

Laredo Independent School District
Tomas Sanchez/Hermelinda Ochoa Elementary School
2019-2020 Campus Improvement Plan

Mission Statement

Sanchez-Ochoa provides a quality education that is innovative, differentiated and technology-driven with a goal of 100% student mastery.

Vision

Sanchez-Ochoa guarantees student achievement by ensuring a safe, learning environment for all students in a nurturing, unified school community.

Value Statement

Sanchez-Ochoa values the cognitive, affective and social abilities of our students.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

We are a campus with the following demographics:

Prior year data:

Enrollment:

2017: 714

2018: 719

Economically Disadvantaged

2017: 96.1%

2018: 95.13%

ELL

2017: 70%

2018: 69.26%

SPED

2017: 6.8%

2018:

Mobility Rate

2017: 18.1

2018:

Sanchez Ochoa is comprised of: 749

- All Students: 749
- Econ. Disadvantaged: 96.1%
- ELLs: 70.0 %
- SPED: 6.8%
- Mobility Rate: 20.5%

2018-2019 TSDS PEIMS DISAGGREGATION OF PEIMS STUDENT DATA Report

Enrollment 671 students

GT 25 students 3.73%

LEP 460 students 68.55%

Immigrants 19 students 2.83%

Eco Dis 659 students 98.21%

Dyslexia 10 students 1.49%

Special ED 55 students 8.20%

Homeless 12 students 1.79%

At Risk 521 students 99.62%

Hispanic 668 students 99.55%

The 2017-2018 TAPR Report

Enrollment 719

GT 13 students 1.8%

EL 498 students 69.3%

Immigrants

Eco Dis 699 students 97.2%

Dyslexia

Special Ed 54 students 7.5%

Homeless

At-Risk 553 students 76.9%

Hispanic 707 students 98.3%

Attendance (2017) 97.5%

CHILDREN WITH DISABILITIES (CWD) Total 54 students

Intellectual 24.1 %

Physical 13.0%

Autism 33.3%

Bahavioral 29.6%

MOBILITY

100 students 18.1%

TOTAL STAFF

66

Professional Staff: 49.6 74.2%
Teachers 41.5 62.1%
Professional Support 6.1 9.1%
Campus Administration (School Leadership) 2.0 3.0%
Educational Aides: 17.3 25.8%

LIBRARIAN 1

COUNSELOR 1

Males 4.0 teachers 9.6%
Females 37.6 teachers 90.4%

Teachers by Years of Experience:
Beginning Teachers 0.0 0.0%
1-5 Years Experience 7.0 16.9%
6-10 Years Experience 7.2 17.3%
11-20 Years Experience 18.0 43.3%
Over 20 Years Experience 9.4 22.6%

Demographics Strengths

Some of the strengths for the campus demographics is that over 40 percent of the teachers on campus have more than 11 years of teaching experience. This means that we have several teachers that can lead other teachers.

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is a decrease in total student enrollment. **Root Cause:** Students are enrolling in other schools and the nearby Housing Authority is relocating families due to rebuilding.

Problem Statement 2: We do not have teachers to represent the male population and serve as role models for our young boys. **Root Cause:** Male teachers are not applying for the vacancies that we have posted.

Problem Statement 3: STAAR results in Reading show that students are not reaching the Meets/Masters level of mastery. **Root Cause:** Reading Foundation skills are poor.

Student Academic Achievement

Student Academic Achievement Summary

TEXAS ACADEMIC PERFORMANCE Report 2017-2018

STAAR

READING

3rd Grade

Approaches: 68%

Meets: 26%

Masters: 12 %

4th Grade

Approaches: 70%

Meets: 38%

Masters: 16%

5th grade

Approaches: 70%

Meets: 41%

Masters 11%

MATHEMATICS

3rd Grade

Approaches: 62%

Meets: 32%

Masters: 10%

4th Grade

Approaches: 86%

Meets: 48 %

Masters: 20%

5th Grade

Approaches: 99%

Meets: 66%

Masters:38%

Science

5th grade

Approaches: 84%

Meets: 43%

Masters: 16%

WRITING

4th Grade

Approaches: 72%

Meets: 46%

Masters: 11%

Retention Rates by Grade:

NON-SPECIAL EDUCATION SPECIAL EDUCATION

campus district state campus district state

Kindergarten 0.0% 0.2% 1.8% 0.0% 0.0% 6.9%

Grade 1 7.3% 9.4% 3.4% 12.5% 11.6% 6.2%

Grade 2 13.4% 5.4% 2.1% 0.0% 2.8% 2.6%

Grade 3 5.3% 2.6% 1.3% 0.0% 1.1% 1.0%

Grade 4 0.0% 1.2% 0.6% 0.0% 0.0% 0.5%

Grade 5 0.0% 0.2% 0.7% 0.0% 0.0% 0.6%

Student Academic Achievement Strengths

For the 2018 school year, the school has demonstrated progress in STAAR. This is evident in the Distinction received for Student Progress. The assessment results also indicate academic progress in Math as evidenced by the STAAR Distinction in Math.

The school has implemented an aggressive RTI Committee for the 2019 school year to address the needs of students. Committee members include Administration, Instructional Specialist, Counselor, Communities in School personnel and classroom teacher.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: STAAR results in Reading show that students are not reaching the Meets/Masters level of mastery. **Root Cause:** Reading Foundation skills are poor.

Problem Statement 2: Students are retained at a higher rate in 2nd grade. **Root Cause:** Teachers are not addressing the gap in reading instruction for this grade level.

Problem Statement 3: We do not have teachers to represent the male population and serve as role models for our young boys. **Root Cause:** Male teachers are not applying for the vacancies that we have posted.

Problem Statement 4: Highly qualified teachers are not seeking employment at our campus for the available vacancies. **Root Cause:** Large pool of teachers are not available during mid-year.

School Processes & Programs

School Processes & Programs Summary

PERSONNEL

The process for hiring any personnel is to schedule the interviews with Human Resources. Once we have the date for interviews, the CEIC Staffing Committee sits in on the interviews. As a committee, we make the recommendation to HR and allow them to follow their procedures in processing the applicant.

PROFESSIONAL PRACTICES

The CEIC committee is included in decisions for the campus. Every campus professional serves on at least two committees and every grade level is represented in each committee. In the event that a committee member is unable to attend a meeting, it is recommended that a member of the grade level take that person's place for that time. In the event of a CEIC Chair person meeting, a member of that committee will be asked to attend the meeting.

For professional development, the Campus Leadership team schedules trainings based on campus data and campus performance.

A weekly PLC meeting is held to review lessons, best practices and students performance in assessments.

Data Room displays student progress in CBA, Benchmarks and RIGBY Reading levels.

PROGRAMS AND OPPORTUNITIES FOR STUDENTS

The teachers hold tutorial at the end of the day and Super Saturdays for 3rd-5th grade students.

The counselor provides differentiated Career days for all grade levels and for Veteran's day. The speakers are asked to spend 30-45 minutes in each class to provide information about the careers of their choosing.

