

Laredo Independent School District
Christopher M. Macdonell Elementary School
2017-2018 Campus Improvement Plan

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	5
School Culture and Climate	8
Staff Quality, Recruitment, and Retention	9
Curriculum, Instruction, and Assessment	10
Family and Community Involvement	11
School Context and Organization	12
Technology	13
Comprehensive Needs Assessment Data Documentation	14
Goals	17
Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.	17
Goal 2: By the year 2018, the Laredo Independent School District shall utilize a comprehensive student support system that fosters social and psychological development of all students. This system will promote a safe and secure, drug-free learning environment through innovative safety programs and by fostering mutual respect for all members of the school community. Staff will be diligent about encouraging daily attendance and educating parents on compliance with the compulsory attendance law.	29
Goal 3: By the year 2018, the Laredo Independent School District shall build collaborative partnerships with parents, community institutions, business entities, and schools that combine to support student achievement. The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.	35
Goal 4: By the year 2018, the Laredo Independent School District shall implement programs which support health and wellness program for employees and students designed to improve the general health of all by promoting practices that lead to living healthy, active lifestyles.	37
Goal 5: By the year 2018, the stewardship of district resources will maintain financial stability and commit to the highest standards of ethical transparency and integrity in all our business practices related to district achievement, district operations, and instruction. The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.	38
Goal 6: By the year 2018, the Laredo Independent School District will create and sustain a plan of action to focus on the recruitment, development, retention, and support of highly qualified faculty and staff. The Human Resources will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement	40
Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.	42
System Safeguard Strategies	43

State Compensatory 51

 Budget for Christopher M. Macdonell Elementary School: 51

 Personnel for Christopher M. Macdonell Elementary School: 53

Title I 54

 Schoolwide Program Plan 54

 Ten Schoolwide Components 54

Title I Personnel 56

17-18 Needs Assessment Team 57

Campus Improvement Plan Advisory Committee 58

Campus Funding Summary 59

Comprehensive Needs Assessment

Demographics

Demographics Summary

Located in an established neighborhood in west Laredo, Texas, C.M. Macdonell Elementary has a population of approximately 600 students. The community has strong cultural and historical ties to Mexico. The student population is comprised of 99.5% Hispanic, 99.1% Economically Disadvantaged, 78% At-Risk, and 77% Limited English Proficient students. The school receives a steady flow of recent immigrants and high mobility.

Demographics Strengths

The majority of students at C.M. Macdonell Elementary are Hispanic and the primary language spoken at home is Spanish. An emphasis is placed on students acquiring the language through an Early Transition Model. Bilingual teachers are role models for the use of English and provide support in Spanish on an individual basis. The students benefit from building a strong foundation in both languages and will have many more opportunities afforded to them as a bilingual speaker.

Problem Statements Identifying Demographics Needs

Problem Statement 1: C.M. Macdonell students require daily differentiation to accelerate the learning and language development. Differentiation must occur on a daily basis including small group, one to one instruction, focused guided reading, print rich environments, daily targeted, vocabulary instruction, daily journal writing, spiraling of skills in all academic areas, inquiry and collaborative learning. **Root Cause:** Students with limited English and/or high mobility need opportunities to use language and strengthen skills in listening, speaking, reading and writing.

Student Achievement

Student Achievement Summary

This year there has been an increase in 3rd, 4th and 5th grade STAAR reading scores. There was a significant gain in 4th grade Math and a significant drop in 3rd grade math as well as a decline in Index 2. There was a slight decrease in 4th grade Writing, 5th Math and Science. See table below.

According to Rigby testing, Kindergarten, 1st and 2nd grade level students achieved a higher level than the previous year. In fact, two grade levels are above the District averages. Increases were noted in TPRI assessments in 1st and 2nd grade; both were above the 90% District goal.

A focus on Accelerated Reading led to a greater number of students achieving grade level goals. In the 2015-2016 school year, the school average AR average was 70% meeting goals. In 2016-2017, 91% of students met their AR goal.

Although a significant amount of improvements were made in some grade levels in regards to TELPAS, other grade levels lagged. There seems to be a direct correlation between AR goal achievement, TELPAS scores, and STAAR scores.

Discipline data reviewed showed a 16% decrease in the number of students seen by the office. The number of violations was greater this year due to four students with excessive amounts of referrals. These students were assessed and qualified for SPED. If the four student referrals are extracted, we would have seen a 20% drop in referrals.

2016-2017 STAAR Scores

3rd			4th						5th														
Reading		Math		Reading		Math		Writing		Reading		Math		Science									
2016	2017	+/-	2016	2017	+/-	2016	2017	+/-	2016	2017	+/-	2016	2017	+/-	2016	2017	+/-						
66	72	+6	81	68	-13	67	68	+1	61	80	+19	65	61	-4	69	74	+5	76	72	-4	73	72	-1

2016-2017 Preliminary Performance Index Scores

State Targets	Ratings	60%	60%	30%	32%	28%	28%	12%	12%	
	2016	2017	2016	2017	2016	2017	2016	2017	2016	2017
Macdonell	MS	MS	71%	71%	49%	37%	42%	42%	32%	33%

Student Achievement Strengths

GOAL 1: Accelerated Reader Goal Achievement	15-16	16-17	Difference
1 st	86%	98%	+12
2 nd	77%	98%	+21
3 rd	50%	78%	+28
4 th	63%	96%	+33
5 th	66%	81%	+15

GOAL 1: RIgby	15-16	16-17	Difference	16-17 District Avg
Kindergarten	79%	82%	+3	85%
1 st	72%	81%	+9	72%
2 nd	69%	84%	+15	81%

GOAL 1: TPRI	15-16	16-17	Difference	16-17 District Avg
Kindergarten	92%	88%	-4	90%
1 st	91%	92%	+1	87%
2 nd	89%	91%	+2	83%

GOAL 1: TELPAS	15-16	16-17	Difference
	Made 1 or more level gains	Made 1 or more level gains	
1 st	82%	81%	-1
2 nd	74%	71%	-3

3 rd	66%	76%	+10
4 th	44%	43%	-1
5 th	56%	53%	-3

- 4% made 3 or more level gains in 1st grade
- Increase in the number of 2 Levels gained in 1st, 2nd and 5th

Increase in 3rd, 4th and 5th grade reading. Nineteen point gain in 4th grade math. Close to receiving a distinction in Math-3rd grade 19 at Master's Level, 4th grade 14 at Master's level and 6 at Master's Level in 5th grade. Increased the percentage of students at the Master's Level in Reading and Science.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Students being serviced by Special Education continue to struggled in all academic areas. **Root Cause:** Students are being serviced by professional staff, teacher aides and tutors, yet make limited progress. An increase in numbers serviced has put a strain on the staff and their ability to meet all the needs of the students.

Problem Statement 2: ELL students struggled especially in Writing. Testing indicates 47% were at the Approaches level. **Root Cause:** Students with limited English language need opportunities to use the English language, reinforce academic vocabulary to strengthen skills in listening, speaking, reading and writing in English.

School Culture and Climate

School Culture and Climate Summary

At C.M. Macdonell Elementary, the campus leadership team analyzes data and helps develop clear goals. At the beginning of the year, the shared vision of excellence and social norms are communicated to all teachers and support staff. Data from each six weeks and benchmark assessments is analyzed to ensure that progress is made to achieve end of the year goals. Channels of communication are open and constant throughout the school year. Staff development is centered on collaboration, building instructional capacity, and meeting student needs. Teacher-parent sessions and frequent meetings are provided to keep parents involved and informed.

School Culture and Climate Strengths

Administration is positive and supportive, ensuring that high expectations for all lead to achievement of goals. Teachers and staff are dedicated and hard-working. They work collaboratively to ensure that student learning and a rigorous, engaging curriculum is the top priority. Teachers receive weekly agendas to keep everyone informed of upcoming events.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Students rely on the teacher for instruction, directions, goals and materials. A focus will be placed on building student character and promote success and literacy. Students need to think critically about problems and create their own solutions. Students need to design their own personal goals and plan of action. **Root Cause:** Students need to take ownership of their learning and become more independent.

Problem Statement 2: Communication between parents and school need to be strengthen to ensure students student success. Students should be encouraged to read for pleasure outside of school setting and complete their homework assignments. **Root Cause:** Limited communication and lack of parent involvement.

Problem Statement 3: Students have limited access to extra curricula activities: Passports Around the World, Chess, Dance Team, Basketball, Soccer, Volleyball, Track, Robotics, Art, EcoFriends, National Honor Society, Choir, VBrick. **Root Cause:** Staff responsibilities including after school tutoring make it difficult to organize activities.

Problem Statement 4: Students continue to report bullying situations. **Root Cause:** Students need a set curriculum for social norms, problem solving with respect, how to avoid bullying.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

All teachers at Macdonell Elementary are highly qualified and fully certified. Content area teachers of record are bilingually certified to meet the needs of our English Language Learners. Staff turnover from 2016 to 2017 was at 10% with 7 out of 67 staff members leaving due to retirement, promotion, transfer, resignation, or nonrenewal. District initiatives to support the recruitment of highly qualified staff to replace these teachers included a sign-on bonus, teacher attendance incentives, and on-going district and campus professional development, weekly collaborative plannings, and mentoring.

Staff Quality, Recruitment, and Retention Strengths

Through our weekly collaborative planning sessions, grade level teachers share lessons, activities, and instructional strategies to strengthen their instructional delivery. Six Weeks vertical planning sessions by content area also help teachers with their lesson pacing. Grade-level teams have been established. This collaboration helps teachers feel supported.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: STAAR results are not at the optimal level. Staff development is needed in Reading, Math, Science and Writing focused on rigor, student engagement and differentiation. **Root Cause:** Students needs are not being met by current instruction.

