rigby Fluency Checks (KN-2nd) which are reviewed at Beginning of Year (BOY), Middle of Year (MOY), and End of Year (EOY); STAAR (3rd - 5th) and TELPAS (KN-5th) results are reviewed with students, parents and staff at the beginning of year to assist with Tier II and Tier III interventions throughout the year. Instructional Specialist and Literacy Coach provide trainings on TPRI and RIGBY as mandated by the district. TPRI and RIGBY data is monitored and instructional feedback is provided to improve students performance.

Our campus met state standards on the 3 State of Texas Assessment of Academic accountability for 2017-18. We are on the 2014-15 Public Education Grant list for not getting 50% passing in Improvement Required, Writing, and Science. By 2017-2018 we were on PEG list for writing, but no longer on PEG list this 2018-2019 school year.

## Student Academic Achievement Strengths

According to the 2017-2018 TAPR, Santa Maria Elementary "Met Standard" in the State Accountability: Domain I All Subjects-Student Achievement - Approaches 77%, Meets 46%, Masters 19%. Domain II Student progress- 268/368=73, Reading 119/182=65 Mathematics 149/186=80. Domain III closing the Gap: Academic Achievement - Reading met 3/6 targets for 50% and Mathematics 6/6 targets for 100%; Growth Status - Reading met 3/5 targets for 60% and Mathematics 6/6 targets for 100%. Overall Closing the Gap average was 82%. TELPAS Target was met with a 74%.

RIGBY Scores met district goal

TPRI Scores met district goal

CPALLS scores met district goal

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Students lack fluency skills. **Root Cause:** Improve our differentiated instruction to address specific strategies to overcome these problems.

# School Processes & Programs

## School Processes & Programs Summary

Curriculum, Instruction and Assessment is aligned to the state curriculum TEKS. Teachers assess instruction weekly for all content areas and assess with district CBAs per six weeks. Data is analyzed and students are regrouped based on need. Teachers and Staff attend Professional Development trainings monthly. Students use state allotted programs such as I-Station for Reading (3rd - 5th) and VMath live (3rd - 5th). District allotted I-Station for Reading in (3rd - 5th). Education Galaxy is used for 1st - 5th in all subjects. Stemscope is used for 5th grade science and Smarty Ants for Pre kinder to 2nd grade. Students are also provided with additional Reading intervention from the Literacy Coach for Tier II students. After school tutorials intervention is provided to students in 3rd - 5th (Tuesday - Thursday). We have also created the Trail Blazer Classes in 1st to 5th grade. Families are invited to a variety of campus events such as Reading Family Night, PTC/Student of the Month, Monthly parental meetings, Science Carnival, and Report card night. The events are scheduled in the evenings to accommodate working parents. Community members, volunteers and community leaders are also involved in school activities. Guest speakers come to our monthly Parent, Teacher Committee (PTC) meetings. Law enforcement agencies are very involved in our school with drug-free awareness presentations and reading fair projects. Accelerated Reader program is effectively implemented with 96% of students meeting their reading goals. SCAN and Junior Achievement volunteers help enrich our students background knowledge in Social Studies with real-life activities. Our Parent Liaison provides monthly parent meetings that include topics on family, social and health care issues.

## School Processes & Programs Strengths

Teachers and Staff are aware of campus Vision and Mission. Our Vision and Mission is shared and followed by all stakeholders.

Campus supports policies and procedures/Fundamental five teaching model.

We have the following tools and programs to support Curriculum, Instruction, and Assessments:

- LISD Lead Curriculum document
- DMAC system provides data to create instructional plans to meet individual student needs
- Region One STAAR assessment bank allows teachers to create STAAR practice assessments
- I-Station (3rd to 5th grades) and Smarty Ants (Pre Kinder to 2nd grade) provides Individualized Reading intervention to close achievement gaps
- VMath Live provides Individualized Math Interventions to close achievement gaps
- The Reading Literacy Coach provides Reading support and intervention for Tier II at-risk students to close achievement gaps
- Stem scopes provide instructional resources for Science
- Seesaw software is utilized to help fluency and comprehension for English Language Learners.
- Accelerated Reader is used as a resource to help students maintain motivation to Read with fluency and comprehension
- Content consultants trainings on best practices and strategies for Writing (Martha Quiroga, Bill McDonald), Math (Sandra Garza), Sandra Alvarez



(data consultant) and Region one for content areas are still being utilized.

- Lexia reading program is geared to assist low performing reading students (64 Licenses) Knder to 5th
- Hoonuit videos and hands on trainings keep teachers current with Technology demands.
- Activities that help promote learning: Career Day, Writing Contest, Bulletin Board Battle, Science Carnival, Reading Night, Week of the Young child, After school tutorials, Saturday tutorials, Lock in, and UIL.

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Students improving on TELPAS proficiency levels are at 44%. **Root Cause:** Teachers need understanding on how TELPAS affects accountability and the importance of meeting state and federal targets.

# Perceptions

## Perceptions Summary

Santa Maria Elementary administration, faculty and staff will provide a safe learning environment for our students and staff and provide rigorous and relevant instruction for our children to become college ready.

Our campus has a clean and welcoming environment conducive to learning.

Our students, parents and school personnel feel secure and safe at our campus.

Administration implements "Open Door policy" to ensure all parent concerns are addressed in timely manner.