Our programs for BIL and Special Ed are successful. Both students groups met the Targets in Reading and Math (Federal Report Card 2018).

Our students are provided extra-curricular activities and clubs to participate in. These include academic and non-academic clubs such as: UIL, Spelling Bee, Flag Football, Volleyball, Basketball, Soccer, Track, Choir, Chess, Dance Team, Alethea, Recycling Club. We also have an National Elementary Honor Society,

PROCEDURES

Our campus maximizes instruction by implementing and following a Master Schedule. The schedule assures that students are provided the minutes per content as required by the State. While students are provided equal time, the instruction is differentiated and follows the needs of students whether they are Special Ed, RTI, Dyslexia, Bilingual.

Our campus also has a Campus Emergency Response Team (CERT). The CERT team assures that the procedures for student safety is followed. Monthly Fire Drills are conducted as well as Severe Weather, Lockdown and other Drills.

The campus nurse is available for student health concerns and the Counselor is available for Social needs of students. The counselor also invites community members to address whole group lessons on Bullying, Drug-free Awareness, and Violence prevention. Topics such as Suicide Awareness are held as required by an as-needed basis.

Technology programs have been purchased for the campus (Learning Farm). This includes other programs provided by the district such as V-Math, Smarty Ants, LEXIA, I-Station, Envision, Learning.com, Think-Central, AR, Class Links, Capstone.

School Processes & Programs Strengths

The campus demonstrates success in educating students in Special populations such as Bilingual and Special Ed. The campus counselor is readily available to provide whole group or one to one counseling sessions. In addition, our Athletic department has brought home more City Championships.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Student technology use is minimal. **Root Cause:** Teachers do not implement technology use in daily lessons.

Problem Statement 2: Computer hardware is limited and outdated. **Root Cause:** Campus doesn't allocate money for technology.

Problem Statement 3: Highly qualified teachers are not seeking employment at our campus for the available vacancies. **Root Cause:** Large pool of teachers are not available during mid-year.

Perceptions

Perceptions Summary

STUDENT ENGAGEMENT

(TAPR)

Attendance Rate

2016-2017 97.5%

2015-2016 97.3%

Civil Rights Data (The Federal Report Card 2017-2018)

In School Suspensions for students without Disabilities

Male 11

Female 5

Total 16

In School Suspensions for Students with Disabilities

Male 8

Female *

Total 10

STAFF ENGAGEMENT

(TAPR 2018)

Teachers by Years of Experience:
Beginning Teachers 0.0 0.0%
1-5 Years Experience 7.0 16.9%
6-10 Years Experience 7.2 17.3%
11-20 Years Experience 18.0 43.3%
Over 20 Years Experience 9.4 22.6%

New teachers are assigned a mentor to assist them transitioning with teacher duties and expectations.

Teacher cite an improved climate (how the campus feels).

PARENT/GUARDIAN COMMUNITY ENGAGEMENT

- Shadow Day
- Latino Reading Program (Bilingual) - (K not in school)
- Parent Liason sessions for parents: cupcake decorating, Cricut..etc
- "No Tengo Dinero" Parent Monthly Session
- Fall Parent Conference
- Student of the Month ceremony
- National Elementary School Honor Society Induction Ceremony
- P.T.C. Parent Sessions
- Report Card Nights
- Open House (twice a year)
- Halloween Costume Parade for students and parents
- Christmas Program
- Christmas gifts for students
- Veteran's Program
- Grandparent's Day
- Career Day #1 3rd - 5th
- Career Day #2 1st-2nd
- Career on Wheels #3 PK3-K
- End-of-the-year Award Ceremony
- Junior Achievement Program
- H.E.B. READ 3
- Family Reading Night

- Reading with a Loved One
- Extended Library Day
- Saturday Library Camp
- Book Fair Family Event
- Parent Volunteer Events and Recognition
- Teacher/Parent STAAR meetings
- Online registration
- Skyward parent communication portal
- School Messenger System
- School Marquee
- After School Child Care Program
- Miles for Smiles Dental Program
- Flu Clinic
- Traveling Health Care Team

Perceptions Strengths

The teachers, students and staff feel appreciated and comfortable. There is a noticeable reduction in students in ISS due to the communication between administration, students, teachers and parents.

Our parent volunteers are present on campus on a daily basis and contribute to the success of the school.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Campus is perceived as low performing. **Root Cause:** Campus previously identified as PEG and Priority Campus due to low STAAR scores.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- 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
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Local Accountability Systems (LAS) 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 End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Running Records results
- Observation Survey results

- Texas approved Prekindergarten and Kindergarten assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Goals

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: Sanchez Ochoa Elementary will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative/college readiness.


Domain I Score will increase from 79% to 85%. (See Plan Addendum)

Evaluation Data Source(s) 1: TAPR Reports -STAAR/EOC
 TELPAS Reports
 PBMAS,
 2017-18 Sanchez Ochoa Elementary School TAPR Report
 2018-19 Sanchez Ochoa Elementary School TAPR Report
 2017-18 STAAR Accountability Report
 2018-19 STAAR Accountability Report

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule weekly PLC meetings with teachers to assure that the CARES , TEKS Resource System and Curriculum is utilized for lesson planning.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist.	Lesson plans aligned and rigorous and relevant instruction.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2218734.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
2) Utilize DMAC to monitor students performance, implement Response to Intervention action plans and analyze student data.	2.6	Principal, Assistant Principal, Instructional Specialist.	Focused plans for student improvement.				
	Funding Sources: 199 - General Fund: GT (PIC 21) - 66748.00, 199 - General Fund: Special Education (PIC 23) - 394082.00, 199 - General Fund: Bilingual (PIC 25) - 92473.00, 199 - General Fund: SCE (PIC 30) - 129601.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 245315.00, 199 - General Fund: SCE Pre K (PIC 34) - 252895.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 19254.00, 199 - General Fund: Operating (PIC 99) - 597265.00, 211 - ESEA Title I: Improving Basic Program - 208529.00, 224 - IDEA - Part B: Formula Fund - 170613.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 11267.00, 435 - SSA Regional Day School - Deaf - 2066.00						
3) Implement the Fundamental 5 practices during daily instruction.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist.	The Fundamental 5 practices will impact the method in which teachers deliver and monitor instruction.				
4) Assure that teachers and staff can explain the Accountability system Domain 1: Academic Achievement.	2.4, 2.5	Principal, Assistant Principal, Instructional Specialist	Teachers will understand the impact of student performance on campus accountability.				
5) Provide instructional material and supplies that support research-based practices and instructional models to meet the needs of all students so that they may attain academic achievement.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Teachers and staff will be adequately prepared to deliver lessons that are at the appropriate depth of complexity.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 18977.00, 199 - General Fund: GT (PIC 21) - 200.00, 211 - ESEA Title I: Improving Basic Program - 8087.00						
6) Provide Staff Development, attend workshops and/or conferences to enhance content knowledge and skills.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Maintain up to date on the current trends in education.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 175.00, 211 - ESEA Title I: Improving Basic Program - 200.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
7) Provide academic field trips for students.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Build student background and enhance life experiences for students. Provide transportation to events such as Angel of Hope, Athletic Competitions, Breakfast with Santa...etc				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4300.00, 199 - General Fund: Operating (PIC 99) - 800.00							
							

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 2: Sanchez Ochoa Elementary will meet State/Region STAAR student progress measures annually.

