

**Laredo Independent School District**  
**Santa Maria Elementary School**  
**2018-2019 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.

# Comprehensive Needs Assessment

## Needs Assessment Overview

1. Student achievement-Santa Maria did meet state standards scoring above state standards in all 4 indexes. Index 1 at 73%, Index 2 at 54%, Index 3 at 45%, and Index 4 at 36%. This year goal is to surpass 2017 state standards in all four indexes and earn 3 distinctions.

# Demographics

## Demographics Summary

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

- Classrooms - PK3 (2), PK4 (4), KN (4), 1st (4), 2nd (4), 3rd (5), 4th (4), 5th (4), Self-Contained Units (2).
- Population: Hispanic 99.1%, ELLs 69.4%, GT .05%, SPED 5%, Economically Disadvantaged ED - 96.7%
- Enrollment: Varies between 620 - 690 students.
- mobility rate for 2016-17 was 16.2%
- We are a Title I campus.
- attendance increase from 96.9% (2014-15) to 97.4% (2015-2016)

## Demographics Strengths

- Teacher years of experience is as follows:
  - Beginning Teachers- 3
  - 1 - 5 Years 10
  - 6 - 10 Years 4
  - 11 - 20 Years 16
  - 21+ year 4
- Instructional Specialist 12, literacy coach 13, Librarian 18, Counselor 19 , (Years of experience)
- Campus met State Accountability Standards for STAAR in Index 1, 2, 3, and 4 for FY: 2017 - 2018.
- Teacher turnover rate is stable.
- PK - 1st is Self-Contained and 2nd Semi-Departmentalized and 3rd to 5th is Departmentalized.
- Met Performance index Report:
  - Index 1 73%
  - Index 2 54%
  - Index 3 45%
  - Index 4 36%

## One State Distinction Designation: Student Progress

## Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Student attendance needs to be closely monitored to reach our goal of 99%. **Root Cause:** Attendance needs to be monitor more

closely by teachers and administration

## Student Academic Achievement

### Student Academic Achievement Summary

Student achievement data is disaggregated for all students after every Campus-Based Assessment (CBA) per six weeks. Other data used is TPRI (KN-2nd) and Rigby Fluency Checks (KN-2nd) 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 provides training on TPRI and RIGBY as mandated by the district. TPRI and RIGBY data is monitored providing instructional feedback to improve students performance.

Our campus met state standards on Index 1 to 4 on State of Texas Assessment of Academic Readiness for 2016-17. We are on the Public Education Grant list for not getting 50% passing in Writing. We had been in the PEG list for Improvement required campus, not meeting 50% passing in Writing and Science

### Student Academic Achievement Strengths

Our campus "MET STANDARDS" in the State Accountability Ratings in all indexes as follows: 2015-2016

- Index I - Student Achievement 73%
- Index II - Student Progress 54%
- Index III - Closing the Performance Gap 45%
- Index IV - Postsecondary Readiness 36%
- One Distinction Designation for Student progress.
- Rigby scores increased to 90%.
- TPRI scores increased to 93%.
- CPALLS scores increased to 90%.

### Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** In 2017, 63% of ELL students met the state standard in all subjects. **Root Cause:** due to implementation of differentiated instructional strategies

## 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. Students use state allotted programs I-Station for Reading (3rd - 5th) and VMath live (3rd - 5th). Campus allotted I-Station for Reading in (3rd - 5th). Education Galazy for 1st to 5th all subjects. Stemscope for 5th grade science and Smarty Ants for Pre kinder to 2nd grade. Students are also provided with additional Reading Coach intervention for Tier II students. Tutorial Intervention is provided to students in KN - 5th (Tuesday - Thursday). We have created the Trail Blazer Classes in 1st. to 5th grade. Families are invited to a variety of campus events. 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. Finally, the SCAN and Junior Achievement volunteer help enrich our students in Social Studies with real-life activities. Our Parent Liaison provides monthly parent meeting 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 provided Individualized Math Interventions to close achievement gaps
- My Reading Coach provides Reading support and intervention for Tier II at-risk student to close achievement gaps
- Stem scopes provides instructional resources for Science
- Accelerated Reader is used as a resource to help students be motivated to Read with fluency and comprehension
- Content consultants for Writing (Martha Quiroga, Bill McDonald), Math (Sandra Garza), Sandra Alvarez (data consultant) and Region one for content areas.
- Lexia reading program for low performing reading students (64 Licenses)
- Atomic Learning for Teachers Technology training.