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

## Perceptions Strengths

- Welcoming environment and everyone treats each other with dignity and respect.
- Our students follow the dress code at all times. They wear the required uniform and tuck in their shirts daily.
- We have minimal disciplinary referrals and disciplinary issues are addressed accordingly.
- Functional Visitor Management System at the front door.
- Raptor system is used for all visitors.
- Parents participation has improved in school related functions such as: PTC, Reading Night, Science Fair, and Report card nights.
- Parent Liaison helps- HEB read 3, parental skills and development courses, parent involvement conference, and Shac meetings.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Lack of parent participation **Root Cause:** Improvement of strategies to get parents involved from parent liaison to disseminating information to parents.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

# Goals

## Goal 1: Laredo ISD and Santa Maria Elementary will establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**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 2019 - 2020 required local, state, and federal mandates.


Student Achievement Domain score will increase

from 75% to 85%






(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
<p><b>Comprehensive Support Strategy</b> <b>Targeted Support Strategy</b> <b>PBMAS</b> <b>TEA Priorities</b> Build a foundation of reading and math 1) Santa Maria Elementary leadership team will monitor implementation of Lead Curriculum, TEKS resources, and Assessment Data to increase students academic performance.</p>	2.4, 2.5	Principal, Assistant Principal, Instructional Specialist, Teachers and Literacy Coach,	<p>Domain I will increase from 75% to 85%.</p> <p>Masters in ELA / Reading will increase in: 3rd grade from 16% to 30% 4th grade from 12% to 30% 5th grade from 22% to 30% Writing 4th grade from 7%to 15% .</p>	 0%			

<p><b>Targeted Support Strategy</b> <b>PBMAS</b> <b>TEA Priorities</b> Build a foundation of reading and math 2) Santa Maria will implement high quality instruction through the use of District L.E.A.D. Curriculum to support best practices and higher order thinking skills from ECC to 5th.</p>	2.4, 2.5	Principal, Assistant Principal, Instructional Specialist, Literacy Coach, Teachers will monitor:  *Lesson Plans *Weekly Collaborative Meetings *Learning Walks	*Lesson plans will be completed with rigor and relevance at 100%.  *Weekly Collaborative Meetings will be held to discuss lessons, activities, and best practices for student achievement.  *Each administrator will conduct 10 (20 min.) Learning Walks per week	0%			
<p><b>Comprehensive Support Strategy</b> 3) Campus will desegregate data every 6 weeks in order to plan and deliver rigorous and relevant instruction.</p>	2.4, 2.5, 2.6	Principal, Asst. Principal, Consultant, Instructional Specialist, Literacy Coach, Grade Level Reps, and Teachers.	*Leadership Team will meet with Consultant to collaborate and disaggregate data to meet the need of all students.  *Documentation of data analysis will be turned in to administration after each six weeks assessment and/or benchmark.  *Grade book will be reviewed periodically to determine remediation and tutorials.  *Failure reports, DMAC reports, and Assessment results will be reviewed.  *Teachers will meet each six weeks for vertical planning.	0%			
<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 2250.00							
4) Santa Maria will review and evaluate the ARD accommodations/ modifications to correctly identify the most appropriate assessment and least restrictive environment (LRE) for Special Education students.		Principal, Asst. Principal, Teachers, Special Education Coordinator, Diagnostician, Instructional Aides	*ARD Accommodations will be monitored using SP609 Data Report  *OT/PT/Speech logs will be monitored for compliance of services.  *Monitor progress of goals for each individual student per six weeks.  Special Education Students scores will improve from to 75% on all Subjects.	0%			

5) Santa Maria Elementary will continue to purchase materials and supplies to support all content areas for standard based instruction for all subgroup( Econ. Disadv., E.L.'s, At Risk, and Special Education) areas and continue supporting Literacy Center.	2.6	Principal, Asst. Principal, Budget Clerk	Increase student performance in all content areas				
<b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 5399.00, 199 - General Fund: Special Education (PIC 23) - 82.00, 199 - General Fund: SCE (PIC 30) - 25935.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** Santa Maria Elementary will meet State/Region STAAR student progress measures annually.

**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
1) Santa Maria Elementary teachers will use instructional technology resources for enhance academic progress.	2.4, 2.6	Principal, Assistant Principal, Instructional Specialist, and Literacy Coach, Teachers will:  *monitor and disaggregate assessment data during collaborative planning meetings.	Domain I will increase from 75% to 90%.  Rigby will increase from 90% to 92%.  TPRI will increase from 93% to 95%.  CPALLS will increase from 90% to 92%  Implement Seesaw program to address EL's preparation for TELPAS (reading, writing, Listening, and Speaking).	0%			
<b>Funding Sources:</b> 199 - General Fund: SCE (PIC 30) - 6200.00							
<b>PBMAS</b> <b>TEA Priorities</b> Build a foundation of reading and math 2) Santa Maria teachers will provide Reading, Math, Writing, and Science prescriptive Interventions, Saturday and after school tutorials for at-risk students in order to increase student achievement and meet STAAR standards at Meets and Mastery Levels.		Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Grade Level Reps, and Teachers.	*Data from DMAC reports will disaggregated to provide Prescriptive Tutorials.  * Student Achievement Domain will increase from 75% to 90%.  * Increase percent of students meeting state standards in domain 1: Masters from 19% to 30%. Meets from 46% to 60% Approaches from 77% to 90%	0%			
<b>Funding Sources:</b> 199 - General Fund: Bilingual (PIC 25) - 5000.00, 211 - ESEA Title I: Improving Basic Program - 500.00, 199 - General Fund: SCE (PIC 30) - 3000.00							



3) Santa Maria Elementary will use programs (DMAC) (TANGO), (CPALLS) to monitor student performance and plan prescriptive interventions accordingly. RTI will be closely monitored to ensure that students make yearly progress.	2.5	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Grade Level Reps, and Teachers.	Lesson Plans, Failure Reports, DMAC Reports/Assessment Reports, TANGO reports, CPALLS, Lead4ward template, and Tutorial Plans.	0%			
4) Santa Maria will provide literacy enrichment for our struggling readers to enhance their learning in partnership with TAMIU and AmeriCorps.	2.5	Principal, Asst. Principal, Literacy Coach, Instructional Specialist, Teachers	Overall improvement in Rigby, TPRI, and other district assessments.  Literacy will be enhanced through rigorous, prescriptive tutoring sessions and small group instruction for approximately 30 students.	0%			
<b>Funding Sources:</b> 199 - General Fund: SCE (PIC 30) - 1252.00							
							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.