Domain II Part A will increase from 92% to 95%.

Domain II Part B will increase from 89% to 92%.

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

TELPAS Reports

PBMAS

2017-2018 Sanchez Ochoa Elementary School TAPR Report

2018-2019 Sanchez Ochoa Elementary School TAPR Report

2017-18 STAAR Accountability Report

2018-19 STAAR Accountability Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Purchase the following for student use: workbooks, software licenses, and instructional material.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Students will show a year's growth in assessments.				
2) Identify the STAAR rating for students in 4th and 5th grade and make projections for Approaches, Meets and Masters.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Students will be accountable for their projections and will set their own goals.				
3) Students will track their assessment performance with their own graphing logs.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Students will be knowledgeable about their own goal-setting and track their own results.				
4) Students will conference with the principal after district assessments.	2.4, 2.5	Principal	Students will become knowledgeable about their progress and conduct themselves in manners to assure their progress towards their goals.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
5) Regularly monitor the progress of students that have RTI plans in DMAC.	2.4, 2.5	Principal, Assistant Principal, Instructional Specialist, Counselor, Classroom teachers	It is expected that students demonstrate the growth that intervention provides.				
6) Provide extra duty pay for tutorials including but not limited to at-risk, special ed and economically disadvantaged students.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Student demonstrating growth.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 25548.00							

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 3: Sanchez Ochoa 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 92% to 100%. - (Closing the Gap)
(See Plan Addendum)

Evaluation Data Source(s) 3: Texas Accountability Reports

Benchmarks, CBA Scores, Report Card Grades, Progress Reports, STAAR/EOC Scores, Teacher-Designed Exams
2016-17 Sanchez Ochoa Elementary School TAPR Report
2017-18 Sanchez Ochoa Elementary School TAPR Report
2017-18 STAAR Accountability Report
2018-19 STAAR Accountability Report

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Purchase testing materials, general supplies and/or instructional materials for teacher, counselor, and librarian to instruct, facilitate student work and enhance student learning of At-Risk, Hispanic, Special Ed, English Learners and Economically Disadvantaged students.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Provide teacher and students with the needed materials to improve student learning and assist in closing the gaps of our special populations.				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 7721.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 3500.00, 199 - General Fund: SCE (PIC 30) - 53048.00, 199 - General Fund: Special Education (PIC 23) - 110.00						
2) Hire tutors for remediation of special population students such as Special Ed, Migrant and English Learners.	2.4, 2.5, 2.6	Principal, Assistant Principal and Campus Clerk.	Tutors will assist students during daily instruction.				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 5000.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
3) Allocate funds for the establishment of a Literacy Center as stated in the Memorandum of Understanding with AmeriCorp.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist, Campus Clerk	The Literacy Center will assist students in primary grades and provide a one to one instruction to close the reading gap as measured by RIGBY assessments.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 4452.00							
4) Purchase incentives and awards to recognize and award special groups that make academic gains and/or accomplish goals.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist, Campus Clerk	The incentives and awards will motivate students to attend tutorials, Super Saturdays and to achieve academic expectations.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5500.00, 199 - General Fund: SCE (PIC 30) - 5000.00							
							


Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: LISD supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations. (Domain I & III) (See Plan Addendum)

Evaluation Data Source(s) 4: Texas Accountability Reports

T-TESS Appraisal System, Implementation of new strategies as observed in periodic teacher walkthroughs.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Promote and recognize Sanchez Ochoa students with a special breakfast and with a Clapout Rally.		Principal, Assistant Principal, Instructional Specialist, Counselor	Elementary aged students will see and recognize the value that is placed on students that graduate. This will motivate and recognize students that graduate.				
2) Purchase college banners to display mascots of higher education institutions.	2.4	Principal, Assistant Principal, Counselor	Students will envision the college of their choice and aim for graduation requirements.				
							

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Sanchez Ochoa Elementary School will increase the number/percentage of students meeting English Language Progress, advancing a minimum of 1 English Language Proficiency Level on Texas English Language Proficiency Assessment System (TELPAS) in the areas of Listening, Speaking, Reading, and Writing from a 54% to a 59%.

Increase percent of students advancing at least one proficiency level from 36% to 60%.


Evaluation Data Source(s) 5: TELPAS

2018-19 Sanchez Ochoa Elementary School TELPAS Yearly Achievement Summary

2018-19 Sanchez Ochoa Elementary School TELPAS Yearly Summary

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Teachers will utilize the District Initiative for Language Acquisition as measured with TELPAS.	2.4, 2.5, 2.6	Principal, Assistant Principal and Instructional Specialist.	Students will acquire the ease of the newly implemented Listening, Speaking and Reading TELPAS.				
2) Provide ESL tutorials to those students that are in the Beginning or Intermediate levels of TELPAS.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist.	This will assist in closing the gap in reading and language acquisition,				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 3000.00							
3) During weekly PLCs, teachers calibrate their students writing samples with the PLDs to assure accurate ratings.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Teachers develop their ability to rate students accurately. Additionally, this practice will help teachers				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
4) Provide students with reading materials, software and/or apps that allow them to practice their listening, speaking, reading and writing skills.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	To familiarize students with reading, writing, listening and speaking abilities on software.				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 3000.00, 199 - General Fund: SCE (PIC 30) - 10000.00, 199 - General Fund: Basic Instruction (PIC 11) - 1406.00						
5) Monitor implementation of ELPS during PLC meetings to ensure that EL students are making progress in PRE-LAS & LAS tests.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Students make yearly growth in language assessments.				
							

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


Performance Objective 6: Sanchez Ochoa Elementary will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

of CCMR Indicators met will increase from:


Evaluation Data Source(s) 6: Texas Accountability Reports

Summative Evaluation 6:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule Career days for Primary and Intermediate Grade levels.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	To provide students an insight into future career decisions.				
2) Invite Community Veterans and Military to speak to students on Veteran's Day.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Encourage students to consider enrollment in military as a career.				
3) Schedule "Groundhog Day" for National Elementary Honor Society Students.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Students "shadow" a professional to view leaders in action.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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


Dual Enrollment participation rate will increase from _____ to _____.

Advanced Placement participation rate will increase from _____ to _____.