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

**Problem Statement 1:** Time allotted for Vertical planning is limited **Root Cause:** Lack of planning and Teachers pulled out for training



## 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 very secure and safe at our campus.

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 are addressed accordingly.
- Functional Visitor Management System at the front door.
- Raptor system is used for 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:** Parent participation has increased but improvement is still needed. **Root Cause:** Improvement in communication using calendar, notes home, and School messenger.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Local diagnostic reading assessment data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Homeless data
- Gifted and talented data

- Response to Intervention (RtI) student achievement data
- Dyslexia Data

### **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data

# Goals

Revised/Approved: January 18, 2018

**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 2018 - 2019 required local, state, and federal mandates.

Student Achievement Domain score will increase

from 75% to 80%







(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 align="center"><b>PBMAS</b></p> <p>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 90%.</p> <p>Masters in ELA / Reading will increase in:  3rd grade from 13 to 25 students,  4th grade from 12 to 25 students,  5th grade from 20 to 25 students.  Writing 4th grade from 5 to 15 students.</p> <p>Masters in Mathematics will increase in:  3rd grade from 13 to 23 students  4th grade from 27 to 30 students  5th grade from 27 to 33 students</p> <p>Masters in Science will increase from:  5th grade from 22 to 30 students.</p>				
<p>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	<p>*Lesson plans will be completed with rigor and relevance at 100%.</p> <p>*Weekly Collaborative Meetings will be held to discuss lessons, activities, and best practices for student achievement.</p> <p>*Each administrator will conduct 10 (20 min.) Learning Walks per week.</p>				
<p>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.	<p>*Leadership Team will meet with Consultant to collaborate and disaggregate data to meet the need of all students.</p> <p>*Documentation of data analysis will be turned in to administration after each six weeks assessment and/or benchmark.</p> <p>*Grade book will be reviewed periodically to determine remediation and tutorials.</p> <p>*Failure reports, DMAC reports, and Assessment results will be reviewed.</p> <p>*Teachers will meet each six weeks for vertical planning.</p>				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00							

<p align="center"><b>PBMAS</b></p> <p>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.</p>	2.5, 2.6	Principal, Asst. Principal, Teachers, Special Education Coordinator, Diagnostician, Instructional Aides	<p>*ARD Accommodations will be monitored using SP609 Data Report</p> <p>*OT/PT/Speech logs will be monitored for compliance of services.</p> <p>*Monitor progress of goals for each individual student per six weeks.</p> <p>Special Education Students scores will improve from 67% to 75% on all Subjects.</p>				
<p>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., EL, At Risk, and Special Education) areas.</p>	2.6	Principal, Asst. Principal, Budget Clerk	Increase student performance in all content areas				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**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.

Domain II School progress Academic growth will increase from 85 to 90.

**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 preparation for TELPAS (reading, writing, Listening, and Speaking).				
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.	2.4, 2.5, 2.6	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%				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 6000.00, 211 - ESEA Title I: Improving Basic Program - 2705.00							

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.				
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 100 students.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 3500.00							
							



**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:** LISD 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				
	Funding Sources: 199 - General Fund: GT (PIC 21) - 152.00, 199 - General Fund: Basic Instruction (PIC 11) - 100.00						
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.				


<p>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.</p>	<p>2.5</p>	<p>Principal, Asst. Principal, Librarian, Teachers</p>	<p>AR student/teacher summary assessment results/points, extended library schedule, Saturday AR days</p> <p>Subgroups will meet the district six weeks goals:</p> <p>Trailblazers-100%  Special Education-100%  English Language learners-100%  At- risk -100%</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4211.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**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 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
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.	2.4	Principal, Asst. Principal, Instructional Specialist, Grade Level Teachers, Special Education Teachers, Coordinator, and Diagnostician	Provide more opportunities and support for special education students in the regular classroom.  1. Increase student mainstreaming  2. Implementation and monitoring of testing accommodations for Special education students.				
2) Santa Maria Elementary will closely monitor purchase orders to ensure that it supports standard base instruction for all content areas for all subgroups.	2.6	Principal and Asst. Principal	Improvement of student data in Domain I from 75 to 80.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 18847.00							
							


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

Increase percent of students advancing at least one proficiency level from 74% to 84%.