**Performance Objective 3:** Santa Maria Elementary 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 79 to 85.

**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
1) Santa Maria 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.	2.4, 2.5	Principal, Asst. Principal, Counselor, Teachers	*Academic progress will be monitored for GT students per six weeks.  *Implementation of GT curriculum will be monitored by counselor.  *TPSP Projects will be completed by May.  *GT 6 hour certification update	0%			
<b>Funding Sources:</b> 199 - General Fund: GT (PIC 21) - 136.00, 199 - General Fund: Basic Instruction (PIC 11) - 200.00							
<b>PBMAS</b> 2) Santa Maria will provide high quality instruction and monitor the ARD accommodations/ modifications to correctly identify the most appropriate assessment and least restrictive environment (LRE) for Special Education students.	2.4	Principal, Asst. Principal, Teachers, Special Education Coordinator, Diagnostician, Instructional Aides	*ARD Accommodations will be monitored using SP609 Data Report  *OT/PT/Speech logs will be monitored for compliance of services.  *Monitor progress of goals for each individual student per six weeks.	0%			

3) Santa Maria will promote Accelerated Reader Program and encourage all students to participate throughout the school year via library services, class libraries, and teachers (RAD) reading aloud daily in every classroom.	2.5	Principal, Asst. Principal, Librarian, Teachers	AR student/teacher summary assessment results/points, extended library schedule, Saturday AR days  Subgroups will meet the district six weeks goals:  Trailblazers-100% Special Education-100% English Language learners-100% At-risk -100%				
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**Funding Sources:** 199 - General Fund: Basic Instruction (PIC 11) - 4218.00

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

**Goal 1:** Laredo ISD and Santa Maria Elementary will establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

**Evaluation Data Source(s) 4:**

**Summative Evaluation 4:**





Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Targeted Support Strategy</b> <b>PBMAS</b></p> <p>1) Santa Maria Elementary will closely monitor the ARD process and its recommendations to implement the most effective assessment for special education students, their IEPs will be reviewed to ensure that it is followed according to the needs of the students.</p>	2.4	Principal, Asst. Principal, Instructional Specialist, Grade Level Teachers, Special Education Teachers, Coordinator, and Diagnostician	<p>Provide more opportunities and support for special education students in the regular classroom.</p> <p>1. Increase student mainstreaming</p> <p>2. Implementation and monitoring of testing accommodations for Special education students.</p>				
<p>2) Santa Maria Elementary will closely monitor purchase orders to ensure that it supports standard base instruction for all content areas for all subgroups.</p>	2.6	Principal and Asst. Principal	Improvement of student data in Domain I from 75 to 80.				
<b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 19092.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

**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
<b>PBMAS</b> 1) Santa Maria Elementary teachers will implement Sheltered Instruction Observation Protocol (SIOP) and Bilingual strategies in order to increase English language acquisition and comprehension for Limited English (EL's) students.	2.6	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Grade Level Reps, and Teachers.	*Lesson plans will be completed with rigor and relevance at 100%.  *Weekly Collaborative Meetings will be held to discuss lessons, activities, and best practices for student achievement.  *Each administrator will conduct 10 (20 min.) Learning Walks per week.	0%			
	2.6	Principal and Asst. Principal, Technology Trainer	Increase participation of at risk students on standardized assessments.	0%			
<b>Funding Sources:</b> 199 - General Fund: Bilingual (PIC 25) - 2000.00							
2) Santa Maria Elementary will continue to purchase LAS Links and other assessment materials for ELL students.	2.6	Principal, Asst. Principal, Librarian, Technology Trainer	Improvement on Student Data, Monthly and EOY Reports Encourage students to develop a passion for reading.	0%			
	<b>Funding Sources:</b> 199 - General Fund: Bilingual (PIC 25) - 2856.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished         </div> <div style="text-align: center;">  = Continue/Modify         </div> <div style="text-align: center;">  = No Progress         </div> <div style="text-align: center;">  = Discontinue         </div> </div>							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

**Evaluation Data Source(s) 6:**

**Summative Evaluation 6:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will continue to provide learning opportunities to enhance the learning experiences through field trips (Texas aquarium, Disney on Ice, East Foundation Ranch, Week of the Young Child, and Angel of Hope), career day, and academic competitions (U.I.L, Lego Robotics, and Chess tournaments).	2.4, 2.5, 2.6	Principal, Asst. Principal, Teachers, U.I.L. Coaches Instructional Specialist, Literacy Coach, Teachers and Counselor	Students will be exposed to real-life hands on experiences to enhance their learning.	0%			

**Goal 1:** Laredo ISD and Santa Maria Elementary will establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 7:** LISD-Santa Maria Elementary will meet State/Region participation rates in dual enrollment and /or Advanced Placement coursework on an annual basis.