Evaluation Data Source(s) 7: TAPR Report
PBMAS Report

Summative Evaluation 7:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Identify high-performing students to create Trailblazing classes.	2.4, 2.5	Principal, Assistant Principal, Classroom teachers	Students are exposed to the instructional setting of high-performing				
2) Induct students into the National Elementary Honor Society.	2.5	Principal, Assistant Principal, Counselor	Students will experience activities for Higher Education.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: Sanchez Ochoa Elementary School 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

2017-18 PBMAS Results


2018-19 PBMAS Results

Summative Evaluation 8:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Identify the special population groups that are not meeting Stage 0.	2.4, 2.5, 2.6	Principal, Assistant Principal	The teachers will identify the special populations that are not meeting state assessment expectations.				
2) Utilize a root cause analysis to determine the causes of low performing groups.	2.4, 2.5, 2.6	Principal, Assistant Principal,	Hold conversations as to the causes of low performance				
3) Develop a plan of action to address the needs of the group not at stage 0 in PBMAS.	2.4, 2.5, 2.6	Principal, Assistant Principal	Get the special population reach Stage 0.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Sanchez Ochoa Elementary 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) Implement CTE related components at elementary level such as but not limited to Technology Club, Technology Showcase Participation, Career Days,	2.4, 2.5, 2.6	Principal, Assistant Principal, Digital Learning Specialist.	Students will develop an interest in CTE programs and consider them as careers.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: Sanchez Ochoa Elementary will develop innovative innovative instructional strategies and provide staff development on content knowledge, instructional practices, data analysis, differentiation of instruction, etc.

Increase Domain I score from 73% to 84%.

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) Digital Learning Specialist will provide staff development for technology use in the classroom.	2.4, 2.5, 2.6	Principal, Assistant Principal, DLS	Teachers will use technology to impact student learning.				
2) Assure that teachers meet the district goal of 16 Professional development hours in technology.	2.4, 2.5, 2.6	Principal, Assistant Principal, DLS	Teacher use technology in the classroom.				
3) Attend professional development sessions and acquire innovative teaching strategies.	2.4, 2.5, 2.6	Principal, Assistant Principal, Designated Personnel	Teachers will use innovative techniques to engage students.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 40.00							

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue



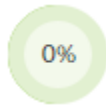

Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 11: Sanchez Ochoa Elementary 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 98% to 99%..

Evaluation Data Source(s) 11: STAR Survey

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide Professional Development through district instructional technology department.	2.4, 2.5, 2.6	Principal, Assistant Principal, Digital Learning Specialist	Teachers will acquire technology skills to align to the curriculum.				
2) Participate in self-paced professional development such as Teacher Apple and Atomic Learning.	2.4, 2.5, 2.6	Principal, Assistant Principal, Digital Learning Specialist	Teachers will identify the needs for professional growth.				
3) Purchase license and/or software for student academic use.	2.4, 2.5, 2.6	Principal, Assistant Principal, Digital Learning Specialist, Instructional Specialist, Librarian	Teachers will monitor student growth.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							


Goal 1: Sanchez Ochoa Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: Sanchez Ochoa Elementary will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 20 to 10

Evaluation Data Source(s) 12: Failure Reports

Summative Evaluation 12:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Analyze Failure Report at the end of every six weeks to track the failure counts.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS clerk	Track the students that continue to show up on the failure report so we can provide intervention to students.				
2) Analyze TAPR reports so we can make comparison to the state and district retention percents.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS clerk	Teachers can see if our campus performs in accordance to the district.				
3) Review DMAC RTI plans for student progress.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers	Assure that teachers input the progress monitoring of student with DMAC plans.				
							

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

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


Sanchez Ochoa Elementary will provide education in the areas of Character Building to foster emotional and social stability to attain a 100% attendance rate for all students.


Campus will maintain or increase attendance rate from 97.4 to 98%.

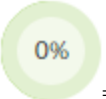
Evaluation Data Source(s) 1: Attendance Reports
Feedback from counselors, nurse, teacher


Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Each classroom teacher will create and implement an attendance action plan.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers	Work to improve student attendance				
2) Analyze Attendance Statistic Reports at the end of every six weeks.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS Clerk	Monitor the trends of the Attendance percents. Identify the student needs to improve attendance percents.				
3) Establish a system to identify the students that are chronically absent and provide necessary interventions.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS clerk	Reduce the number of students that are chronically absent (17 absences or more).				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

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





Performance Objective 2: LISD will meet or decrease its dropout rate as compared to the annual State/Region drop our rates. (Secondary Schools Only)

District dropout rate will decrease from _____ to _____.

Campus will maintain or decrease dropout rate from _____ to _____

Evaluation Data Source(s) 2: TAPR Report
PEIMS Submission Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Monitor support systems such as RTI process and review Documentation of Effort to Resolve failing grades to assure student's needs are being met.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS clerk	A decrease of students that are retained.				
2) The Failure Prevention Committee will assure that teachers submit the required documentation (Parent Conference, Counselor referral, ..etc.) after the failure report is reviewed.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, PEIMS clerk	Assure that students and parents are advised of "subject to fail".				
3) Coordinate with Communities in Schools in order to support student achievement.	2.4, 2.5, 2.6	Principal, Assistant Principal, CIS Personnel	Meet student academic, physical, and physiological needs.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 18000.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

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

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

District and Campus graduation rate for All Students, Hispanic, ECD, EL and SpED will increase. (See plan addendum)


Number of student with distinctions will increase

from _____ to _____.(High School information...rm)


Evaluation Data Source(s) 3: Counseling Reports
TAPR Report
PEIMS Submission Report

Summative Evaluation 3:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Utilize the President's Education Awards Program to provide students incentive to continue on an academic journey and post-secondary education	2.4, 2.5, 2.6	Principal, Asisstant Principal, Counselor	Students will focus on education goals.				
2) Post the graduating class number on a bulletin board near every grade level's hallway.	2.4, 2.5, 2.6	Principal, Assistant Principal, Counselor	Students will associate their graduation year as a goal for graduation.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

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

Performance Objective 4: Sanchez Ochoa 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 1 to 0

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

Special Ed. Students from 0 to 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) Submit a classroom management plan for each classroom.	2.4, 2.5, 2.6	Principal, Assistant Principal, Classroom teachers, Music teacher, Coaches,	Teachers will be deliberate in their plans for classroom management and student discipline referrals will reduce.				
2) Provide a CHAMPS training for all teachers and support staff.	2.4, 2.5, 2.6	Principal, Assistant Principal, Behavior Specialist	A uniform routine for student behavior across the campus.				
3) Introduce the Stephen Covey highly effective habits for students training.	2.4, 2.5, 2.6	Principal, Assistant Principal, Counselor	Instill in students habits that yield positive results.				

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

Goal 2: Sanchez Ochoa Elementary 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 10 to 0

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) Provide safety equipment such as but not limited to Raptor supplies.	3.1, 3.2	Principal, Assistant Principal, CERT team	The tools will facilitate the process for school safety.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 200.00							
2) Assure that all visitors to the campus follow the safety procedures set in district policy.	3.1, 3.2	Principal, Assistant Principal, CERT team	Every visitors has the proper documentation to enter the campus.				
3) Report any incident on campus to the Administrator on Call (AOC) and the LISD Police Department as needed.	3.1, 3.2	Principal, Assistant Principal, CERT team	Identify the trends that happen on campus in order to reduce the incident type.				
4) All LISD employees will properly display their district ID.	3.1, 3.2	Principal, Assistant Principal, CERT team.	All employees are easily identifiable and strangers identified and reported.				