Problem Statement 2: Student behavior has negatively impacted the amount of instruction and disrupted the learning environment. Staff development is also needed for cooperative learning and classroom management- Champs, 7 Habits of Happy Kids and Social Emotional Learning. **Root Cause:** Students are not meeting expectations of appropriate behavior due to a variety of reasons including, but not limited to inaction by teacher, lack of teacher experience or training, or lack of explicit teaching of behaviors.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

C.M. Macdonell focuses on Texas Assessment of Knowledge and Skills (TEKS) standards, integrated with technology, individual student intervention plans, and a system-wide pattern of improvement in teaching and learning. The rigor and relevance framework is embedded in all content areas, with an emphasis on student engagement, progress monitoring, and differentiated, effective teaching practices.

Curriculum, Instruction, and Assessment Strengths

C.M. Macdonell follows the TEKS Resource System and the LEAD district curriculum in all content areas, which is aligned to student needs and state requirements. The curriculum is rigorous and promotes critical thinking. Region One support in the areas of Reading, Writing, and Math were provided and will continue for the upcoming school year to assist in lesson preparation and delivery, resource alignment, and differentiated activities. Excellent teaching in the primary levels using guided reading has improved the percent of students who are at grade level.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Students struggle with academic vocabulary, reading on grade level and critical thinking. **Root Cause:** Students with limited English and/or high mobility need opportunities to use language and strengthen skills in listening, speaking, reading and writing.

Family and Community Involvement

Family and Community Involvement Summary

There is a shared vision of excellence with strong family and community involvement. Teachers, support staff, parents, and students are involved in campus events, extracurricular activities, academic fairs, parent meetings, and parenting sessions.

Family and Community Involvement Strengths

Open communication exists between parents, school, and community. Parents at Macdonell support their children's education. Most endorse the extension of the school day via after school and Saturday tutorials, academic fests, and family reading events.

Problem Statements Identifying Family and Community Involvement Needs

Problem Statement 1: Parents need to reinforce learning by providing homework support and opportunities to use computer based programs. Parent volunteers are limited. **Root Cause:** Limited communication and lack of parent involvement.

School Context and Organization

School Context and Organization Summary

C.M. Macdonell has implemented the Super 8 District Goals with fidelity. Teachers in grades 1st-2nd are semi-departmentalized to promote collaboration and specialization in their content areas. Grades 3-5 are fully departmentalized. Reading and Math interventions are built into the instructional schedule in order to maximize instructional time.

School Context and Organization Strengths

High expectations and teamwork are emphasized for all. Planning and learning time is maximized to ensure that rigorous instruction is delivered everyday, thus developing the whole child to meet real-world challenges.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Attendance continues to be a pressing issue for the campus. **Root Cause:** Students have excessive tardies and absences, especially in PK3 and PK4. Parents received an attendance plan at the beginning of the year detailing the the expectation of daily attendance.

Problem Statement 2: Grade level assignments, planning and instructional strategies need consistency and time to develop. Learning time in subjects which students perform poorly must be maximized. Teacher performance and school improvement need to be rewarded via an incentive program. **Root Cause:** Teachers need to maximize planning, time management and classroom management.

Problem Statement 3: Teams need to meet vertically, by grade level team, and the leadership team needs to establish a calendar, decide on fundraisers and sponsors prior to the beginning of the year **Root Cause:** Time was not afforded at the beginning of last year, however, with proper planning all of these tasks can be achieved.

Technology

Technology Summary

One hundred percent of the teachers have completed their required hours of technology professional development. The technology plan addresses integrated technology as an effective tool for learning. Students are exposed to technology through desktops, IPADS and digital textbooks in the classroom. Campus initiatives include the use of digital journaling and Kahoot as well as the VBrick announcement system to increase student engagement and technology use. Students have access to multiple intervention- Smarty Ants, I Station, Lexia, IXL and Think Through Math. Teachers and students are provided with online library resources.

Technology Strengths

C.M. Macdonell has fully functioning computers, LCD projectors, document cameras, laptop/IPAD carts, etc. which are used by teachers to deliver lessons and enhance their instruction. Teachers have transitioned into submission of lesson plans in One Note. Communication through messenger with parents and remind with staff and parents help to ensure all are aware of upcoming events and decisions.

Problem Statements Identifying Technology Needs

Problem Statement 1: Students respond well with technology usage. Unfortunately, teachers have limited training on integration of technology into their lesson. **Root Cause:** Limited new training on most up to date innovative technology. Our technology needs to be upgraded and replace out of date equipment.

Problem Statement 2: Technology and equipment throughout the campus must continue to be upgraded and expanded. **Root Cause:** Lack of funds to replace--grant writing committee is needed.

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
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- 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
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL 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
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

- Running Records results
- Observation Survey results
- 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 between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified 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
- PDAS and/or T-TESS

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals




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





Performance Objective 1: C.M. Macdonell will provide rigorous and relevant instruction to increase student achievement on STAAR Math, Reading, and Writing to meet the 2017-2018 required local, state, and national mandates




Evaluation Data Source(s) 1: To meet state and federal standards/safe guards C. M. Macdonell will achieve the following gains on these test areas: Math will increase from 74% to 84%, Reading from 71% to 81%, Science from 71% to 81%, and Writing from 61% to 71% by June 2018.

Summative Evaluation 1:


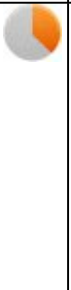
Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C .M. Macdonell teachers and administration will disaggregate TEKS data during faculty and collaborative planning meetings in order to plan and deliver effective instruction.</p> <p>A. Documentation of data analysis will be turned into administration periodically.</p> <p>B. Gradebook data will be reviewed weekly to determine remediation and tutorials.</p>	3, 8, 9	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers	Failure Reports, DMAC Reports, Assessment Results				
<p>System Safeguard Strategy</p> <p>2) C. M. Macdonell will utilize Data Management for Assessment and Curriculum (DMAC) to monitor student performance and plan interventions accordingly. Student data and progress will be discussed and monitored during weekly PLC. RtI will be systematically implemented to ensure every student makes at least one grade level of progress yearly.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers	Lesson Plans, Failure Reports, DMAC Reports, Assessment Results				

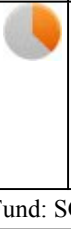
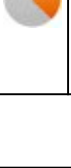
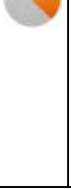






<p align="center">System Safeguard Strategy</p> <p>3) C. M. Macdonell will review and reevaluate the ARD process to correctly identify the most appropriate assessment for each special education student. ARD recommendations will be made, and students will be placed in the most appropriate instructional setting and provided effective instruction, resources, and services</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers, SPED Coordinators, Diagnosticians, Instructional Aides	Lesson Plans, Failure Reports, DMAC Reports, Assessment Results				
<p align="center">System Safeguard Strategy</p> <p>4) C. M. Macdonell teachers will implement RtI by providing Reading and Math Interventions, Super Saturday and prescriptive after school tutorials for all students, in order to increase student achievement for all at risk students and enhance the learning of on-grade level students. A. Student selection criteria will be established through the use of assessment data B. Facilitator and/or Literacy Coach will create class rosters as determined by data C. Facilitator and Literacy Coach will provide curriculum-based training.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers, Literacy Coaches	Lesson Plans, Failure Reports, DMAC Reports, Assessment Results				
<p align="center">System Safeguard Strategy</p> <p>5) C. M. Macdonell teachers will implement strategies from the SIOP and Super 8 in order to promote active reading and increase at risk and LEP students' comprehension. A. Instructional facilitators, Literacy Coach, and Grade-level leaders will attend training on effective strategies that can be implemented in their specific content areas. B. Instructional facilitators, Literacy Coach, and Grade-level leaders will build positive relationships with teachers. C. Instructional facilitator, Literacy Coach, and Grade-level leaders will model effective lessons, resource alignment, and implementation of strategies.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers, Literacy Coaches, Instructional Aides	Lesson Plans, Failure Reports, DMAC Reports, Assessment Results, Walkthroughs				

<p align="center">System Safeguard Strategy</p> <p>6) C. M. Macdonell Elementary will implement a targeted Reading Program and TIER II intervention using A/Z Reading/Rigby, SmartyAnts Accelerated Reader, Journeys/I Station/Lexia/Write In Readers, SRA/Corrective Reading, and IXL Math and Science in order to diagnose weaknesses and provide intensive interventions in literacy skills for all students (Kinder - 5th) three to five days a week. Below, at, and above grade level students, at risk, bilingual, and special education students will be identified, placed in the appropriate groups, and given intervention, reinforcement, or enhancement instruction. Literacy will be paired with building character through the seven habits.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers, Literacy Coaches, Instructional Aides	Failure Reports, DMAC Reports, Assessment Results, Walkthroughs				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$5,546.00							
<p align="center">System Safeguard Strategy</p> <p>7) C. M. Macdonell teachers will provide rigorous, relevant instruction to ELL, At-Risk and Special Education students by implementing in-class support and differentiated instruction for these students in all core content areas. Additional training will be provided through staff development especially focusing literacy, language and specifically writing.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Grade-level Leaders, Teachers, Literacy Coaches, Instructional Aides, Bilingual Strategist, Bilingual Coordinators	DMAC reports and assessments				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$1,000.00							
<p align="center">System Safeguard Strategy</p> <p>8) C. M. Macdonell will work with the district Special Education Department to develop a long-term instructional plan that will meet the needs of all At-Risk Special Education students and ensure their academic success</p>	8, 9	Principal, Asst. Principal, Instructional Facilitator, Teachers, SPED Coordinator	Lesson Plans, Report Cards, Progress Reports, Walk-throughs, Failure Reports, DMAC Reports, Assessment Results				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - \$60.00							
<p align="center">System Safeguard Strategy</p> <p>9) C. M. Macdonell will work with the district Bilingual Department to develop a long-term instructional plan that will meet the needs of ELL learners and ensure their academic success. C. M. Macdonell will work with the district bilingual department to secure that the Early Exit Transitional Model is followed and that instruction and assessment in English is taking place.</p>	3	Principal, Asst. Principal, Facilitator, Teachers, Bilingual Teacher	Assessment results, Progress monitoring of ELL M1 & M2				