**Evaluation Data Source(s) 7:** Trail Blazer classes in Kinder to 5th grade

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will create Trailblazer classes in grades Kinder to 5th Grade to ensure students are at MEET's and MASTER's in State accountability	2.4	Principal Assistant Principal Instructional Specialist Attendance clerk	Improve state performance in state accountability Domain II part A.	0%			

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

**Evaluation Data Source(s) 8:** TAPR Reports-STAAR  
PBMAS Reports

**Summative Evaluation 8:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will closely work with the Bilingual Department to assist with the needs of E.L. Learners and ensure a successful Early Exit Transitional Model.	2.6	Principal, Asst. Principal, Instructional Specialist, Teachers and Bilingual Strategist	Improvement in TELPAS and increase on exiting students.  Increase students meeting at least one proficiency level from 44% to 75%				
2) Santa Maria Elementary will continue to provide Special Education and Bilingual tutors to provide in class support at-risk students.	2.6	Principal, Asst. Principal, and Special Education Teachers	Tutors will provide extra support to students in the general education classroom.				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue



**Goal 1:** Laredo ISD and Santa Maria Elementary will establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 9:** LISD will increase the number of earned industry-recognized certifications through participation in CTE program yearly. (High School Only)

**Evaluation Data Source(s) 9:** TAPR Report-

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary students will be exposed to different job opportunities during Career day.	2.5, 2.6	Principal Assistant Principal Counselor	Increase awareness of different career opportunities.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

**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) Santa Maria Elementary will continue to utilize district and campus technology programs such as Accelerated Reader, Reading A-Z, Journeys, Smarty Ants, Istation, Lexia, Education Galaxy, VMath Live, and Stemscoops.	2.4, 2.5	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Teachers, and Technology Trainer	Improvement in campus/district assessments, Rigby Levels and TPRI	0%			
2) Santa Maria Elementary administration, counselor, nurse, teachers and librarian will attend annual conferences to meet the student needs in guidance, library services and curriculum.	2.6	Principal, Asst. Principal, Technology Trainer, Instructional Specialist, Teachers	Increase awareness of Reading Software Apps to improve literacy. Receive updates on current programs/software as well as curriculum.	0%			
<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 4691.00							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

**Evaluation Data Source(s) 11:** TTESS evaluation

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria will implement the District Technology Plan across the curriculum through application/integration 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 and technology equipment).	2.5	Principal, Asst. Principal, Technology Trainer, Librarian	*Teachers must complete 12 hours of Technology Training. *Students will participate in Technology Showcase *Broadcasting of School Events using V-Brick. *L.I.S.D. Tech Savvy Participation *SME webpage is updated with current events and activities.	0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished                 </div> <div style="text-align: center;">  = Continue/Modify                 </div> <div style="text-align: center;">  = No Progress                 </div> <div style="text-align: center;">  = Discontinue                 </div> </div>							

**Goal 1:** Laredo ISD and Santa Maria Elementary will establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 12:** Santa Maria Elementary will decrease the number of student retention at Elementary through specialized instructional support.

**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) Santa Maria Elementary will analyze data to provide high quality instruction to meet the students needs in the classroom.	2.5, 2.6	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, and Teachers	Maintain number of student retentions at zero.	0%			

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

**Performance Objective 1:** Santa Maria Elementary will increase meet and/or exceed State/Region attendance rates on a yearly basis.

**Evaluation Data Source(s) 1:** Attendance Reports, Call Logs, incentives, Phone call committee representatives.

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will disaggregate attendance data by grade levels. Attendance call committee will make daily phone calls, require absence excuses. Notice to parents to schedule appointments in the afternoon. Santa Maria will provide incentives to increase student attendance.		Administration, Counselor, Teachers, Parent liaison, Attendance clerk.	Increase attendance from 97.4% to 98.5 %.				
2) Santa Maria Elementary will promote attendance by implementing Rad Kids, National Elementary Honor Society, Technology club, Chess club, Team sports, Choir, and UIL academic participation, that will instill students with a sense of caring to prevent bullying, gang activity, and provide a drug free, positive atmosphere conducive to learning for all students.	2.5	Administration, Counselor, PE Coaches, Academic Sponsors, Music teacher, and Teachers	1. Student of the Month/Academics 2. Student of the Month-Extra curricular activities 3. National Honor Society membership 4. UIL participation 5. Participation in football, soccer, Basketball, Cheerleading, and clubs.				
3) Santa Maria 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.	2.6	Principal, Asst. Principal, Counselor, Teachers	Agenda, Sign-Ins				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue


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

**Performance Objective 2:** Santa Maria Elementary will meet or decrease its dropout rate as compared to the annual State/Region dropout rates.


**Evaluation Data Source(s) 2:** Six weeks principal reports

**Summative Evaluation 2:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will maintain attendance rate by providing awareness and keeping track on school attendance. The campus will keep track on attendance through: phone committee, student counselor meetings, home visits(Truant Officer, Attendance Clerk, and Administration).		Principal, Asst. Principal, Phone Committee, Counselor, and Teachers	Attendance rate will improve or maintain by closely monitoring attendance logs and having parent conferences.	0%			




= Accomplished



= Continue/Modify



= No Progress





= Discontinue

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

**Performance Objective 3:** Santa Maria Elementary will increase the number of students who graduate on time, with college readiness distinctions.

**Evaluation Data Source(s) 3:** Texas Accountability Report- Students getting Masters level on STAAR.

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will closely monitor those students that are at risk by providing high quality instruction and prescriptive small groups to meet the college readiness standards.	2.4, 2.6	Principal, Asst.Principal, and Teachers	Student preparation will increase with college readiness.				
							