= Accomplished



= Continue/Modify



= No Progress




= Discontinue

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

Performance Objective 6: Sanchez Ochoa Elementary will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I.e, National Honor Society, Student Council, or other organizations that are civic oriented) from 40% to 70%.

Evaluation Data Source(s) 6: Membership reports

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Nominate and induct students that meet criteria for the National Elementary Honor Society.	2.5	Principal, Assistant Principal	Students will have the opportunity to practice the pillars of character and will be role models for other students.				
2) Recruit students for club participation . Clubs include but not limited to : National Elementary Honor Society, Cheerleaders, Choir, Library Club, Recycling Club, Pet Food Drive , Food Drive, Relay for Life.	2.5	Principal, Assistant Principal	To motivate students to be contributing members of society.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 200.00							
3) Attend community events to promote the general welfare of students.	2.4, 2.5, 2.6	Principal, Assistant Principal, CIS, Parent Liaison	Students will have a sense of community.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 2600.00							
							

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

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

of students that participate in at least 1 activity

from 50% to 70%


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

from 10 to 20

Evaluation Data Source(s) 7: Participation reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Identify and recruit students to participate in UIL,	2.5, 2.6	Principal, Assistant Principal, Coaches, Teachers	To encourage students to participate in competitive events and become comfortable in their ability to demonstrate their best performance.				
2) Recruit students for athletic clubs that compete in Boys and girls Clubs of America and in district competitions. This includes but is not limited to: flag football, volley ball, basketball, soccer for students in PK-5th grade	2.5, 2.6	Principal, Assistant Principal, Coaches, Teachers	To instill sportsmanlike characters in students.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
3) Promote Fine Arts in the campus by recruiting students for the following: choir, Honors Choir, Sanchez-Ochoa Has Talent, Breakfast competition, Dance Team	2.5, 2.6	Principal, Assistant Principal, Coaches, Teachers	To develop the student's affective domain.				
4) Recruit students to participate in campus-sponsored clubs such as Chess, Cheerleaders, Library club, Technology club, Future Teachers Club	2.5, 2.6	Principal, Assistant Principal, Coaches, Teachers	To engage students in different events to build their teamwork skills.				
5) Purchase incentives or awards to recognize and award population groups that participate in extracurricular activities.	2.5	Principal, Assistant Principal, Coaches, Club Sponsors	To encourage and increase extracurricular participation.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00							
							

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

Performance Objective 8: Sanchez Ochoa Elementary will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 5 to 0

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

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule presentations for "Bully Awareness" from Laredo PD., Pillar, Sheriff Dept. , HEB Bully Awareness, District personnel	2.5	Principal , Assistant Principal, Counselor	Create a positive culture between and among students.				
2) Establish procedures to communicate effectively with parents and students when conducting investigations about bullying.	2.5	Principal , Assistant Principal, Counselor	To make students comfortable when reporting bullying incidents.				
3) Schedule counselor presentations during the BOY to encourage students to build a relationship with the counselor.	2.5	Principal , Assistant Principal, Counselor	To encourage a trusting relationship with the counselor.				
4) Schedule events such as but not limited to Red Ribbon Week, Kindness Day, Career day to promote drug, bullying and kindness awareness.	2.5	Principal , Assistant Principal, Counselor	To create a school culture of respect.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue


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

Performance Objective 9: Sanchez Ochoa 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 2 to 3.


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

Summative Evaluation 9:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule orientation sessions for 5th grade students.	2.4, 2.5, 2.6	Principal , Assistant Principal, Counselor	Students will become familiar with the new campus that they are transitioning to.				
2) Schedule counselor presentations so students can choose class schedules for the following school year.	2.4, 2.5, 2.6	Principal , Assistant Principal, Counselor	Students are well prepared for the following school year.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

Goal 3: Sanchez Ochoa Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 1: Sanchez Ochoa Elementary 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 3 to 5.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 10 to 20.

Increase the number of positive social media postings by a minimum of 50%.

Evaluation Data Source(s) 1: Parent Sign-in Rosters; Lists of parents involved in Campus Clubs and sports, Lists of Parent Volunteers

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) CPAC will convene to plan, review and improve School, Teacher, Parent Compact and Parent and Family Engagement Policy.	3.1	Administrators, Parent Liaison	Advise parents about the school's expectation.				
2) Hold a Title 1 Meeting in September to review funding, curriculum and assessments, programs and rights of parents and to distribute the written Parent and Family Engagement Policy and School, Teacher, Parent Compact in both English and Spanish.	3.1	Administration, Parent Liaison	To impact school and parent communication.				
3) Provide flexible informative meetings in morning, afternoon and/or evenings in English and Spanish as well as Monthly Parent Learning Sessions either with district, campus or Headstart training sessions to increase parent participation.	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Engage parents with discussions about campus needs.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
4) Communicate with parents and the community through TWITTER, Monthly Newsletters, School Messenger, Marquee Messages, School Webpage, Facebook and notes sent home.	2.4, 2.5, 2.6	Principal, Assistant Principal, Parent Liaison	Parents will be informed about school events and make plans to attend.				
5) Grade level teachers and students will be assigned to sponsor Monthly Parent/ PTO/ Student of the Month events.	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Increase the number of parents attending monthly meetings.				
6) Assure that all Faculty and 2 committee members are a part of the CEIC Subcommittees through election of peers.	3.1, 3.2	Principal, Assistant Principal	Faculty and committee members are well versed in the CIP and can communicate campus vision and mission statement.				
7) Quarterly meetings of CEIC Chairs to review Campus Improvement plan through the use of plan for learning.	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Maintain a current and updated CIP.				

Goal 3: Sanchez Ochoa Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 2: Sanchez Ochoa Elementary 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 40 to 50

Volunteer Hours will increase from 4500 to 5000

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Partner with but no limited to HEB Read 3, TAMIU LEC, Junior Achievement, Wells Fargo, Community Members, Webb County Court at Law #2 for Mock Trials to provide instructional and academic achievement for all students.	2.4, 2.5, 2.6	Principal, Assistant Principal,	Community exposure for students to learn about other careers.				
2) Schedule parent recruitment Fairs .	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	increase the number of parent volunteers				
3) The CPAC Campus Parent Advisory Committee will assist in the development of the parent and family engagement policy, student parent compact, etc that will be shared in the Title I annual meeting in English and Spanish.	3.1, 3.2	Principal, Assistant Principal, Parent Liaison	Parent support of campus initiatives.				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

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

Performance Objective 1: Sanchez Ochoa 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 5 to 10.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Implement Teacher and Paraprofessional of the Month Selection by Administration and/or Peers.		Principal, Assistant Principal	Promote positive culture among school community.				
2) Plan for faculty and staff participation in events such as Halloween, Thanksgiving luncheon, Christmas breakfast, cookie exchange, Secret Santa, Christmas Faculty Party, Rosca merienda,		Principal, Assistant Principal	Promote positive school culture.				
3) Recognition of but not limited to: Teacher Appreciation Week, Counselor's Week, Diagnostician Week, Librarian Week, Custodians Week, Nurse' Week, and Administrative Assistant Week.		Principal, Assistant Principal	Help encourage respect for the roles of the school team members.				
4) Implement a "Get Noticed" Bulletin Board for employees that exemplify the campus mission and vision.		Principal, Assistant Principal, Parent Liaison	Recognize employees and instill pride.				