**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
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 Proficient (LEP) 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.				
2) Santa Maria Elementary will continue to purchase LAS Links and other assessment materials for ELL students.	2.6	Principal and Asst. Principal, Technology Trainer	Increase participation of at risk students on standardized assessments.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 2000.00							
3) Santa Maria Elementary will purchase books, supplies, and technology software and equipment to support instruction for all subgroups.	2.6	Principal, Asst. Principal, Technology Trainer	Improvement on Student Data, Monthly and EOY Reports				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 23775.00							
							

**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 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, career day, and academic competitions.	2.4, 2.5, 2.6	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Teachers and Counselor	Students will be exposed to real-life hands on experiences to enhance their learning.				

**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 will meet State/Region participation rates in dual enrollment and /or Advanced Placement coursework on an annual basis.

**Evaluation Data Source(s) 7:**

**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 MEETs and MASTERS in State accountability	2.4	Principal Assistant Principal Instructional Specialist Attendance clerk	Improve state performance in state accountability Domain II part A.				

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

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

**Evaluation Data Source(s) 8:** TAPR Reports-STAAR/EOC  
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 ELL 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.				
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.				


**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)

Increase industry certificates from \_\_\_\_\_ to \_\_\_\_\_.

**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.				
							




**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:** LISD will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

To increase the Domain I (Student Achievement) score from 75 to 80.

**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 Stemscoopes.	2.4, 2.5	Principal, Asst. Principal, Instructional Specialist, Literacy Coach, Teachers, and Technology Trainer	Improvement in campus/district assessments, Rigby Levels and TPRI				
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.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 4810.00							
							

**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.

Improve or increase the number of teachers at proficient or higher from \_\_\_\_ to \_\_\_\_.

**Evaluation Data Source(s) 11:** STaR Survey

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) 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.				

**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:** LISD will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will be maintained at 0%

**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.				







**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.

Campus will maintain or increase attendance rate from 97.4% to 98.5%

**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
<p><b>PBMAS</b></p> <p>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.</p>	2.6, 3.2	Administration, Counselor, Teachers, Parent liaison, Attendance clerk.	Increase attendance from 97.4% to 98.5 %.				
<p>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.</p>	2.5	Administration, Counselor, PE Coaches, Academic Sponsors, Music teacher, and Teachers	<ol style="list-style-type: none"> <li>1. Student of the Month</li> <li>2. Kind Act Awards</li> <li>3. National Honor Society membership</li> <li>4. UIL participation</li> <li>5. Participation in football, soccer, Basketball, Cheerleading, and clubs.</li> </ol>				
<p>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.</p>	2.6	Principal, Asst. Principal, Counselor, Teachers	Agenda, Sign-Ins				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**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:**

**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).	2.6, 3.1, 3.2	Principal, Asst. Principal, Phone Committee, Counselor, and Teachers	Attendance rate will improve or maintain by closely monitoring attendance logs and having parent conferences.				

**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:**

**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.

# of Discipline referrals will decrease from 8 to 4

# of Discretionary placements at alternative campuses will decrease for:  
All Students from 1 to 0 and

Special Ed. Students will maintain at 0

**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%.				


**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)

# of Incidents and Citations will decrease from \_\_\_\_\_ to \_\_\_\_\_

**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				
	Funding Sources: 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.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 700.00						
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				
	Funding Sources: 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.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 100.00						
							



**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
<b>PBMAS</b> 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, Instructional Specialist, and Literacy Coach	1. Increase in Memberships 2. Students content areas will academically increase (RIGBY, TPRI, STAAR, District Benchmarks).				
	Funding Sources: 461 - Campus Activity Fund - 0.00						

**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
<p><b>PBMAS</b></p> <p>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.</p>	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.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 6000.00, 199 - General Fund: Operating (PIC 99) - 784.00							

**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.

Campus will decrease the incidents of bullying from \_\_\_\_\_ to \_\_\_\_\_

**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				

**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 \_\_\_ to \_\_\_.

**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.				
Funding Sources: 461 - Campus Activity Fund - 0.00							
							

**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 parents/community members that attend informative meetings including Town Hall Meetings from \_\_\_\_ to \_\_\_\_.