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

**Performance Objective 4:** Santa Maria Elementary will implement a districtwide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

**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) Santa Maria Elementary will monitor students Discipline management plan by providing counseling and providing information on services provided by city.	2.4, 2.5, 2.6, 3.1	Principal Assistant Principal Counselor	Decrease the number of referrals to less than 1%.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							



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

**Performance Objective 5:** LISD Police Department will work with all stakeholders to insure a safe and secure environment. (District Only)

**Evaluation Data Source(s) 5:** Police Reports on case numbers for the year.

**Summative Evaluation 5:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will enforce district security procedures for visitors, staff, and students by: Monitoring LISD employee tags, Visitor Sign-ins, Raptor ID Scanning (License & materials), Following early release procedures, Visitor door surveillance and screening will provide a safe and secure environment for all students, teachers, and staff.	3.1	Office Staff, Teachers, Custodians, Security, Administration	Visitor Sign-Ins, Raptor Reports, Visitor Surveillance and Screening Reports				
	<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 200.00						
2) Santa Maria will continue to provide a Campus Crisis Emergency Response Team (CERT) Plan on the following: Lock down/Lock in procedures, Fire Drills, Bomb Threats, and Natural Disaster Drills to abide by all safety procedures to ensure the safety of students, staff and faculty.	3.1	Principal, Asst. Principal, CERT Team, Security Guard	Safety Meeting Agenda, Sign Ins, and Drill Logs.				
	<b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 1175.00						
3) Santa Maria nurse will inform students, faculty and staff about safety and appropriate health information through presentations that will keep them abreast of proper procedures on first aid, Cardio Pulmonary Resuscitation (CPR), and Automated external Defibrillator (AED) during a time of crisis/emergency situations.	2.5	Principal, Asst. Principal, Nurse, Counselor, and Librarian	Agendas, Sign-Ins				
	<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 100.00						
4) Santa Maria will ensure that the nurses station is fully equipped with materials and supplies needed to maintain a safe and secure environment.	2.6	Principal, Asst. Principal, Nurse, Counselor	*Daily logs will be kept for documentation of student visits.				
	<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 100.00						
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

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

**Performance Objective 6:** Santa Maria Elementary will develop civically-engaged students by increasing the number of students participating 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) Santa Maria will promote National Honor Society, TAMIU Literacy Enrichment Center, Career Day, Junior Achievement and HEB Read 3 to increase community involvement by providing these opportunities to be civically engaged.	2.5, 3.1	Administration, Teachers, Coaches, Parent Liaison, Instructional Specialist, and Literacy Coach	1. Increase in Memberships 2. Students content areas will academically increase (RIGBY, TPRI, STAAR, District Benchmarks).	0%			
							

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

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

# of students that participate in at least 1 activity

from 128 to 150

% of student body populations that participates in at least 1 activity

from 21% to 25%.

**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) Santa Maria Elementary will promote student participation by implementing National Elementary Honor Society, Technology club, Spelling Bee, Chess club, Team Sports, Choir, and UIL academic participation, that will instill students with a sense of caring to prevent bullying, gang activity, and provide a drug free, positive atmosphere conducive to learning for all students.	2.4, 2.5, 2.6	Administration, Counselor, PE Coaches, Academic Sponsors, Music teacher, and Teachers	1. Student of the Month 2. Kind Act Awards 3. National Honor Society membership 4. UIL participation 5. Participation in football, soccer, Basketball, Cheerleading, and clubs.	0%			
<b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 6000.00, 199 - General Fund: Operating (PIC 99) - 984.00							
2) Santa Maria Elementary will have 4 fundraiser events that will help to provide transportation, Sport team fees, UIL competition meals, Scholastic fair, Sam's Membership fees, Week of the young child, and 5th grade banquet.		Principal Assistant Principal Budget clerk	Improve Students participation in extra curricular activities will train students to maintain patience and resilience in the face of intense difficulty. Exposing students to diverse range of interests.	0%			

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

**Performance Objective 8:** Santa Maria Elementary will improve the services provided to address bullying and violence prevention.

**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) Santa Maria Elementary 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.	2.5	Principal,Asst. Principal, Counselor, Teachers	Agenda,Sign-Ins	0%			
							

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

**Performance Objective 9:** Santa Maria Elementary will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary by increasing transition activities from 1 to 3.

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

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria will provide a smooth transition from the Elementary school to the Middle school by providing students with an orientation transitional meeting and field trip to the feeder campus-Christen Middle School.	2.5, 2.6	Principal, Asst.Principal, and Counselor	Provide students with the awareness of the opportunities and requirements of middle school.	0%			
							

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

## Performance Objective 1:

Santa Maria will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Increase number of parents and community members participating in Site-Based Decision Making committees from 10 to 15.  
 Increase the number of positive social media postings by a minimum of 3%.

**Evaluation Data Source(s) 1:** Parent Sign-In Logs and Parental Volunteer Logs

## Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will invite guest speakers to present during PTC meetings, parental involvement meetings, and school events such as Red Ribbon Week, Career Day, Reading Night, and Science Event. This will encourage our ELL, Special Ed. populations, and At-Risk students to set short and long term goals that will promote lifelong learners	2.6	Principal, Asst. Principal, Counselor, Literacy Coach, Instructional Specialist, Teachers and Parent Liaison.	Sign-in Logs & Agenda	0%			

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

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

**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) Santa Maria will promote parental involvement to meet campus and district initiatives. Some of the parental events will include: Shac, "La Torta", "La Almohada", "La Chancla", "El Kleenex", and "La Cucharita."	3.1, 3.2	Principal, Asst. Principal, Parent Liaison	Awareness of academic, parental and social skills will have an impact on student performance. Parental Sign-In Logs	0%			
<b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 450.00							
2) Santa Maria Elementary will hold Parent Advisory Committee meeting to plan, review, and assess, programs , rights of parents and distribute the written Parent and Family Engagement policy . Parent Compact will be distribute during Title I meeting in English and Spanish during the week of September . Meeting will be held to accommodate parents.	2.6, 3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Parent and community involvement will encourage greater ownership and ensure local needs are reflected. Decisions about students needs will promote open communication and understanding between parents and school staff.	0%			