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

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

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

Maintain the number of PEG campuses at 0.

Maintain the number of IR Campuses at Zero (0)

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

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

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





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

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

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Create Power PLCs that assist in vertical alignment of content areas.		Principal, Assistant Principal	Teacher have a focus for instruction.				
2) Schedule BOY, MOY and EOY meetings with teachers in Kinder -2nd grade to analyze TPRI/TEJAS LEE data.	2.4, 2.5, 2.6	Principal, Assistant Principal	Teacher will create intervention groups based on data and assists students in closing gaps.				
3) Schedule six weeks meeting with teachers to analyze Rigby data and identify students that need intervention.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Create reading intervention groups.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
4) Weekly data analysis for Accelerated Reader.	2.4, 2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	increase AR percents				
5) Schedule BOY < MOY and EOY data meetings with teachers to analyze C-PALS data.	2.5, 2.6	Principal, Assistant Principal, Instructional Specialist	Provide intervention for students in PK.				

 = Accomplished
 = Continue/Modify
 = No Progress
 = Discontinue

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

Performance Objective 3: Sanchez Ochoa Elementary 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 75% to 90%


Increase the % of Teacher scoring an Proficient in all domains on T-TESS
from 85% to 90%.


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


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


Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide a beginning of the year TTESS overview refresher session for all returning teachers.	2.4, 2.5, 2.6	Principal, Assistant Principal	Teachers will display the traits of a proficient teacher.				
2) Provide classroom support for new and returning teachers scoring in the Needs Improvement or developing levels of TTESS	2.4, 2.5, 2.6	Principal, Assistant Principal	To support the teachers and develop to proficient level.				
3) Provide a beginning of the year TPESS overview refresher session for administrators.	2.4, 2.5, 2.6, 3.1, 3.2	Principal, Assistant Principal	Increased familiarity of the indicators for Proficiency.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

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

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

Sanchez Ochoa Elementary will maintain FIRST Rating.

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

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

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

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

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Schedule CEIC for a discussion of the review of the Comprehensive Needs Assessment.	2.4	Principal, Assistant Principal	Teachers have input as to the needs of the campus and we can better prepare the budget and Campus Improvement Plan.				
2) Schedule Quarterly Budget Committee Meetings to review budget expenditure report.	2.4, 2.5, 2.6	Principal, Assistant Principal	Maintain appropriate balances in the accounts.				
3) Provide a bona fide club club and policies training.	2.4, 2.5, 2.6	Principal, Assistant Principal	Adhere to administrative regulations for fundraising.				
4) Purchase administrative supplies for daily operations including After School Program.	2.4, 2.5, 2.6	Principal, Assistant Principal	To have enough supplies for campus effectiveness.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 2500.00							

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

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

Performance Objective 5: Sanchez Ochoa Elementary 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) Utilize district systems such as ALIO, Workflow and School books		Principal, Assistant Principal, Budget clerk	Acquire goods and services according to administrative regulations.				

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

Performance Objective 6: Sanchez Ochoa Elementary 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 2 to 1.

The number of employees that participate in district health and wellness initiatives will increase from 50% to 75%

Increase the number of students getting the flu shot from 188 to 250.

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) Purchase furniture for a safe working environment.		Safety officer	Decrease the number of Workman's Compensation Reports.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 300.00							
2) Safety Officer attends safety meetings and shares information with the faculty and staff.	2.5	Principal, Assistant Principal	Decrease the number of workman comp claims.				
3) Schedule presentations from district insurance company to present on health and wellness initiatives.		Principal, Assistant Principal, Campus nurse	raise awareness of the different health and wellness initiatives that our current insurance company provides in order to decrease health district costs				
4) Promote scheduled flu clinics within the school community.		Principal, Assistant Principal, Campus Nurse	?Increase the number of students that receive the vaccine				

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

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

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

The number of work orders will decrease from 200 to 150

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

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Follow up with existing work orders via emails.		Principal, Assistant Principal, Head Custodian, Secretary	Ensure that all campus operations are functioning properly.				

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

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

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from 4 to 2.

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

Summative Evaluation 8:

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

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

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

Evaluation Data Source(s) 9: STAAR Data

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Utilize DMAC demographics reports after district assessments such as CBA's, Benchmarks to monitor student performance.		Principal, Assistant Principal	Identify groups that need intervention.				

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

Performance Objective 10: Sanchez Ochoa Elementary 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) Conduct monthly meetings with office staff to gauge customer service strengths and weaknesses.		Principal, Secretary	Improve communication with the community.				

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

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


Number of teachers participating in review sessions will increase from 0 to 1

The teacher passing rate on certification attempts will increase from 100% to 100%


Evaluation Data Source(s) 11: Certification Reports

Summative Evaluation 11:


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




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

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

Performance Objective 12: Sanchez Ochoa will allocate operational expenses for maintenance and repairs.

Evaluation Data Source(s) 12: Comprehensive Annual Financial Report (CAFR)

Summative Evaluation 12:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Funds will be allocated for but not limited to copiers and utilities.	2.4, 2.5	Principal, Assistant Principal	Acquire goods and maintain utilities.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 12500.00, 199 - General Fund: Operating (PIC 99) - 181735.00							

State Compensatory

Budget for Tomas Sanchez/Hermelinda Ochoa Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-00-125-0-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$1.00
199-11-6119-00-125-0-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$195,103.00
199-11-6119-20-125-0-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$25,548.00
199-31-6119-00-125-0-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$30,805.00
211-11-6119-00-125-0-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$110,339.00
211-61-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$23,549.00
199-11-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$46,161.00
199-11-6129-00-125-0-34-000	6129 Salaries or Wages for Support Personnel	\$19,691.00
199-11-6129-00-125-0-34-PK4	6129 Salaries or Wages for Support Personnel	\$9,629.00
199-12-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$25,236.00
199-32-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$5,942.00
211-11-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$20,647.00
211-33-6129-00-125-0-30-000	6129 Salaries or Wages for Support Personnel	\$28,329.00
199-11-6141-00-125-0-30-000	6141 Social Security/Medicare	\$669.00
199-11-6141-00-125-0-34-000	6141 Social Security/Medicare	\$3,114.00
199-11-6141-00-125-0-34-PK4	6141 Social Security/Medicare	\$140.00
199-12-6141-00-125-0-30-000	6141 Social Security/Medicare	\$366.00