<p align="center">System Safeguard Strategy</p> <p>10) C. M. Macdonell administration will monitor the implementation of research-based instructional strategies that promote bell to bell learning in all core content areas. A. Instructional facilitator and literacy coach will work with teachers to support the implementation of effective instructional strategies pertaining to rigor, relevance, differentiation, and language acquisition, particularly for the at-risk, bilingual, and special education students. B. The facilitator and literacy coach will monitor timelines and the collaborative planning and implementation of curriculum.</p>	3	Principal, Asst. Principal, Facilitator, Literacy Coach, Academic Deans	Lesson Plans, Walk-throughs, Assessment Results, Teacher conferences				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$4,200.00, 211 - ESEA Title I: Improving Basic Program - \$295.00, 199 - General Fund: SCE (PIC 30) - \$17,834.00</p>							
<p align="center">System Safeguard Strategy</p> <p>11) The C.M. Macdonell instructional facilitator and literacy coach will work closely with the leadership team in building instructional capacity of all classroom teachers in order to focus on curriculum, data, and instruction to increase student learning. The facilitator and literacy coach will: A. Meet vertically with content area teachers to analyze student data after each of the following: CPALLS, TPRI, Rigby Levels, STAAR, TELPAS, CBAs, Accelerated Reader reports, STAR Reading reports, and benchmarks to determine areas of concern and work on action plans to address needs. B. Be visible in the classrooms to secure that all teachers and students promote a culture of learning as the #1 priority. C. Be expected to focus 80% of the day on instruction. D. Monitor instruction, student progress, and develop attainable short term goals specific to TEKS data. E. Secure that teachers display a chart of student progress on STAAR standards. F. Work with teachers on a monthly basis and use assessment data to plan for prescriptive tutorials in the different content areas.</p>	3	Principal, Asst. Principal, Facilitator	Lesson Plans, Report Cards, Progress Reports, Walk-throughs, Failure Reports, DMAC Reports, Assessment Results				
<p align="center">System Safeguard Strategy</p> <p>12) C.M. Macdonell will provide a comprehensive professional plan to support Gifted & Talented content areas in the implementation of a differentiated curriculum utilizing the Texas Performance Standards Projects. A. Every teacher who teaches G. T. students must comply with the yearly six hour updates and collaborate with grade level team to assist students in the completion of their G.T. projects. B. G. T. strategies will be implemented to ensure that students receive rigorous instruction.</p>	3	Principal, Asst. Principal, Counselors, GT, Facilitator, Teachers	Failure Reports, DMAC, Assessments, Results, Lesson Plans				
<p>Funding Sources: 199 - General Fund: GT (PIC 21) - \$144.00</p>							

<p>System Safeguard Strategy</p> <p>13) C. M. Macdonell will restructure the leadership team every year. A. A selection process will be established to ensure that campus leadership is focused on student learning, promoting effective instructional pedagogy, providing support for department teachers, and promoting the school vision. B. Grade level leaders will work cooperatively with administration and district deans to increase teacher capacity.</p>	3	Principal, Asst. Principal, and District Deans	Teacher sign in and assessment results				
<p>System Safeguard Strategy</p> <p>14) C. M. Macdonell Elementary will implement the District Technology Plan across the curriculum to include (Class page events, Homework, and Internet Resources, Technology Integrations, technology-based interventions for at-risk bilingual, and special education students, and Internet Research Assignments, including the use of Library Online Resources.</p>	3	Principal, Asst. Principal, Technology Trainer, Librarian	Technology progress monitoring				
<p>System Safeguard Strategy</p> <p>15) C. M. Macdonell Elementary will conduct campus vertical and horizontal team planning by grade level and content area to improve the quality of instruction. Administration, district instructional support staff, and/or Region One presenters will assist with planning and day to day lesson delivery including targeted activities and assessments</p>	3, 4	Principal, Asst. Principal, Instructional Facilitator, Language Literacy Coach, District Deans, Region I, Teachers	Lesson Plans, Student grades, Assessment Results				
<p>System Safeguard Strategy</p> <p>16) C. M. Macdonell Elementary will implement the Accelerated Reader Program and encourage all students to participate throughout the school year. Specific reading materials will be purchased for student subgroups, including at-risk, bilingual, and special education students. Campus AR participation will be promoted by: A. Community partnerships whereby volunteers serve as reading mentors. B. Building class libraries and promoting novel reading in every class. C. Rewards and incentives for students that meet their goal. D. Jr. Great Books will engage students in higher level reading discussion . It is an inquiry based collaborative approach which integrates critical thinking, reading comprehension and allows for a deep appreciation for literature.</p>	3	Principal, Assistant Principal, Technology Trainer, Librarian	AR points, Assessments				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,092.00, 199 - General Fund: Bilingual (PIC 25) - \$3,915.00, 211 - ESEA Title I: Improving Basic Program - \$1,485.00

<p>System Safeguard Strategy</p> <p>17) C. M. Macdonell Elementary will utilize the instructional model and classroom "Learning Walks" to improve delivery of instruction in the classroom. Each administrator shall conduct 10 walkthroughs a week, 20 minutes each.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Language Literacy Coach, District Deans, Bilingual Strategist, PSP	Walkthroughs				
<p>System Safeguard Strategy</p> <p>18) C.M. Macdonell Elementary teachers will utilize CPALLS, Rigby and TPRI data to determine areas of need to drive instruction in the classroom. (Pre-K-2nd).</p>	3	Principal, Asst. Principal, Instructional Facilitator, Language Literacy Coach, Teachers	BOY, MOY, EOY Assessments Results				
<p>System Safeguard Strategy</p> <p>19) C.M. Macdonell Elementary will utilize Special Education and Bilingual tutors to assist and provide in-class support for At-Risk populations.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Special Education Teachers, and Bilingual Education Teachers	Failure Rates, Progress Reports, Six Weeks Grades Report Cards Assessments Results				
<p>System Safeguard Strategy</p> <p>20) C. M. Macdonell will implement the Eight Step Instructional Process to improve student achievement in all academic areas: Disaggregate Data, Develop Instructional Timeline, Instructional Focus, Ongoing Assessments, Implementation of Programs/RTI Process, Implementation of Enrichment Programs, Maintenance of Skills/Concepts, and Monitoring of Student Progress.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Language Literacy Coach, Teacher	Lesson Plans, Walkthroughs, DMAC, Assessment Result				
<p>System Safeguard Strategy</p> <p>21) C. M. Macdonell will utilize the Science Lab Manager to coordinate small group instruction and hands-on instructional activities.</p>	3	Principal, Asst. Principal, Instructional Facilitator, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p>System Safeguard Strategy</p> <p>22) C. M. Macdonell Elementary will continue with Math vertical alignment planning session led by Region One facilitator from PK-5th and incorporating the following activities: Daily Math Activities (Problem of the Day), Vocabulary Word Wall, Anchor Charts, Educational Learning Centers, Hands-On Activities, Manipulatives, Thinking Maps, Journal Writing, and formative assessments</p>	3	Principal, Asst. Principal, Instructional Facilitator, Curriculum Deans, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				

<p>System Safeguard Strategy</p> <p>23) C. M. Macdonell will promote daily Uninterrupted Sustained Guided Reading in all reading classes (K-5) to improve literacy and increase AR, TPRI, Rigby, and STAAR assessment results</p>	2	Principal, Asst. Principal, Instructional Facilitator, Language Literacy Coach, Teachers	AR Results Student Grades Assessment Results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$3,096.00, 199 - General Fund: SCE (PIC 30) - \$11,000.00							
<p>System Safeguard Strategy</p> <p>24) C. M. Macdonell will enhance the learning experiences of all students (Prek- 5th, including at-risk, bilingual, and special education students) via instructional field trips and academic competitions that reinforce instruction and build students' background and vocabulary</p>	9	Principal, Asst .Principal, Instructional Facilitator, Teachers	Field Trip Log Lesson Plans Assessment Results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5,000.00							
<p>System Safeguard Strategy</p> <p>25) C. M. Macdonell teachers will create Anchor Charts and instructional posters to reinforce their instruction through Make and Take sessions every six weeks</p>	3	Principal, Asst. Principal, Instructional Facilitator, Language Literacy Coach, District Deans, Bilingual Strategist	Walkthroughs Student Assessments				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							










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

Performance Objective 2: C.M. Macdonell will provide rigorous and relevant instruction to increase student achievement on the STAAR Writing assessment to meet the 2017-2018 required local, state, and national mandates.