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				

**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.

Parent volunteers will increase from 96 to 110

Volunteer Hours will increase from 3,426 to 5,000 hours

**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				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 450.00						

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

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

**Summative Evaluation 1:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Santa Maria Elementary attendance, staff, and clerks will attend district and campus training on customer service.  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.  District initiatives will include number of year of service for faculty and staff.	3.1	Principal, Asst. Principal, and Counselor	100% of Santa Maria employees will comply with district/campus trainings				
Funding Sources: 461 - Campus Activity Fund - 0.00							
							

**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:**

**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.				
							




**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-PESS will maintain at 100%.

**Evaluation Data Source(s) 3:**

**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.	2.4, 2.5	LISD HR department, Principal, Asst. Principal	Student growth and achievement				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2088846.00, 199 - General Fund: Special Education (PIC 23) - 399173.00, 199 - General Fund: Bilingual (PIC 25) - 78053.00, 199 - General Fund: SCE (PIC 30) - 122591.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 260287.00, 199 - General Fund: SCE Pre K (PIC 34) - 228057.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 5457.00, 199 - General Fund: Operating (PIC 99) - 562733.00, 211 - ESEA Title I: Improving Basic Program - 187642.00, 224 - IDEA - Part B: Formula Fund - 95047.00, 263 - LEP Bilingual Program Fund - 76102.00, 255 - ESEA II, A Training & Recruiting - 1.00							
							

**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:**

**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				
							

**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, Astt. Principal, Budget Clerk and Club Sponsors	To comply 100% with district policies				
							







**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 Wks. 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
  = Considerable
  = Some Progress
  = 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.	2.6	Head Custodian, Secretary, Principal	Equipment Usage Log, Work Orders				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 700.00						
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, office furniture, digital wall clocks, new projectors and screens for library.	2.6	Administration Division of Operations	Project completion				
	Funding Sources: 180 - E-Rate Fund - 27635.00						
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.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 108005.00, 199 - General Fund: Basic Instruction (PIC 11) - 6833.00						
							

**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:**

**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.				
							

**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				
							

**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.				




**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:**

**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.	2.4, 2.5, 2.6	Principal Assistant Principal	Move from 4 teacher needing certification to 0%.  Attendance sign in				
							

## 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.
1	1	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.
2	1	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.
2	6	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	7	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.
4	2	1	Santa Maria Elementary campus leadership team will meet weekly to discuss progress of all students: Failure reports, RTI, ARD, etc .

# State Compensatory

## Budget for Santa Maria Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11-61xx-00-115-9-30-000	6129 Salaries or Wages for Support Personnel	\$48,904.00
199-12-61xx-00-115-9-30-000	6129 Salaries or Wages for Support Personnel	\$26,839.00
199-31-61xx-00115-9-30	6129 Salaries or Wages for Support Personnel	\$36,821.00
199-32-61xx-00115-9-30	6129 Salaries or Wages for Support Personnel	\$5,767.00
<b>6100 Subtotal:</b>		<b>\$118,331.00</b>

**Personnel for Santa Maria Elementary School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ana Castaneda	Teacher Pre-k3	CSE	0.5
Ana Medellin	Teacher Pre-k3	CSE	0.5
Andrea Palacios	Pre k4 teacher	CSE	0.5
Angelica Guajardo	Science Lab Manager	SCE	1
Concepcion Gonzalez	Pre-k4	CSE	0.5
Francisca Torres	Librarian aide	CSE	1
Hector Luna	Attendance Officer	CSE	0.25
Jose Baez	Teacher Pre-k 3	CSE	1
Leslie Ydrogo	Teacher Aide	CSE	1
Lourdes Sandoval	Counselor	CSE	0.5
Maria Bernal	Teacher aide	CSE	0.5
Marisela Briseno	Teacher aide	SCE	1
Norma Macias	Teacher Aide	CSE	0.5
Rebecca Gutierrez	Teacher Aide	CSE	1
Sonia Trejo	Pre-k 4 Teacher	CSE	0.5

# **Title I Schoolwide Elements**

## **ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

### **1.1: Comprehensive Needs Assessment**

1. Improve student state assessment in 4th grade reading from 50% to 75%.
2. Increase number of students meeting Masters in state assessment to at least 30 students per grade level in Reading, Mathematics, and Science.
3. Increase attendance rate from 97.4% to 99%.
4. Allocate necessary funds to provided educational materials such as supplemental workbooks, paper, manipulatives, teacher training, and technology devices (tablets,headphones,printers, scanner) that will ensure we meet students educational needs.
5. Provide effective and research based training for teachers to meet all students needs.
6. Replace students, teachers, and office old worn out desk, chairs, furniture that can become safety issue.
7. Improve parental involvement from 31 parents to 50.
8. Up date Library reading selections to increase students interest in reading.