**Goal 4: Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.**

**Performance Objective 1:** Santa Maria Elementary will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include: a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development. b) LISD District and Campuses will increase the number of employee appreciation activities from 10 to 12.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>1) Santa Maria Elementary attendance, staff, and clerks will attend district and campus training on customer service.</p> <p>Campus initiatives will include such as : recognize staff and teacher achievements, Golden Apple and Teacher of the Year. Other recognitions include such as: Teacher Appreciation Week, Nurses Week, Police Officer's Week, Child Nutrition, and Secretary's Day.</p> <p>District initiatives will include number of year of service for faculty and staff.</p>	3.1	Principal, Asst. Principal, and Counselor	100% of Santa Maria employees will comply with district/campus trainings.	0%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished         </div> <div style="text-align: center;">  = Continue/Modify         </div> <div style="text-align: center;">  = No Progress         </div> <div style="text-align: center;">  = Discontinue         </div> </div>							



**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** LISD will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal and district performance mandates, operation and initiatives, as reviewed annual by campus administration.

**Evaluation Data Source(s) 2:** LISD reports on Finance, Staff, and Custodial Reports

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary campus leadership team will meet weekly to discuss progress of all students:Failure reports, RTI, ARD, etc .	2.5, 2.6	Principal Assistant Principal Instructional specialist Resource teacher	Increase student performance in state assessment in Student Achievement.	0%			

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 3:** Santa Maria 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 92% to 96% Increase the % of Teacher scoring an Proficient in all domains on T-TESS from 85% to 100%. The % of Campus Leaders scoring proficient in all areas of T-PCESS will maintain at 100%.

**Evaluation Data Source(s) 3:** TTESS and TPESS reports.

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary administrators will conduct ten learning walks per week of twenty minutes. Teachers will attend campus/district trainings for high quality teaching with rigor and relevance.	2.4	Principal and Asst. Principal	Data: CPALLS, Rigby, TPRI, District Benchmarks and STAAR  DMAC Reports, Tango Reports, Lead4ward Excel Reports				
2) Santa Maria Elementary will provide students with highly qualified teachers, support staff, and administration who exceeds district and state mandates to ensure student success.		LISD HR department, Principal, Asst. Principal	Student growth and Academic achievement				
<b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 2215631.00, 199 - General Fund: Special Education (PIC 23) - 387398.00, 199 - General Fund: Bilingual (PIC 25) - 53716.00, 199 - General Fund: SCE (PIC 30) - 119656.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 222703.00, 199 - General Fund: SCE Pre K (PIC 34) - 278033.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 20684.00, 199 - General Fund: Operating (PIC 99) - 557813.00, 211 - ESEA Title I: Improving Basic Program - 176806.00, 224 - IDEA - Part B: Formula Fund - 62449.00, 263 - LEP Bilingual Program Fund - 78044.00, 255 - ESEA II, A Training & Recruiting - 1.00							
= Accomplished                 = Continue/Modify                 = No Progress                 = Discontinue							

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

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

**Evaluation Data Source(s) 4:** Financial report

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will use funds to address students progress in state accountability by providing teacher training on State Accountability, Best Practice, and weekly collaborative planning.	2.4, 2.5, 2.6	Principal Assistant Principal Instructional Specialist Literacy Coach	Impact student growth in Student Achievement-Domain 1, Student progress-Domain 2, and closing the gap-Domain 3	0%			

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 5:** Santa Maria 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) Santa Maria Elementary will attend annual trainings to follow the district financial guidelines and regulations for fundraising.	3.2	Principal, Astd. Principal, Budget Clerk and Club Sponsors	To comply 100% with district policies	0%			

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 6:** Santa Maria 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 \_\_\_\_\_ to \_\_\_\_\_. The number of employees that participate in district health and wellness initiatives will increase from \_\_\_\_\_ to \_\_\_\_\_. Increase the number of students getting the flu shot from \_\_\_\_ to \_\_\_\_\_

**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) Santa Maria Elementary will continue to implement and evaluate 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, Nurses	Wellness Walk,District Wellness Physical Activity Program, Salad Bar, and Child Nutrition Program				
2) Santa Maria Elementary will limit serving students food of minimal nutritional value or candy to only three events per year:Halloween, Christmas, and Valentine's Day.	2.6	Principal, Asst. Principal, Nurse, Counselor, and Teachers	Six Weeks. Grades and Attendance Reports				
3) Santa Maria Elementary will coordinate with school nurse and cafeteria staff to meet the special nutritional needs of students with a prescribed diet ordered by a physician.	2.6	Principal, Asst. Principal, Nurse, Cafeteria Manager, Teachers	Special Diet Prescription, Special Diet Menu				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 7:** Santa Maria 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 292 to 250.