Evaluation Data Source(s) 2: C.M. Macdonell will achieve a gain in Writing from a 61% to a 71% on the 2017 state accountability reports by May 2018.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C. M. Macdonell Elementary will continue to review and align existing Writing curriculum, materials, instruction, and assessment for all students on a six weeks basis to ensure that the state curriculum has been adequately addressed via use of strategies to secure appropriate rigor, student engagement, and broad understanding of vocabulary.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Reading and Language Arts Dean, Bilingual Strategist, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p>System Safeguard Strategy</p> <p>2) C. M. Macdonell will disaggregate STAAR Writing data by sub groups using DMAC. Interventions will be provided as needed after each assessment targeting the Process Standards and Readiness and Supporting Standards.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Dean, Bilingual Strategist, Teachers	Failure Reports, DMAC Reports, Assessment Results, Data tracking forms				
<p>System Safeguard Strategy</p> <p>3) C. M. Macdonell Elementary will provide prescriptive interventions and Saturday tutorials as well as STAAR Academies in Writing in order to increase student achievement.</p>	3, 4	Principal, Assistant Principal, Instructional Specialist, Dean, Teachers	Teacher and student sign ins, agendas				
<p>System Safeguard Strategy</p> <p>4) C. M. Macdonell Elementary will allocate funds to purchase Writing materials and professional development that supports scientific research-based practices and instructional models.</p>	3, 4	Principal, Assistant Principal, Instructional Specialist, Dean, Teachers	Failure Reports, DMAC Reports, Assessment Results				




<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell Elementary will implement a Writing program to meet the needs of all learners, using: Vocabulary Development, Word of the Week, Journal Writing, Word Walls/Academic Vocabulary, Small Group Instruction, Integration of Technology, Instructional Field Trips, Integration of Writing through Reading, Writing Instructional bulletin boards (PK-5th)5E Instructional Model, and Online Resources through Library Links.</p>	3	Principal, Assistant Principal, Instructional Specialist, Dean, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$600.00							
<p>System Safeguard Strategy</p> <p>6) C. M. Macdonell Elementary will develop and implement Writing interventions and other resources to target the needs of GT, LEP students, At-Risk students, and Special Education students.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Dean Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p>System Safeguard Strategy</p> <p>7) C. M. Macdonell Elementary will implement a continuous vertical alignment in Social Studies from PK-5th by using the following activities: Maps/Globes and other Library Resources (print, media, and online TEKS Resource with cultural diversity awareness and appreciation.</p>	1	Principal, Asst.Principal, Teachers, Technology Trainer, Librarian, Instructional Specialist	Lesson plans and walkthroughs				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							









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

Performance Objective 3: To address student progress and improve from 37% to a 50% in Index 2, by May 2018, C. M. Macdonell will provide a systematic research-based staff development program, which will increase student achievement in all state and federal academic areas.

Evaluation Data Source(s) 3: By May 2017, C. M. Macdonell will improve in Index 2, student progress, from a 37% to a 50%

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C. M. Macdonell teachers and instructional support staff/ administration will receive professional development in district or via out of town conferences for instructional pedagogy, content, or area of need. (Including but not limited to: Region-One, CAST, CAMT, Academies, and GT Conference, TEKS Resource, and SIOP/Bilingual conferences).</p>	1, 4	Principal, Assistant Principal, Technology Trainer, Librarian, Teachers, Instructional Specialist, Bilingual Strategist	Agendas, Sign-ins, Certificates, and Implementation of Strategies learned into classroom practice as evidenced by Instructional Walkthroughs				
<p>System Safeguard Strategy</p> <p>2) C. M. Macdonell Elementary will continue to provide Special Education teachers with staff development training to meet the needs of all students with learning disabilities such as Inclusion, Class IEP's, Kurzweil, Assistive Technology, Herman Method, Lexia Reading, My Reading Coach, Prescriptive Interventions, Science Hands-On Activities, Symphony Math, Destination Math, Library Online Resources, Co-Writer, and Promethean Planet.</p>	4	Principal, Assistant Principal, Technology Trainer, Classroom Teachers, Instructional Specialist, Special Ed Supervisor	Agendas Sign - Ins				
<p>System Safeguard Strategy</p> <p>3) C. M. Macdonell Elementary will continue to implement the Early Exit Transition Model and provide teachers professional development opportunities, supplemental, tutoring, and assessment materials designed specifically for ELL students and at-risk students in areas of Mathematics, Science, Social Studies, Writing and Reading.</p>	1	Principal, Assistant Principal, Bilingual Strategist, Classroom Teachers, Instructional Facilitator, Support Staff	Agendas, Sign - ins Assessment Results				








<p>System Safeguard Strategy</p> <p>4) C. M. Macdonell will provide first year non-English speaking students in grades 3rd - 5th with intensive language and vocabulary acquisition instruction based on their Oral Language Proficiency Levels and TELPAS Composite Ratings via the ESL National Geographic Reach Program.</p>	9	Principal, Assistant Principal, and Bilingual Strategist	Assessment Results				
<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell, in partnership with Region One consultants and TAMIU staff in the areas of Reading/Writing, and Math, will provide teachers with one to one modeling and/or coaching to strengthen their instructional delivery, rigor, and student engagement for all students, including at-risk, bilingual, and special education groups. They will also coordinate vertical and horizontal alignment planning every six weeks and provide feedback and/or reflective questions for individual staff members along with on-going training and support throughout the year.</p>	4	Principal, Assistant Principal, Instructional Specialist, Region One, Consultant	Agendas, Sign-ins, Walkthrough forms				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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

Performance Objective 4: C. M. Macdonell will evaluate all instructional and technology programs on a yearly basis to show an increase in technology application skills of 10%.

Evaluation Data Source(s) 4: C. M. Macdonell showed a 10% increase in student achievement in technology application skills.

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C. M. Macdonell Elementary Technology Trainer will provide staff development for teachers and staff on software and equipment in technology applications/integration across the curriculum to improve student achievement using: Microsoft Office (Word, PowerPoint, Kahoot, Video Journaling, Video Conferencing Excel, & 365 email), eChalk Lesson Planner, eChalk Class Pages, Internet Resources including Library Links, DMAC, iPad integration, iPad basics, Managing iPad carts, Edmodo, Mimio Interactive Boards, Eduphoria, and Skyward Gradebook.</p>	4	Principal, Assistant Principal, Classroom Teachers, Technology Trainer, Librarian	Agendas Sign - Ins Implementation of Technology into classroom practice as evidenced by Walkthroughs				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							











Goal 2: By the year 2018, the Laredo Independent School District shall utilize a comprehensive student support system that fosters social and psychological development of all students. This system will promote a safe and secure, drug-free learning environment through innovative safety programs and by fostering mutual respect for all members of the school community. Staff will be diligent about encouraging daily attendance and educating parents on compliance with the compulsory attendance law.

Performance Objective 1: The number of incidents at C. M. Macdonell Elementary involving violence, bullying, discipline referrals, and restraints will be reduced by 2.5% annually as measured by PEIMS report 425.

Evaluation Data Source(s) 1: C. M. Macdonell will reduce the number of total disciplinary referrals by 2.5% as reported by the campus disciplinary report.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) C. M. Macdonell Elementary School administration, teachers, and staff will monitor, counsel, and follow the Student Code of Conduct in order to provide a safe learning environment	1, 6	Principal, Assistant Principal, Security Staff, Teachers, Counselor	Phone Call logs, Parent Conference Logs, Counseling Referrals Reports, Disciplinary Referral Reports				
System Safeguard Strategy 2) C. M. Macdonell will monitor special education students receiving disciplinary action through behavior intervention plans (BIPs and manifestation ARDs).	3	Principal, Assistant Principal, Security Staff, Teachers, Behavior Specialist, Counselor	Behavior Plans, Counseling Referrals Reports, Disciplinary Referral Reports				
System Safeguard Strategy 3) C. M. Macdonell will provide informative sessions on Student Code of Conduct, academics, student and school data, and parenting skills for parents and staff.	3, 6	Principal, Assistant Principal, Classroom Teachers, Counselor	Training Sign-in				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$200.00							









<p>System Safeguard Strategy</p> <p>4) C. M. Macdonell Elementary will provide staff with Disciplinary Classroom Management Training for Implementation of the CHAMPS Program (PreKinder-5th). Students will also be introduced to "Seven Habits of Happy Kids." Teachers will guide students through the lessons and have activities to help students learn each habit. Students will also be participating in student led conferences.</p>	3, 4	Principal, Assistant Principal, Teachers, Behavior Specialist	Training Sign-in, Walkthroughs, Disciplinary Referral Reports				
<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell will promote safe schools through Crimestoppers via school announcements, fliers, and public service announcements to reduce the amount of disciplinary incidents in school.</p>	6	Principal, Assistant Principal, Crime Stoppers Sponsor, LISD Police Officers,	Disciplinary Referral Reports				
<p>System Safeguard Strategy</p> <p>6) C. M. Macdonell will coordinate with law enforcement agencies to provide presentations for students on "Red Ribbon Week" and "Too Good for Drugs".</p>	3	Principal, Assistant Principal, Counselor, Teachers, Support Staff	Disciplinary Referral Reports				
<p>System Safeguard Strategy</p> <p>7) During state assessment days, all students (LEP, Non-LEP, At- Risk, Special ED) in testing grades 3rd - 5th will wear a STAAR t-shirt to ensure that testing personnel monitor their safety and adherence to test security protocols.</p>	9	Principal, Assistant Principal, District Monitor, Counselor, Teachers, Support Staff	Reports of Testing Incidents				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: By the year 2018, the Laredo Independent School District shall utilize a comprehensive student support system that fosters social and psychological development of all students. This system will promote a safe and secure, drug-free learning environment through innovative safety programs and by fostering mutual respect for all members of the school community. Staff will be diligent about encouraging daily attendance and educating parents on compliance with the compulsory attendance law.