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
199-31-6141-00-125-0-30-000	6141 Social Security/Medicare	\$447.00
199-32-6141-00-125-0-30-000	6141 Social Security/Medicare	\$86.00
211-11-6141-00-125-0-30-000	6141 Social Security/Medicare	\$1,899.00
211-33-6141-00-125-0-30-000	6141 Social Security/Medicare	\$411.00
211-61-6141-00-125-0-30-000	6141 Social Security/Medicare	\$341.00
199-11-6142-00-125-0-34-PK4	6142 Group Health and Life Insurance	\$2,357.00
199-12-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$4,713.00
199-31-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$2,357.00
199-32-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$3.00
211-11-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$7,097.00
211-33-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$4,713.00
211-61-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$4,713.00
199-11-6142-00-125-0-30-000	6142 Group Health and Life Insurance	\$9,426.00
199-11-6142-00-125-0-34-000	6142 Group Health and Life Insurance	\$13,915.00
199-11-6143-00-125-0-30-000	6143 Workers' Compensation	\$160.00
199-11-6143-00-125-0-34-000	6143 Workers' Compensation	\$743.00
199-11-6143-00-125-0-34-PK4	6143 Workers' Compensation	\$33.00
199-12-6143-00-125-0-30-000	6143 Workers' Compensation	\$87.00
199-31-6143-00-125-0-30-000	6143 Workers' Compensation	\$106.00
199-32-6143-00-125-0-30-000	6143 Workers' Compensation	\$4.00
211-11-6143-00-125-0-30-000	6143 Workers' Compensation	\$452.00
211-33-6143-00-125-0-30-000	6143 Workers' Compensation	\$98.00
211-61-6143-00-125-0-30-000	6143 Workers' Compensation	\$81.00
199-11-6145-00-125-0-30-000	6145 Unemployment Compensation	\$15.00
199-11-6145-00-125-0-34-000	6145 Unemployment Compensation	\$65.00
199-11-6145-00-125-0-34-PK4	6145 Unemployment Compensation	\$3.00

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
199-12-6145-00-125-0-30-000	6145 Unemployment Compensation	\$8.00
199-31-6145-00-125-0-30-000	6145 Unemployment Compensation	\$9.00
199-32-6145-00-125-0-30-000	6145 Unemployment Compensation	\$2.00
211-11-6145-00-125-0-30-000	6145 Unemployment Compensation	\$40.00
211-33-6145-00-125-0-30-000	6145 Unemployment Compensation	\$9.00
211-61-6145-00-125-0-30-000	6145 Unemployment Compensation	\$7.00
199-11-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$1,038.00
199-11-6146-00-125-0-34-000	6146 Teacher Retirement/TRS Care	\$7,886.00
199-11-6146-00-125-0-34-PK4	6146 Teacher Retirement/TRS Care	\$216.00
199-12-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$568.00
199-31-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$1,258.00
199-32-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$134.00
211-11-6146-00-125-9-30-000	6146 Teacher Retirement/TRS Care	\$4,637.00
211-33-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$637.00
211-61-6146-00-125-0-30-000	6146 Teacher Retirement/TRS Care	\$530.00
6100 Subtotal:		\$616,573.00
6300 Supplies and Services		
199-11-6329-00-125-9-30-000	6329 Reading Materials	\$1,252.00
199-12-6329-20-125-0-30-000	6329 Reading Materials	\$10,000.00
199-11-6399-00-125-0-30-000	6399 General Supplies	\$6,248.00
211-11-6399-00-125-9-30-000	6399 General Supplies	\$8,087.00
6300 Subtotal:		\$25,587.00
6400 Other Operating Costs		
211-13-6411-00-125-0-30-000	6411 Employee Travel	\$100.00
211-23-6411-00-125-0-30-000	6411 Employee Travel	\$100.00
211-12-6495-00-125-0-30-000	6495 Membership Fees	\$40.00

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
199-11-6499-44-125-0-30-000	6499 Miscellaneous Operating Costs	\$5,000.00
199-32-6499-00-125-0-30-000	6499 Miscellaneous Operating Costs	\$18,000.00
6400 Subtotal:		\$23,240.00

Personnel for Tomas Sanchez/Hermelinda Ochoa Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alvarez, Sarai	PK 3	State Comp	0.5
Cornejo, Araceli	PK 4	State Comp	0.5
Espinosa, Leticia	PK 4	State Comp	0.5
Garza, Belinda	Computer lab manager	State Comp	1.0
Lopez, Christina	PK 3	State Comp	0.5
Mancha, Sylvia	teacher aide	Satte Comp	1.0
Martinez, Cristina	PK 4	State Comp	0.5
Parra, Yvonne	PK 4	State Comp	0.5
Pierce, Kimberly	Science Lab Manager	State Comp	1.0
Regalado, Gabriela	PK 3	State comp	0.5
Rossel, Arturo	Attendance officer	State Comp	1.0
Sanchez, Terri	Counselor	State Comp	0.5
Talamantes, Guadalupe	Librarian Assistant	State Comp	1.0
Trevino, Maria	teacher aide	State Comp	0.5

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

A committee of administrators, teachers, parents, and community representatives was organized to plan the needs assessment. The team organized and reviewed data, trends, and areas of improvement for our campus. Data analyzed came from STAAR, TPRI, Rigby, CPALLs, attendance, PEIMS reports, etc. The four multiple measures were addressed: demographics, student achievement, processes and perceptions. Strengths and weaknesses were identified to begin the planning process.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

A committee of administrators, teachers, parent, and business representative was convened to develop the CIP. The CIP was developed after analyzing the data and performance objectives were developed with SMART strategies to address the needs of the campus. The needs also focused on the students at-risk of not meeting state standard.

2.2: Regular monitoring and revision

The plan is revised and monitored in November, March, and June. During these formative reviews, the plan is adjusted and changes are made as needed.

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

The CiP plan is available to all parents and community via school website, hard copies, and online. The copy is available upon request in both English and Spanish and on our website at: <http://sanchez-ochoaes.elisd.org/>

2.4: Opportunities for all children to meet State standards

We utilize a rigorous curriculum that enhances learning for all student and focuses on monitoring throughout the year. The curriculum is adjusted and monitored throughout the process to ensure learning by constantly analyzing data.

2.5: Increased learning time and well-rounded education

We provide tutorials after school and on certain Saturdays to increase learning. We also provide educational field trips to enhance learning.

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

We provide tutors and increase learning time to students at-risk of failing. Students are monitored throughout the year and are provided accelerated instruction to prevent them from failing. Any student failing is provided interventions through our RTi process

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

School convened a parent advisory council to develop the teacher, student parent compact and schools parent engagement policy, guidelines and procedures to involve more parents.