**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) Santa Maria Elementary will comply and train all teachers and staff with all safety procedures to maintain a safe and secure environment.	2.6	Principal, Asst. Principal	Sign-Ins				
2) Santa Maria Elementary will purchase custodial maintenance and safety equipment that meets the necessities of the campus. The campus will review the usage log on a monthly basis to ensure equipment is maintained in good working condition.		Head Custodian, Secretary, Principal	Equipment Usage Log, Work Orders				
<b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 1000.00							
3) Santa Maria Elementary will purchase janitorial supplies to maintain a clean and safe working environment conducive to learning.	2.5	Principal, Custodial Supervisor, Division of Operations Director	Inventory Log, Schedule of assigned classrooms, Quarterly Evaluations				
4) Santa Maria Elementary staff will work with Division of Operations to ensure completion of the purchase and installation of hardware/ furniture: new student desks for 1st to , Pre- Kinder to Kinder center tables and chairs, office furniture, New Projectors, and screens for library.		Administration Division of Operations	Project completion				
<b>Funding Sources:</b> 180 - E-Rate Fund - 0.00							
5) Santa Maria Elementary will remain within the allotted budget for utility usage and custodial services.	2.6	Principal, Asst. Principal, Head Custodian, Budget Clerk	Maintain an efficient, fiscally responsible, organizational structure.				
<b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 117463.00, 199 - General Fund: Basic Instruction (PIC 11) - 14000.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							


**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

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


**Evaluation Data Source(s) 8:** Lisd Financial Report

**Summative Evaluation 8:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will create a balance budget to meet the instructional needs of all students.	2.6	Principal assistant Principal	Provide materials and training that will improve student performance from PRE-K 3 to 5th Grade.	0%			




= Accomplished



= Continue/Modify



= No Progress








= Discontinue

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

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

**Evaluation Data Source(s) 9:** TAPR Report

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary will meet all State accountability subgroup targets-All students, Hispanic, Special education, ECD, and LEP. Domain III closing the gap	2.5, 2.6	Principal Assistant Principal	Domain III- closing the gaps target				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							



**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 10:** LISD 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) Santa Maria Elementary will ensure staff gets training on dealing with parents and LISD employees.	3.1, 3.2	Principal Assistant Principal	Improvement on Campus Culture. Results of parent and Staff survey.				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Goal 4:** Santa Maria Elementary establishes and maintain efficient organizational support, structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 11:** LISD will promote an increase in teachers meeting expectation on certification attempts.

**Evaluation Data Source(s) 11:** All teachers meeting certification by the end of school year.

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria will ensure teachers met certification by monitoring their attendance on training provided by the district.		Principal Assistant Principal	Move from 2 teacher needing certification to 0%. Attendance sign in				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Santa Maria Elementary leadership team will monitor implementation of Lead Curriculum, TEKS resources, and Assessment Data to increase students academic performance.
1	1	3	Campus will desegregate data every 6 weeks in order to plan and deliver rigorous and relevant instruction.

# PBMAS Intervention Strategies

Goal	Objective	Strategy	Description
1	1	1	Santa Maria Elementary leadership team will monitor implementation of Lead Curriculum, TEKS resources, and Assessment Data to increase students academic performance.
1	1	2	Santa Maria will implement high quality instruction through the use of District L.E.A.D. Curriculum to support best practices and higher order thinking skills from ECC to 5th.
1	2	2	Santa Maria teachers will provide Reading, Math, Writing, and Science prescriptive Interventions, Saturday and after school tutorials for at-risk students in order to increase student achievement and meet STAAR standards at Meets and Mastery Levels.
1	3	2	Santa Maria will provide high quality instruction and monitor the ARD accommodations/ modifications to correctly identify the most appropriate assessment and least restrictive environment (LRE) for Special Education students.
1	4	1	Santa Maria Elementary will closely monitor the ARD process and its recommendations to implement the most effective assessment for special education students, their IEPs will be reviewed to ensure that it is followed according to the needs of the students.
1	5	1	Santa Maria Elementary teachers will implement Sheltered Instruction Observation Protocol (SIOP) and Bilingual strategies in order to increase English language acquisition and comprehension for Limited English (EL's) students.

## 2019-2020 Campus Improvement Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	De Leon Jose	Principal
Administrator	Karina Paez	Assistant Principal
Classroom Teacher	Victoria Garcia	Classroom Teacher
Classroom Teacher	Erika Flores	Classroom Teacher
Classroom Teacher	Veronica Ramirez	Classroom Teacher
Classroom Teacher	Carmen Ramirez	Classroom Teacher
Non-classroom Professional	Guadalupe Cadena	Literacy coach
Paraprofessional	Angelica Guajardo	Science Lab Manager
Non-classroom Professional	Luis Padilla	Instructional Specialist
Non-classroom Professional	Elizabeth Salinas	Librarian
Paraprofessional	Dominga Dominguez	Head Custodian
Non-classroom Professional	Lourdes Sandoval	Counselor
Business Representative	Ricardo Estevis	Business partner
Community Representative	Guadalupe Aime Ledesma	Parent
Parent	Elizabeth Waldo	parent

# Campus Funding Summary

<b>180 - E-Rate Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	7	4			\$0.00
<b>Sub-Total</b>					\$0.00
<b>199 - General Fund: Basic Instruction (PIC 11)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	3	1	GT Training	199-13-6239-00-115-0-11-000	\$200.00
1	3	3	Alexandria	199-12-6249-00-115-0-11-LIC	\$840.00
1	3	3	Reading materials/Library books	199-12-6329-00-115-0-11-000	\$2,000.00
1	3	3	Library Books Reading Materials Allocation	199-12-6329-20-115-0-11-000	\$1,378.00
1	4	2	General Supplies	199-11-6399-00-115-0-11-000	\$10,696.00
1	4	2	Startup General Supplies (Bid Items) - District Alloted	199-11-6399-99-115-0-11-INS	\$8,396.00
2	7	1	Incentives/awards for participation	199-11-6499-44-115-0-11-000	\$6,000.00
4	3	2	Payroll	Salaries and Benefits	\$2,215,631.00
4	7	5	Copier Rental - District Alloted	199-11-6264-00-115-9-11-000	\$14,000.00
<b>Sub-Total</b>					\$2,259,141.00
<b>199 - General Fund: Operating (PIC 99)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	5	Counselor Supplies	199-31-6399-99-115-0-99-000	\$299.00
1	1	5	Administration supplies	199-23-6399-00-115-0-99-000	\$2,100.00
1	1	5	Toner	199-23-6399-99-115-0-99-000	\$3,000.00
2	5	2	Radios (CERT Team)	199-23-6399-88-115-0-99-000	\$1,175.00
2	7	1	Ribbons & Certificates	199-31-6499-44-115-0-99-000	\$700.00
2	7	1	Spelling Bee	199-36-6499-00-115-0-99-000	\$200.00
2	7	1	National Honor Society	199-36-6495-00-115-0-99-000	\$84.00
4	3	2	Payroll	Salaries and Benefits	\$557,813.00