Performance Objective 2: At C. M. Macdonell Elementary, extra-curricular activities, character education, and violence prevention instruction will be provided in order to promote a safe and inspiring learning environment.

Evaluation Data Source(s) 2: At C. M. Macdonell Elementary, extra-curricular activities, character education, and violence prevention instruction will decrease counseling interventions by 5% for all students.

Summative Evaluation 2:




Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) C. M. Macdonell will integrate "Project Wisdom", PACT (Parent & Children Together) -SCAN, Six Pillars of Education, Rachel's Challenge (Anti-bullying Campaign), 7 Habits of Happy Kids and RAD Kids through daily announcements, social studies classes, and guidance activities.	1, 2	Counselor, Classroom Teachers	Student Sign In Logs				
System Safeguard Strategy 2) C. M. Macdonell Elementary will provide students with extra-curricular activities to enhance academic performance through the following: UIL Academic Meets, Literacy Writing & Poetry Contests, Reading Projects, Accelerated Reader, Spelling Bee, Athletic Program, Dance Team, Rhythm and Style Music Group, S.M.A.R.T. 4 Kids, Science Fair, Chess Tournaments, and National Honor Society.	1, 2	Principal, Assistant Principal, Teachers, UIL Coaches, Sponsors, Technology Trainer, P.E. Coaches, Music Teacher, Chess Club Coach, Counselor and Librarian	Club Rosters Competition Results				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$4,580.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							














Goal 2: By the year 2018, the Laredo Independent School District shall utilize a comprehensive student support system that fosters social and psychological development of all students. This system will promote a safe and secure, drug-free learning environment through innovative safety programs and by fostering mutual respect for all members of the school community. Staff will be diligent about encouraging daily attendance and educating parents on compliance with the compulsory attendance law.

Performance Objective 3: Incident and accident reports at C. M. Macdonell Elementary will decrease by 2% annually through the implementation of effective, safe school practices for all students and staff.

Evaluation Data Source(s) 3: At C. M. Macdonell Elementary, extra-curricular activities, character education, and/or violence prevention instruction will be provided to 95% of all students.

Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C. M. Macdonell will ensure that all faculty, staff, and extra-curricular sponsors are certified in first aid and Adult Child CPR (Cardio Pulmonary Resuscitation); nurses are certified in AED (Automated External Defibrillator) to help students in case of an emergency.</p>	2	Principal, Assistant Principal, Nurses	Training Session Sign-ins				
<p>System Safeguard Strategy</p> <p>2) C. M. Macdonell nurses will provide presentations for faculty, staff, and students concerning safety and appropriate health information.</p>	4	Principal, Assistant Principal, Nurses	Training Session Sign-ins				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$400.00							
<p>System Safeguard Strategy</p> <p>3) C. M. Macdonell will provide training on the Campus Crisis Emergency Response Team (CERT) Plan on the following: Lockdown procedures, Fire Drills, Bomb threats, Natural Disaster Drills, Severe Weather Drills, Tornado Drills.</p>	1, 2	Principal, Assistant Principal, Campus Crisis Emergency Team (CERT), Security Officer	Training Session Sign-Ins				










System Safeguard Strategy 4) C. M. Macdonell Elementary Campus Safety Officer and custodial staff will attend monthly meetings and provide turnaround training on the use of safety equipment for all faculty and staff members. The Safety Officer will monitor the use of safety equipment and procedures by faculty and custodial staff: Use of: ladders, goggles, safety belt, gloves, etc., Training on: Worker Compensation Procedures, videos on proper lifting and prevention of slips/falls.	1, 2, 4	Principal, Assistant Principal, Head Custodian	Training Session Sign-Ins Maintenance Checklists				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$800.00						
System Safeguard Strategy 5) C. M. Macdonell Elementary will utilize and enforce security procedures for all visitors, staff, and students via: Raptor System Sign-in/Visitor's pass, Monitoring LISD employee tags, Early release forms (ID required), and Enforcement of dress code for both students and staff.	1, 2	Principal, Assistant Principal, Security Officer, Classroom Teachers, Support Staff	Raptor System Log				
System Safeguard Strategy 6) C. M. Macdonell Elementary will utilize security personnel at all special events held on campus.	1, 2	Principal, Assistant Principal, Security Officer	Maintain a safe campus environment.				
System Safeguard Strategy 7) C. M. Macdonell Elementary Safety Officer will address traffic safety requirements with crossing guards. Designated pick-up and drop-off zones, training for adult crossing guards, and safety gear will be provided.	4	Principal, Assistant Principal	Training Session Sign-ins				
System Safeguard Strategy 8) C. M. Macdonell Elementary will promote campus safety by assigning three exits for afternoon dismissals. A dismissal zone will be created by each exit, with covered walk-ways, benches, and painted designated areas.	1, 2	Principal, Assistant Principal, Teachers, Support Staff	Student Dismissal Forms Reduced Incident Reports				
System Safeguard Strategy 9) C. M. Macdonell will increase campus safety and security by increasing the number of cameras in strategic locations to ensure students, staff, parent safety.	1, 2	Principal, Assistant Principal	Decreased Incident Reports				
System Safeguard Strategy 10) C. M. Macdonell will implement strategies for effective building maintenance and operations.	1, 2	Principal, Asst. Principal, Head Custodian	Custodial Checklist, Utility Bills				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$135,000.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 2: By the year 2018, the Laredo Independent School District shall utilize a comprehensive student support system that fosters social and psychological development of all students. This system will promote a safe and secure, drug-free learning environment through innovative safety programs and by fostering mutual respect for all members of the school community. Staff will be diligent about encouraging daily attendance and educating parents on compliance with the compulsory attendance law.

Performance Objective 4: C. M. Macdonell Elementary will reduce the truancy rate by 2%.

Evaluation Data Source(s) 4: C. M. Macdonell Elementary will reflect a 2% increase in daily attendance on AEIS, AYP, State and Federal mandates.

Summative Evaluation 4:



Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) C. M. Macdonell will promote Perfect Attendance by: A Daily calls: Attendance Clerk, Attendance Officers, Counselors, and/or administration will call parents at the beginning of 1st period and 2nd period to verify the reason why students are not in class. B. Administration will implement an incentive program that will reward students and homerooms with Perfect Attendance. C. Attendance Officers and administration will make home visits D. A Perfect Attendance Ceremony will be held every six weeks to reward students with perfect attendance.	2, 6	Principal, Assistant Principal, Attendance Clerk, Attendance Officer, Parent Liaison	Attendance Report				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - \$3,000.00						
System Safeguard Strategy 2) Every six weeks, C. M. Macdonell Elementary will monitor attendance and develop intervention strategies as needed.	1, 2	Principal, Assistant Principal, Counselor, Librarian, Attendance Clerk, Parent Liaison	Attendance Report Six Weeks Grades Assessment Results				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5,000.00, 199 - General Fund: SCE (PIC 30) - \$500.00						
3) 3) C.M. Macdonell will promote attendance, academics, AR Reading, assessment performance, and behavior through incentives and recognition in order to support student success.	1	Principal, Assistant Principal, Counselor, Librarian, Attendance Clerk and Parent Liaison	Attendance Reports, Six weeks grades and assessment results				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5,000.00, 199 - General Fund: SCE (PIC 30) - \$500.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: By the year 2018, the Laredo Independent School District shall build collaborative partnerships with parents, community institutions, business entities, and schools that combine to support student achievement. The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 1: C. M. Macdonell Elementary will increase parental and local business involvement by 10%.

Evaluation Data Source(s) 1: C. M. Macdonell Elementary will increase parental and local business involvement by 10%.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) C. M. Macdonell will promote a positive image of the campus through informative sessions such as PTO, Coffee with the Principal, Workshops for Parents, Parental Involvement Meetings, Extra Curricular Activities, Meet the Teacher Night, Progress Report Card Night, Report Card Night, Triple A Ceremonies, and Open House.</p>	1	Principal, Assistant Principal, Parent Liaison, Curriculum and Instruction Director, Parental Involvement Coordinator, Counselor, and Librarian	Parent sign in sheets, Surveys, Meeting agendas				
<p>System Safeguard Strategy</p> <p>2) C. M. Macdonell Elementary will disseminate information to parents on a consistent basis through the use of campus newsletters and monthly calendars to develop a strong partnership between school and community.</p> <p>CEIC Meeting, Cafecitos, PTC Meetings, Parent/Teacher Conferences, Campus-wide Programs and Celebrations, School Messenger, Remind marquee, and Accelerated Reader Home Connect will be used to communicate with parents and community.</p>	6	Principal, Assistant Principal, Parental Involvement Liaison, Teachers, CEIC Committee, School Support Services-- (Nurse, Counselor, Dyslexia Teacher), Technology Trainer, PTC Officers, P.E. Coaches, Coaches and Sponsors	Surveys, Agendas, Sign In Sheets				