3.2: Offer flexible number of parent involvement meetings

Our school provides flexible meetings to work around their time and schedules. The meetings are bilingual and are offered both during the day and evening hours.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Betance, Andrea	CEI Lab Manager	Title 1	1.0
Martinez, Maria	Bilingual Strategist	Title 1	0.15
Ramon, Maria	Parent Involvement Liaison	Title 1	1.0
Ramos, Maria	Health Assistant	Title 1	1.0
Taboada, Margarita	Inst. Specialist	Title 1	1.0
Tristan, Ana Laura	Digital Learning Specialist	Title 1	0.5

Campus Education Improvement Committee

Committee Role	Name	Position
Administrator	Rosalba Martinez	Principal
Administrator	Marsha Martinez	Assistant Principal
Instructional Specialist	Margarita Taboada	Instructional Specialist
Counselor	Terri Sanchez	Counselor
Non-classroom Professional	Ana Teresa Garcia	Librarian
Classroom Teacher	Priscilla Salazer	Curriculum and Instruction Chair
Classroom Teacher	Isabel Munoz	Budget Chairperson
Classroom Teacher	Adriana Luna	School Organization Chairperson
Classroom Teacher	Olga Vela Nolen	Staffing Chairperson
Classroom Teacher	Gloria Palau	Staff Development Chairperson
Classroom Teacher	Gabriela Villa	Planning and Goal Setting
Parent	Jessica Hernandez	Parent
Parent	Brenda Gonzalez	Parent
Community Representative	Armando Taboada	Community Rep

Campus Advisory Council

Committee Role	Name	Position
Administrator	Rosalba Martinez	Principal
Administrator	Marsha Martinez	Assistant Principal
Community Representative	Cynthia Mancera	CIS
Classroom Teacher	Gabriela Hernandez	5TH GRADE TEACHER
Parent	Brenda Gonzalez	PARENT
Parent	Jessica Hernandez	PARENT

Campus Budget Committee

Committee Role	Name	Position
Budget	Adriana Luna	
Budget	Gabriela Villa	
Budget	Ana Teresa Garcia	
Budget	Gloria Palau	
Budget	Christina Lopez	
Administrator	Rosalba Martinez	
Administrator	Marsha Martinez	
Instructional Specialist	Yolanda Villarreal	
Counselor	Terri Sanchez	
Classroom Teacher	Jennifer Rodriguez	

School Organization

Committee Role	Name	Position
Administrator	Rosalba Martinez	Principal
Administrator	Marsha Martinez	Assistant Principal
Classroom Teacher	Gabriela Hernandez	5th grade
Classroom Teacher	Dolores Lessner	4th grade
Classroom Teacher	Estrella Ramirez	3rd grade
Classroom Teacher	Priscilla Mendoza	Kinder
Classroom Teacher	Diana Lopez	1st grade
Classroom Teacher	Adriana Luna	2nd grade
Classroom Teacher	Araceli Cornejo	PK
Classroom Teacher	Brenda Garcia	Special Areas
Counselor	Terri Sanchez	Counselor
Classroom Teacher	Jacquelyn McCaulley	Music teacher
Classroom Teacher	Cristina Martinez	PK
Instructional Specialist	Yolanda Villarreal	Instructional Specialist

Campus Funding Summary

199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll Cost		\$2,218,734.00
1	1	5	General Supplies - Instructional Material		\$10,438.00
1	1	5	General Supplies - Instructional Material (INS)		\$8,539.00
1	1	6	Education Service Center - Teachers Conferences		\$175.00
1	1	7	Transportation - Educational Field Trips		\$4,300.00
1	3	4	Incentives/Awards for Participation - End of Year Achievements		\$5,500.00
1	5	4	Reading Material - Library Books		\$1,406.00
1	11	3	Contracted Maint. and Repair - License		\$840.00
4	12	1	Copier Rental		\$12,500.00
Sub-Total					\$2,262,432.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$584,265.00
1	1	2	Extra Duty Pay - AFT		\$13,000.00
1	1	7	Transportation - Extracurricular Field Trips		\$800.00
2	5	1	General Supplies - Safety Material		\$200.00
2	6	2	Misc. Oper. Cost - Registration Fees		\$200.00
2	6	3	Transportation - None Instructional		\$2,600.00
2	7	5	Incent/Awards for Participation - Extracurricular Activities		\$1,000.00
4	4	4	General Supplies - Administrative		\$2,500.00
4	6	1	General Supplies - Furniture		\$300.00

199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	12	1	Purchase & Contracted Services		\$181,735.00
Sub-Total					\$786,600.00
199 - General Fund: Special Education (PIC 23)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$394,082.00
1	3	1	General Supplies - Instructional Material		\$110.00
Sub-Total					\$394,192.00
199 - General Fund: Bilingual (PIC 25)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$92,473.00
1	3	1	Testing Material		\$2,000.00
1	3	1	General Supplies - Instructional Material		\$5,721.00
1	3	2	Para.Prof. Salaries - Tutors		\$5,000.00
1	5	2	Extra Duty Pay		\$3,000.00
1	5	4	Reading Material - Library Books		\$3,000.00
Sub-Total					\$111,194.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$66,748.00
1	1	5	General Supplies - Instructional Material (GT)		\$200.00
Sub-Total					\$66,948.00
199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$19,254.00
1	3	1	General Supplies - Instructional Material PK		\$3,500.00

199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$22,754.00
199 - General Fund: Basic Instruction PreK (PIC 32)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$245,315.00
Sub-Total					\$245,315.00
199 - General Fund: SCE Pre K (PIC 34)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$252,895.00
Sub-Total					\$252,895.00
199 - General Fund: SCE (PIC 30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$129,601.00
1	2	6	Extra Duty Pay - Extended Days & Saturday Tutorials		\$25,548.00
1	3	1	General Supplies - Instructional Material		\$53,048.00
1	3	3	General Supplies - Instructional Material		\$3,200.00
1	3	3	Reading Material - Classroom Library Books		\$1,252.00
1	3	4	Incentives for Participation - To award achievement of students at-risk.		\$5,000.00
1	5	4	Reading Material - Library Books		\$10,000.00
2	2	3	Misc. Oper. Cost - CIS		\$18,000.00
Sub-Total					\$245,649.00
211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$208,529.00
1	1	5	General Supplies - Instructional Material		\$8,087.00

211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6	Travel O/D - Teachers		\$100.00
1	1	6	Travel O/D - Administrators		\$100.00
1	10	3	Dues		\$40.00
Sub-Total					\$216,856.00
224 - IDEA - Part B: Formula Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$170,613.00
Sub-Total					\$170,613.00
255 - ESEA II, A Training & Recruiting					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$1.00
Sub-Total					\$1.00
263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs		\$11,267.00
Sub-Total					\$11,267.00
435 - SSA Regional Day School - Deaf					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll Costs	435 (23)	\$2,066.00
Sub-Total					\$2,066.00
Grand Total					\$4,788,782.00