## **ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

### **2.1: Campus Improvement Plan developed with appropriate stakeholders**

Administration- Jose De Leon and Itzamara Rendon

Parent- Amiee Ledezma

Business- Raquel Morales

Professionals- Luis Padilla, Yvonne Sandoval, Lourdes Martinez and Guadalupe Cadena

Classroom Teachers- Vanessa Garza, Victoria Garica, and Gladys Benavides

after analyzing data looking at performance objective and strategies (developed and Aligned to district to address the needs of students not meeting state standards.)

## **2.2: Regular monitoring and revision**

1. Monthly meetings with committee members.
2. Check for accomplishments and effective use of budget funds.
3. quarterly check of Campus improvement plan.

## **2.3: Available to parents and community in an understandable format and language**

Campus improvement plan will be available in campus website.

A CIP will be provided to parents upon request.

## **2.4: Opportunities for all children to meet State standards**

1. Extending the school day providing additional tutorials for students.
2. 8 Saturday tutorials for at risk students.
3. Increase reading opportunities for at risk students.

## **2.5: Increased learning time and well-rounded education**

1. Monitor at risk students in academics and school events participation.
2. Decrease the number of disciplinary referral to less than 1%.
- 3 Increase the use of technology programs in the classroom to address all students style of learning.
4. Ensure teachers lesson addresses all students learning needs by monitoring lessons and activities during collaborative planning.

## **2.6: Address needs of all students, particularly at-risk**

small group instruction, tutors, RTI, LEC,

### **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

#### **3.1: Develop and distribute Parent and Family Engagement Policy**

1. Meeting with parents to distribute and informed them of Title 1.
2. Meeting to discuss distribution of Title 1 funds at the begining of the school year.
3. discussion of students progress during report card night, PTC meetings, monthly parent meetings.
4. Parent liaison meetings.

#### **3.2: Offer flexible number of parent involvement meetings**

1. Monthly PTC meetings
2. Monthly Parental involvement Meetings

informative meeting with parents,

Science and reading nights

## Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Luis Padilla	Instructional Specialist	Title 1	1
Maria Martinez	Technology Trainer	Title 1	0.5
Marisol Urbina	Health Assistant	Title 1	1
Rhonda De Leon	CEI Lab Manager	Title 1	1
Veronica Tijerina	Parental Involvement Liaison	Title 1	1



## 2018-2019 Needs Assessment Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Jose De Leon	Principal
Classroom Teacher	Vanessa Garza	Teacher
Classroom Teacher	Victoria Garcia	Teacher
Business Representative	Rachel Morales	Business
Parent	Amiee Ledezma	Parent
Non-classroom Professional	Luis Padilla	Professional
Classroom Teacher	Guadalupe Cadena	Teacher
Non-classroom Professional	Yvonne Sandoval	Counselor
Administrator	Karina Ventura - Paez	Assistant Principal
Classroom Teacher	Gladys Benavides	Teacher
Paraprofessional	Dominga Dominguez	Head Custodian

# 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			\$27,635.00
<b>Sub-Total</b>					\$27,635.00
<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	1	3	Consultant	199-13-6291-00-115-9-11-000	\$2,000.00
1	3	1	GT Training	199-13-6239-00-115-9-11-000	\$100.00
1	3	3	Alexandria	199-12-6249-00-115-9-11-LIC	\$840.00
1	3	3	Reading materials/Library books	199-12-6329-00-115-9-11-000	\$2,000.00
1	3	3	Library Books Reading Materials Allocation	199-12-6329-20-115-9-11-000	\$1,371.00
1	4	2	General Supplies	199-11-6399-00-115-9-11-000	\$10,671.00
1	4	2	Startup General Supplies (Bid Items) - District Alloted	199-11-6399-99-115-9-11 INS	\$8,176.00
2	7	1	Incentives/awards for participation	199-11-6499-44-115-9-11-000	\$6,000.00
4	3	2	Payroll	Salaries and Benefits	\$2,088,846.00
4	7	5	Copier Rental - District Alloted	199-11-6264-00-115-9-11-000	\$6,833.00
<b>Sub-Total</b>					\$2,126,837.00
<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	Supplies	199-31-6399-99-115-9-99-000	\$300.00
1	1	5	Admin Supplies	199-23-6399-00-115-9-99-000	\$2,000.00
1	1	5	Toner	199-23-6399-99-115-9-99-000	\$2,500.00
2	5	2	Radios (CERT Team)	199-23-6399-88-115-9-99-000	\$700.00
2	7	1	Ribbons & Certificates	199-31-6499-44-115-9-99-000	\$500.00
2	7	1	Spelling Bee	199-36-6499-00-115-9-99-000	\$200.00
2	7	1	National Honor Society	199-36-6495-00-115-9-99-000	\$84.00