<p>System Safeguard Strategy</p> <p>3) C. M. Macdonell Elementary will implement various extra-curricular programs, with parental participation and/or support to promote family participation. (Dance Team, Volleyball Team, Flag Football Team, Rhythm and Style Music Group, Basketball Team, Track, Chess Club, UIL Academics, Music Program, National Honor Society and Library Club)</p>	1	Principal, Assistant Principal, Parental Involvement Liaison, Teachers, CEIC Committee, School Support Services-- (Nurse, Counselor, Dyslexia Teacher), Technology Trainer, PTC Officers, P.E. Coaches, Coaches and Sponsors	10% increase in number of parent volunteers				
<p>System Safeguard Strategy</p> <p>4) C. M. Macdonell Elementary will conduct parent-teacher conferences during Progress Report and/or Report Card Night every six weeks for parents to receive updates about their child's academic progress.</p>	1	Principal, Assistant Principal, Teachers, CEIC Committee	Sign-in Sheets, Increase in student attendance and report card grades				
<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell Elementary will promote and support efforts to participate in community service as a measure of positive behavior through participation in:</p> <p>Pennies for Tennis Campaign, Salvation Army Food Drive, Borderplex Recycling Project, United Way of Laredo, Food Bank, Imaginarium, LCC-Environmental Center, TAMIU Planetarium, Pennies for Tennis, Hoops for Heart, and Mac Teacher Night, Chuck E. Cheese Night, Relay for Life</p>	1	Principal, Counselor, Parental Involvement Liaison, Teachers, Para-professionals, Students	5% increase in the number of community partnerships				
<p>System Safeguard Strategy</p> <p>6) C .M. Macdonell will purchase furniture for high visible areas including: reception area, vestibule, and office area.</p>	1	Principal, Assistant Principal	Budget Purchase Orders				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$2,600.00							
<p>System Safeguard Strategy</p> <p>7) 7) Planned activities and meetings will be created to inform parents about expectations and ensure a smooth transition for our incoming PK students and 5th graders moving on to the middle school.</p>	7	Principal, Assistant Principal, Parent Liaison, Counselor	Increase in parent participation, Surveys and Sign in Sheets				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 4: By the year 2018, the Laredo Independent School District shall implement programs which support health and wellness program for employees and students designed to improve the general health of all by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 1: By May 2017, C.M. Macdonell will provide educational training on safety and occupational health, as needed, to 100% of staff and students

Evaluation Data Source(s) 1: 90% of all students and employees will participate in the campus health and wellness program.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
System Safeguard Strategy 1) C. M. Macdonell will implement initiatives to influence healthy lifestyle choices for all students. Teachers and staff will provide information on health and nutrition, promote the Food Plate, and invite community speakers.	6	Principal, Assistant Principal, Counselor, Classroom Teachers	Monthly calendar of events, Sign in of participation, drill logs				
System Safeguard Strategy 2) C. M. Macdonell Elementary will adhere to the "Food of Minimal Nutritional Value exempt Day" to only six events per year.	1, 2	Principal, Assistant Principal, Teachers, Nurse, Cafeteria Supervisor	Monthly calendar of events				
System Safeguard Strategy 3) C. M. Macdonell Elementary will accommodate special needs students with a prescribed diet ordered by a physician.	1	Principal, Assistant Principal, Teachers, Nurse, Cafeteria Supervisor	Special Diet Menus				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							











Goal 5: By the year 2018, the stewardship of district resources will maintain financial stability and commit to the highest standards of ethical transparency and integrity in all our business practices related to district achievement, district operations, and instruction. The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.

Performance Objective 1: By May 2017, C.M. Macdonell Elementary will ensure that 100% of materials and supplies purchased will support standard-based instruction and inquiry in all content areas.

Evaluation Data Source(s) 1: By May 2017, 100% of faculty and staff will make effective use of school funds in order to support standard-based instruction.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy 1) C. M. Macdonell administration will review purchase orders to ensure that 100% of materials, supplies, and technology will be purchased to support standard-based instruction and inquiry methods in all content areas for Special Education, LEP & Non-LEP, Migrant, and Gifted & Talented students.</p>	1, 8	Principal, Assistant Principal	Monthly Financial reports, End of the year financial reports				
<p>System Safeguard Strategy 2) C. M. Macdonell will continue to purchase inventory materials and supplies in all of the content areas in order to support standard-based instruction for early childhood, Special Education, LEP, Non-LEP, Migrant, and Gifted & Talented students.</p>	1, 8	Principal, Assistant Principal	Monthly Financial reports, End of the year financial reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$8,084.00							
<p>System Safeguard Strategy 3) C.M. Macdonell administration will continue to purchase LAS Links and other test materials for LEP students.</p>	8, 9	Principal, Assistant Principal, Counselor	Increased participation of at-risk students on standardized assessments.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$2,000.00							

<p>System Safeguard Strategy</p> <p>4) C. M. Macdonell librarian and teachers will take inventory and order the necessary books, supplies, software, and technological devices to support instructional goals to address the needs of Special Education, LEP, Non-LEP, Migrant, and Gifted & Talented students.</p>	1, 2	Principal, Assistant Principal	Monthly and end of year financial report, Assessment Results				
<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell will support district curriculum by purchasing materials that provide hands-on, technology-based resources that actively engage all at risk students, including Special Education and ELL learners, and enhance the teachings that take place in the classroom throughout the core content areas.</p>	4, 9	Principal, Assistant Principal, Technology Trainer	Walkthroughs, Usage Reports				
<p>System Safeguard Strategy</p> <p>6) C. M. Macdonell will maintain equipment and licenses purchased based on standard-based instruction and inquiry methods to support the needs of our At-Risk students.</p>	9	Principal, Assistant Principal, Technology Trainer	Walkthroughs, Usage Reports				
<p>System Safeguard Strategy</p> <p>7) C. M. Macdonell will maintain an efficient and effective campus by purchasing necessary materials, supplies, technology equipment, and keeping utility costs to a minimum.</p>	10	Principal, Assistant Principal	Usage Reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11,731.00							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							








Goal 6: By the year 2018, the Laredo Independent School District will create and sustain a plan of action to focus on the recruitment, development, retention, and support of highly qualified faculty and staff. The Human Resources will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement

Performance Objective 1: By the year 2017, C. M. Macdonell faculty and staff will be NCLB highly qualified.

Evaluation Data Source(s) 1: C. M. Macdonell faculty and staff will be 100% NCLB highly qualified and meet all district requirements.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>System Safeguard Strategy 1) C. M. Macdonell Elementary administration and staff will receive the necessary staff development in order to support instructional goals and to provide research-based instruction.</p>	4	Principal, Assistant Principal, CEIC Staff Development Committee, Teachers	Registration Documentation, Teacher Sign-ins, Eduphoria				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$1,500.00							
<p>System Safeguard Strategy 2) C. M. Macdonell Elementary will recruit and retain highly qualified core academic subject area teachers. (District Job Fairs, Staff Attendance Reward program, Teacher Performance Reward program, Site-based decision-making process)</p>	5	Human Resources Department, Principal, Assistant Principal	Interview Committee Documentation				
<p>System Safeguard Strategy 3) C. M. Macdonell will hire highly qualified teachers and staff.</p>	5	Principal, Assistant Principal, CEIC Staffing Committee	Interview Committee Documentation				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,059,188.00, 199 - General Fund: Special Education (PIC 23) - \$338,953.00, 199 - General Fund: Bilingual (PIC 25) - \$78,113.00, 199 - General Fund: Basic Instruction PreK (PIC 32) - \$149,993.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$66,895.00, 199 - General Fund: Operating (PIC 99) - \$529,972.00, 211 - ESEA Title I: Improving Basic Program - \$211,081.00, 224 - IDEA - Part B: Formula Fund - \$42,565.00, 255 - ESEA II, A Training & Recruiting - \$62,828.00, 263 - LEP Bilingual Program Fund - \$88,837.00, 435 - SSA Regional Day School - Deaf - \$650.00, 199 - General Fund: SCE (PIC 30) - \$195,511.00, 199 - General Fund: SCE Pre K (PIC 34) - \$191,355.00							
<p>System Safeguard Strategy 4) C. M. Macdonell will retain highly qualified teachers by helping them through a mentorship program that ensures that every new teacher has the support they need.</p>	5	Principal, Assistant Principal, Mentor Teachers	Mentorship Program documents to be filled by mentors				









<p>System Safeguard Strategy</p> <p>5) C. M. Macdonell will implement a system to acquire a 90% faculty attendance rate. A. Administration will monitor on a six weeks basis B. Teachers meeting the goal will be recognized in monthly meetings C. Conferences will be held as needed D. Growth plans will be developed for teachers who have 10 or more absences per semester.</p>	5	Principal, Assistant Principal,	Attendance Reports, Failure Rate, Assessment Results				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

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

Performance Objective 1: Macdonell Elementary will work with Division of Operations to ensure that the campus maintains a clean, safe learning environment 100% of the time.