4	7	2	General Supplies (Custodial Equipment) - Campus Allotted	199-51-6399-00-115-0-99-000	\$1,000.00
4	7	5	Water and Sewage - District Alloted	199-51-6255-00-115-0-99-000	\$10,403.00
4	7	5	Electricity - District Alloted	199-51-6259-00-115-0-99-000	\$89,267.00
4	7	5	Sanitation - District Alloted	99-51-6255-01-115-0-99-000	\$2,967.00
4	7	5	Janitorial Dust/Wet Mop Services - District Allotted	199-51-6249-99-115-0-99-000	\$1,092.00
4	7	5	Janitorial Dust/Wet Mop Supplies - District Allotted	199-51-6317-90-115-0-99-000	\$95.00
4	7	5	Janitorial Supplies - District Allotted	199-51-6317-99-115-0-99-000	\$13,639.00
<b>Sub-Total</b>					\$683,834.00
<b>199 - General Fund: Special Education (PIC 23)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	5	General supplies	199-11-6399-00-115-0-23-000	\$82.00
4	3	2	Payroll	Salaries and Benefits	\$387,398.00
<b>Sub-Total</b>					\$387,480.00
<b>199 - General Fund: Bilingual (PIC 25)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	2	2	Extra Duty Pay	199-11-6119-20-115-0-25-000	\$5,000.00
1	5	2	Testing materials-Bilingual Test booklets, Counselor testing materials	199-11-6339-00-115-0-25-000	\$2,000.00
1	5	3	ELL Online manager	199-23-6249-00-115-0-25-000	\$178.00
1	5	3	General Supplies	199-11-6399-00-115-0-25-000	\$2,678.00
4	3	2	Payroll	Salaries and Benefits	\$53,716.00
<b>Sub-Total</b>					\$63,572.00
<b>199 - General Fund: GT (PIC 21)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	3	1	Materials and supplies	199-11-6399-00-115-0-21-000	\$136.00
<b>Sub-Total</b>					\$136.00
<b>199 - General Fund: Bilingual Pre K (PIC 35)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>

4	3	2	Payroll	Salaries and Benefits	\$20,684.00
<b>Sub-Total</b>					\$20,684.00
<b>199 - General Fund: Basic Instruction PreK (PIC 32)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	3	2	Payroll	Salaries and Benefits	\$222,703.00
<b>Sub-Total</b>					\$222,703.00
<b>199 - General Fund: SCE Pre K (PIC 34)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	3	2	Payroll	Salaries and Benefits	\$278,033.00
<b>Sub-Total</b>					\$278,033.00
<b>199 - General Fund: SCE (PIC 30)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	5	Library Books	199-12-6329-20-115-0-30-000	\$1,000.00
1	1	5	General supplies	199-11-6399-00-115-0-30-000	\$24,935.00
1	2	1	Stemscope, Istation, Education Galaxy	199-11-6249-00-115-0-30-000	\$6,200.00
1	2	2	Extra Duty Pay	199-11-6119-20-115-0-30-000	\$3,000.00
1	2	4	Literacy Center-Reading Materials	199-11-6299-00-115-0-30-000	\$1,252.00
4	3	2	Payroll	Salaries and Benefits	\$119,656.00
<b>Sub-Total</b>					\$156,043.00
<b>211 - ESEA Title I: Improving Basic Program</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	consultant -Sandra Alvarez	211-13-6299-00-115-0-30-000	\$2,250.00
1	2	2	Extra Duty Pay	211-11-6121-00-115-0-30-000	\$500.00
1	10	2	Counselor -travel and trainings	211-31-6411-00-115-0-30-000	\$275.00
1	10	2	Librarian dues	211-12-6495-00-115-0-30-000	\$35.00
1	10	2	Principal/Assistant Principal - Travel and Training	211-23-6411-00-115-0-30-000	\$2,381.00
1	10	2	Teacher Out of District training	211-13-6411-00-115-0-30-000	\$2,000.00
2	5	1	Visitor Badges: Raptor Supplies & Materials	211-52-6399-00-115-0-30-000	\$200.00



2	5	4	Nurses-Gloves, band-aids	211-33-6399-00-115-0-30-000	\$100.00
3	2	1	Parental Involvement Supplies	211-61-6399-00-115-0-30-000	\$450.00
4	3	2	Payroll	Salaries and Benefits	\$176,806.00
<b>Sub-Total</b>					\$184,997.00
<b>224 - IDEA - Part B: Formula Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	3	2	Payroll	Salaries and Benefits	\$62,449.00
<b>Sub-Total</b>					\$62,449.00
<b>255 - ESEA II, A Training &amp; Recruiting</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	3	2			\$1.00
<b>Sub-Total</b>					\$1.00
<b>263 - LEP Bilingual Program Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
4	3	2			\$78,044.00
<b>Sub-Total</b>					\$78,044.00
<b>Grand Total</b>					\$4,397,117.00