4	3	2	Payroll	Salaries and Benefits	\$562,733.00
4	7	2	General Supplies (Custodial Equipment) - Campus Allotted	199-51-6399-88-115-9-99-000	\$500.00
4	7	2	General Supplies (Custodial Equipment) - Campus Allotted	199-52-6399-00-115-9-99-000	\$200.00
4	7	5	Water and Sewage - District Alloted	199-51-6255-00-115-9-99-000	\$7,707.00
4	7	5	Electricity - District Alloted	199-51-6259-00-115-9-99-000	\$82,633.00
4	7	5	Sanitation - District Alloted	199-51-6255-01-115-9-99-000	\$2,957.00
4	7	5	Janitorial Dust/Wet Mop Services - District Allotted	199-51-6249-99-115-9-99-000	\$1,009.00
4	7	5	Janitorial Dust/Wet Mop Supplies - District Allotted	199-51-6317-90-115-9-99-000	\$60.00
4	7	5	Janitorial Supplies - District Allotted	199-51-6317-99-115-9-99-000	\$13,639.00
<b>Sub-Total</b>					\$677,722.00

**199 - General Fund: Special Education (PIC 23)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	5	General supplies	199-11-6399-00-115-9-23-000	\$60.00
4	3	2	Payroll	Salaries and Benefits	\$399,173.00
<b>Sub-Total</b>					\$399,233.00

**199 - General Fund: Bilingual (PIC 25)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2	Extra Duty Pay	199-11-6119-20-115-9-25-000	\$6,000.00
1	5	2	Testing materials	199-11-6339-00-115-9-25-000	\$2,000.00
1	5	3	Books (Reading Initiative)	199-12-6329-20-115-9-25-000	\$2,500.00
1	5	3	ELL Online manager	199-23-6249-00-115-9-25-000	\$178.00
1	5	3	General Supplies	199-11-6399-00-115-9-25-000	\$21,097.00
4	3	2	Payroll	Salaries and Benefits	\$78,053.00
<b>Sub-Total</b>					\$109,828.00

**199 - General Fund: GT (PIC 21)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	Materials and supplies	199-11-6399-00-115-9-21-000	\$152.00
<b>Sub-Total</b>					\$152.00

<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	\$5,457.00
<b>Sub-Total</b>					\$5,457.00
<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	\$260,287.00
<b>Sub-Total</b>					\$260,287.00
<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	\$228,057.00
<b>Sub-Total</b>					\$228,057.00
<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	2	4	Literacy Enrichment Center	199-11-6299-00-115-9-30-000	\$3,500.00
4	3	2	Payroll	Salaries and Benefits	\$122,591.00
<b>Sub-Total</b>					\$126,091.00
<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	2	2	Extra Duty Pay	211-11-6121-00-115-9-30-000	\$2,705.00
1	10	2	Counselor -travel and trainings	211-31-6411-00-115-9-30-000	\$275.00
1	10	2	Libraian dues	211-12-6495-00-115-9-30-000	\$35.00
1	10	2	Principal/Assistant Principal - Travel and trainings	211-23-6411-00-115-9-30-000	\$2,500.00
1	10	2	Teacher O/D	211-13-6411-00-115-9-30-000	\$2,000.00
2	5	1	Visitor Badges	211-52-6399-00-115-9-30-000	\$200.00
2	5	4	Nurses-Gloves, bandaids	211-33-6399-00-115-9-30-000	\$100.00
3	2	1	Parental Involvement Supplies	211-61-6399-00-115-9-30-000	\$450.00
4	3	2	Payroll	Salaries and Benefits	\$187,642.00

					<b>Sub-Total</b>	\$195,907.00
<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			\$95,047.00
					<b>Sub-Total</b>	\$95,047.00
<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	payroll			\$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	Payroll			\$76,102.00
					<b>Sub-Total</b>	\$76,102.00
<b>461 - Campus Activity Fund</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>		<b>Account Code</b>	<b>Amount</b>
2	6	1				\$0.00
2	9	1				\$0.00
4	1	1				\$0.00
					<b>Sub-Total</b>	\$0.00
					<b>Grand Total</b>	\$4,328,356.00