Evaluation Data Source(s) 1: District cleanliness assessments will reflect an 80% or better score on their periodic checks.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Macdonell Elementary will work with the Division of Operations to ensure that upgrades are done to campus furniture in order to maintain a safe learning environment.	1, 2	Division Operations Principal	100% compliance with safety standards				
2) Macdonell Elementary will work with the Division of Operations to ensure that campus upgrades for wiring and purchases of equipment are made to keep the campus in a safe condition.	1, 2	Division of Operations Principal Head Custodian	100% compliance with safety standards				
Funding Sources: 180 - E-Rate Fund - \$68,547.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	C. M. Macdonell teachers and administration will disaggregate TEKS data during faculty and collaborative planning meetings in order to plan and deliver effective instruction. A. Documentation of data analysis will be turned into administration periodically. B. Gradebook data will be reviewed weekly to determine remediation and tutorials.
1	1	2	C. M. Macdonell will utilize Data Management for Assessment and Curriculum (DMAC) to monitor student performance and plan interventions accordingly. Student data and progress will be discussed and monitored during weekly PLC. RtI will be systematically implemented to ensure every student makes at least one grade level of progress yearly.
1	1	3	C. M. Macdonell will review and reevaluate the ARD process to correctly identify the most appropriate assessment for each special education student. ARD recommendations will be made, and students will be placed in the most appropriate instructional setting and provided effective instruction, resources, and services
1	1	4	C. M. Macdonell teachers will implement RtI by providing Reading and Math Interventions, Super Saturday and prescriptive after school tutorials for all students, in order to increase student achievement for all at risk students and enhance the learning of on-grade level students. A. Student selection criteria will be established through the use of assessment data B. Facilitator and/or Literacy Coach will create class rosters as determined by data C. Facilitator and Literacy Coach will provide curriculum-based training.
1	1	5	C. M. Macdonell teachers will implement strategies from the SIOP and Super 8 in order to promote active reading and increase at risk and LEP students' comprehension. A. Instructional facilitators, Literacy Coach, and Grade-level leaders will attend training on effective strategies that can be implemented in their specific content areas. B. Instructional facilitators, Literacy Coach, and Grade-level leaders will build positive relationships with teachers. C. Instructional facilitator, Literacy Coach, and Grade-level leaders will model effective lessons, resource alignment, and implementation of strategies.
1	1	6	C. M. Macdonell Elementary will implement a targeted Reading Program and TIER II intervention using A/Z Reading/Rigby, SmartyAnts Accelerated Reader, Journeys/I Station/Lexia/Write In Readers, SRA/Corrective Reading, and IXL Math and Science in order to diagnose weaknesses and provide intensive interventions in literacy skills for all students (Kinder - 5th) three to five days a week. Below, at, and above grade level students, at risk, bilingual, and special education students will be identified, placed in the appropriate groups, and given intervention, reinforcement, or enhancement instruction. Literacy will be paired with building character through the seven habits.
1	1	7	C. M. Macdonell teachers will provide rigorous, relevant instruction to ELL, At-Risk and Special Education students by implementing in-class support and differentiated instruction for these students in all core content areas. Additional training will be provided through staff development especially focusing literacy, language and specifically writing.
1	1	8	C. M. Macdonell will work with the district Special Education Department to develop a long-term instructional plan that will meet the needs of all At-Risk Special Education students and ensure their academic success

Goal	Objective	Strategy	Description
1	1	9	C. M. Macdonell will work with the district Bilingual Department to develop a long-term instructional plan that will meet the needs of ELL learners and ensure their academic success. C. M. Macdonell will work with the district bilingual department to secure that the Early Exit Transitional Model is followed and that instruction and assessment in English is taking place.
1	1	10	C. M. Macdonell administration will monitor the implementation of research-based instructional strategies that promote bell to bell learning in all core content areas. A. Instructional facilitator and literacy coach will work with teachers to support the implementation of effective instructional strategies pertaining to rigor, relevance, differentiation, and language acquisition, particularly for the at-risk, bilingual, and special education students. B. The facilitator and literacy coach will monitor timelines and the collaborative planning and implementation of curriculum.
1	1	11	The C.M. Macdonell instructional facilitator and literacy coach will work closely with the leadership team in building instructional capacity of all classroom teachers in order to focus on curriculum, data, and instruction to increase student learning. The facilitator and literacy coach will: A. Meet vertically with content area teachers to analyze student data after each of the following: CPALLS, TPRI, Rigby Levels, STAAR, TELPAS, CBAs, Accelerated Reader reports, STAR Reading reports, and benchmarks to determine areas of concern and work on action plans to address needs. B. Be visible in the classrooms to secure that all teachers and students promote a culture of learning as the #1 priority. C. Be expected to focus 80% of the day on instruction. D. Monitor instruction, student progress, and develop attainable short term goals specific to TEKS data. E. Secure that teachers display a chart of student progress on STAAR standards. F. Work with teachers on a monthly basis and use assessment data to plan for prescriptive tutorials in the different content areas.
1	1	12	C.M. Macdonell will provide a comprehensive professional plan to support Gifted & Talented content areas in the implementation of a differentiated curriculum utilizing the Texas Performance Standards Projects. A. Every teacher who teaches G. T. students must comply with the yearly six hour updates and collaborate with grade level team to assist students in the completion of their G.T. projects. B. G. T. strategies will be implemented to ensure that students receive rigorous instruction.
1	1	13	C. M. Macdonell will restructure the leadership team every year. A. A selection process will be established to ensure that campus leadership is focused on student learning, promoting effective instructional pedagogy, providing support for department teachers, and promoting the school vision. B. Grade level leaders will work cooperatively with administration and district deans to increase teacher capacity.
1	1	14	C. M. Macdonell Elementary will implement the District Technology Plan across the curriculum to include (Class page events, Homework, and Internet Resources, Technology Integrations, technology-based interventions for at-risk bilingual, and special education students, and Internet Research Assignments, including the use of Library Online Resources.
1	1	15	C. M. Macdonell Elementary will conduct campus vertical and horizontal team planning by grade level and content area to improve the quality of instruction. Administration, district instructional support staff, and/or Region One presenters will assist with planning and day to day lesson delivery including targeted activities and assessments

Goal	Objective	Strategy	Description
1	1	16	C. M. Macdonell Elementary will implement the Accelerated Reader Program and encourage all students to participate throughout the school year. Specific reading materials will be purchased for student subgroups, including at-risk, bilingual, and special education students. Campus AR participation will be promoted by: A. Community partnerships whereby volunteers serve as reading mentors. B. Building class libraries and promoting novel reading in every class. C. Rewards and incentives for students that meet their goal. D. Jr. Great Books will engage students in higher level reading discussion . It is an inquiry based collaborative approach which integrates critical thinking, reading comprehension and allows for a deep appreciation for literature.
1	1	17	C. M. Macdonell Elementary will utilize the instructional model and classroom "Learning Walks" to improve delivery of instruction in the classroom. Each administrator shall conduct 10 walkthroughs a week, 20 minutes each.
1	1	18	C.M. Macdonell Elementary teachers will utilize CPALLS, Rigby and TPRI data to determine areas of need to drive instruction in the classroom. (Pre-K-2nd).
1	1	19	C.M. Macdonell Elementary will utilize Special Education and Bilingual tutors to assist and provide in-class support for At-Risk populations.
1	1	20	C. M. Macdonell will implement the Eight Step Instructional Process to improve student achievement in all academic areas: Disaggregate Data, Develop Instructional Timeline, Instrucitonal Focus, Ongoing Assessments, Implementation of Programs/RTI Process, Implementation of Enrichment Programs, Maintenance of Skills/Concepts, and Monitoring of Student Progress.
1	1	21	C. M. Macdonell will utilize the Science Lab Manager to coordinate small group instruction and hands-on instructional activities.
1	1	22	C. M. Macdonell Elementary will continue with Math vertical alignment planning session led by Region One facilitator from PK-5th and incorporating the following activities: Daily Math Activities (Problem of the Day), Vocabulary Word Wall, Anchor Charts, Educational Learning Centers, Hands-On Activities, Manipulatives, Thinking Maps, Journal Writing, and formative assessments
1	1	23	C. M. Macdonell will promote daily Uninterrupted Sustained Guided Reading in all reading classes (K-5) to improve literacy and increase AR, TPRI, Rigby, and STAAR assessment results
1	1	24	C. M. Macdonell will enhance the learning experiences of all students (Prek- 5th, including at-risk, bilingual, and special education students) via instructional field trips and academic competitions that reinforce instruction and build students' background and vocabulary
1	1	25	C. M. Macdonell teachers will create Anchor Charts and instructional posters to reinforce their instruction through Make and Take sessions every six weeks
1	2	1	C. M. Macdonell Elementary will continue to review and align existing Writing curriculum, materials, instruction, and assessment for all students on a six weeks basis to ensure that the state curriculum has been adequately addressed via use of strategies to secure appropriate rigor, student engagement, and broad understanding of vocabulary.

Goal	Objective	Strategy	Description
1	2	2	C. M. Macdonell will disaggregate STAAR Writing data by sub groups using DMAC. Interventions will be provided as needed after each assessment targeting the Process Standards and Readiness and Supporting Standards.
1	2	3	C. M. Macdonell Elementary will provide prescriptive interventions and Saturday tutorials as well as STAAR Academies in Writing in order to increase student achievement.
1	2	4	C. M. Macdonell Elementary will allocate funds to purchase Writing materials and professional development that supports scientific research-based practices and instructional models.
1	2	5	C. M. Macdonell Elementary will implement a Writing program to meet the needs of all learners, using: Vocabulary Development, Word of the Week, Journal Writing, Word Walls/Academic Vocabulary, Small Group Instruction, Integration of Technology, Instructional Field Trips, Integration of Writing through Reading, Writing Instructional bulletin boards (PK-5th) 5E Instructional Model, and Online Resources through Library Links.
1	2	6	C. M. Macdonell Elementary will develop and implement Writing interventions and other resources to target the needs of GT, LEP students, At-Risk students, and Special Education students.
1	2	7	C. M. Macdonell Elementary will implement a continuous vertical alignment in Social Studies from PK-5th by using the following activities: Maps/Globes and other Library Resources (print, media, and online TEKS Resource with cultural diversity awareness and appreciation.
1	3	1	C. M. Macdonell teachers and instructional support staff/ administration will receive professional development in district or via out of town conferences for instructional pedagogy, content, or area of need. (Including but not limited to: Region-One, CAST, CAMT, Academies, and GT Conference, TEKS Resource, and SIOP/Bilingual conferences).
1	3	2	C. M. Macdonell Elementary will continue to provide Special Education teachers with staff development training to meet the needs of all students with learning disabilities such as Inclusion, Class IEP's, Kurzweil, Assistive Technology, Herman Method, Lexia Reading, My Reading Coach, Prescriptive Interventions, Science Hands-On Activities, Symphony Math, Destination Math, Library Online Resources, Co-Writer, and Promethean Planet.
1	3	3	C. M. Macdonell Elementary will continue to implement the Early Exit Transition Model and provide teachers professional development opportunities, supplemental, tutoring, and assessment materials designed specifically for ELL students and at-risk students in areas of Mathematics, Science, Social Studies, Writing and Reading.
1	3	4	C. M. Macdonell will provide first year non-English speaking students in grades 3rd - 5th with intensive language and vocabulary acquisition instruction based on their Oral Language Proficiency Levels and TELPAS Composite Ratings via the ESL National Geographic Reach Program.
1	3	5	C. M. Macdonell, in partnership with Region One consultants and TAMIU staff in the areas of Reading/Writing, and Math, will provide teachers with one to one modeling and/or coaching to strengthen their instructional delivery, rigor, and student engagement for all students, including at-risk, bilingual, and special education groups. They will also coordinate vertical and horizontal alignment planning every six weeks and provide feedback and/or reflective questions for individual staff members along with on-going training and support throughout the year.

Goal	Objective	Strategy	Description
1	4	1	C. M. Macdonell Elementary Technology Trainer will provide staff development for teachers and staff on software and equipment in technology applications/integration across the curriculum to improve student achievement using: Microsoft Office (Word, PowerPoint, Kahoot, Video Journaling, Video Conferencing Excel, & 365 email), eChalk Lesson Planner, eChalk Class Pages, Internet Resources including Library Links, DMAC, iPad integration, iPad basics, Managing iPad carts, Edmodo, Mimio Interactive Boards, Eduphoria, and Skyward Gradebook.
2	1	1	C. M. Macdonell Elementary School administration, teachers, and staff will monitor, counsel, and follow the Student Code of Conduct in order to provide a safe learning environment
2	1	2	C. M. Macdonell will monitor special education students receiving disciplinary action through behavior intervention plans (BIPs and manifestation ARDs).
2	1	3	C. M. Macdonell will provide informative sessions on Student Code of Conduct, academics, student and school data, and parenting skills for parents and staff.
2	1	4	C. M. Macdonell Elementary will provide staff with Disciplinary Classroom Management Training for Implementation of the CHAMPS Program (PreKinder-5th). Students will also be introduced to "Seven Habits of Happy Kids." Teachers will guide students through the lessons and have activities to help students learn each habit. Students will also be participating in student led conferences.
2	1	5	C. M. Macdonell will promote safe schools through Crimestoppers via school announcements, fliers, and public service announcements to reduce the amount of disciplinary incidents in school.
2	1	6	C. M. Macdonell will coordinate with law enforcement agencies to provide presentations for students on "Red Ribbon Week" and "Too Good for Drugs".
2	1	7	During state assessment days, all students (LEP, Non-LEP, At-Risk, Special ED) in testing grades 3rd - 5th will wear a STAAR t-shirt to ensure that testing personnel monitor their safety and adherence to test security protocols.
2	2	1	C. M. Macdonell will integrate "Project Wisdom", PACT (Parent & Children Together) -SCAN, Six Pillars of Education, Rachel's Challenge (Anti-bullying Campaign), 7 Habits of Happy Kids and RAD Kids through daily announcements, social studies classes, and guidance activities.
2	2	2	C. M. Macdonell Elementary will provide students with extra-curricular activities to enhance academic performance through the following: UIL Academic Meets, Literacy Writing & Poetry Contests, Reading Projects, Accelerated Reader, Spelling Bee, Athletic Program, Dance Team, Rhythm and Style Music Group, S.M.A.R.T. 4 Kids, Science Fair, Chess Tournaments, and National Honor Society.
2	3	1	C. M. Macdonell will ensure that all faculty, staff, and extra-curricular sponsors are certified in first aid and Adult Child CPR (Cardio Pulmonary Resuscitation); nurses are certified in AED (Automated External Defibrillator) to help students in case of an emergency.

Goal	Objective	Strategy	Description
2	3	2	C. M. Macdonell nurses will provide presentations for faculty, staff, and students concerning safety and appropriate health information.
2	3	3	C. M. Macdonell will provide training on the Campus Crisis Emergency Response Team (CERT) Plan on the following: Lockdown procedures, Fire Drills, Bomb threats, Natural Disaster Drills, Severe Weather Drills, Tornado Drills.
2	3	4	C. M. Macdonell Elementary Campus Safety Officer and custodial staff will attend monthly meetings and provide turnaround training on the use of safety equipment for all faculty and staff members. The Safety Officer will monitor the use of safety equipment and procedures by faculty and custodial staff: Use of: ladders, goggles, safety belt, gloves, etc., Training on: Worker Compensation Procedures, videos on proper lifting and prevention of slips/falls.
2	3	5	C. M. Macdonell Elementary will utilize and enforce security procedures for all visitors, staff, and students via: Raptor System Sign-in/Visitor's pass, Monitoring LISD employee tags, Early release forms (ID required), and Enforcement of dress code for both students and staff.
2	3	6	C. M. Macdonell Elementary will utilize security personnel at all special events held on campus.
2	3	7	C. M. Macdonell Elementary Safety Officer will address traffic safety requirements with crossing guards. Designated pick-up and drop-off zones, training for adult crossing guards, and safety gear will be provided.
2	3	8	C. M. Macdonell Elementary will promote campus safety by assigning three exits for afternoon dismissals. A dismissal zone will be created by each exit, with covered walk-ways, benches, and painted designated areas.
2	3	9	C. M. Macdonell will increase campus safety and security by increasing the number of cameras in strategic locations to ensure students, staff, parent safety.
2	3	10	C. M. Macdonell will implement strategies for effective building maintenance and operations.
2	4	1	C. M. Macdonell will promote Perfect Attendance by: A Daily calls: Attendance Clerk, Attendance Officers, Counselors, and/or administration will call parents at the beginning of 1st period and 2nd period to verify the reason why students are not in class. B. Administration will implement an incentive program that will reward students and homerooms with Perfect Attendance. C. Attendance Officers and administration will make home visits D. A Perfect Attendance Ceremony will be held every six weeks to reward students with perfect attendance.
2	4	2	Every six weeks, C. M. Macdonell Elementary will monitor attendance and develop intervention strategies as needed.
3	1	1	C. M. Macdonell will promote a positive image of the campus through informative sessions such as PTO, Coffee with the Principal, Workshops for Parents, Parental Involvement Meetings, Extra Curricular Activities, Meet the Teacher Night, Progress Report Card Night, Report Card Night, Triple A Ceremonies, and Open House.
3	1	2	C. M. Macdonell Elementary will disseminate information to parents on a consistent basis through the use of campus newsletters and monthly calendars to develop a strong partnership between school and community. CEIC Meeting, Cafecitos, PTC Meetings, Parent/Teacher Conferences, Campus-wide Programs and Celebrations, School Messenger, Remind marquee, and Accelerated Reader Home Connect will be used to communicate with parents and community.

Goal	Objective	Strategy	Description
3	1	3	C. M. Macdonell Elementary will implement various extra-curricular programs, with parental participation and/or support to promote family participation. (Dance Team, Volleyball Team, Flag Football Team, Rhythm and Style Music Group, Basketball Team, Track, Chess Club, UIL Academics, Music Program, National Honor Society and Library Club)
3	1	4	C. M. Macdonell Elementary will conduct parent-teacher conferences during Progress Report and/or Report Card Night every six weeks for parents to receive updates about their child's academic progress.
3	1	5	C. M. Macdonell Elementary will promote and support efforts to participate in community service as a measure of positive behavior through participation in: Pennies for Tennis Campaign, Salvation Army Food Drive, Borderplex Recycling Project, United Way of Laredo, Food Bank, Imaginarium, LCC-Environmental Center, TAMIU Planetarium, Pennies for Tennis, Hoops for Heart, and Mac Teacher Night, Chuck E. Cheese Night, Relay for Life
3	1	6	C .M. Macdonell will purchase furniture for high visible areas including: reception area, vestibule, and office area.
3	1	7	7) Planned activities and meetings will be created to inform parents about expectations and ensure a smooth transition for our incoming PK students and 5th graders moving on to the middle school.
4	1	1	C. M. Macdonell will implement initiatives to influence healthy lifestyle choices for all students. Teachers and staff will provide information on health and nutrition, promote the Food Plate, and invite community speakers.
4	1	2	C. M. Macdonell Elementary will adhere to the "Food of Minimal Nutritional Value exempt Day" to only six events per year.
4	1	3	C. M. Macdonell Elementary will accommodate special needs students with a prescribed diet ordered by a physician.
5	1	1	C. M. Macdonell administration will review purchase orders to ensure that 100% of materials, supplies, and technology will be purchased to support standard-based instruction and inquiry methods in all content areas for Special Education, LEP & Non-LEP, Migrant, and Gifted & Talented students.
5	1	2	C. M. Macdonell will continue to purchase inventory materials and supplies in all of the content areas in order to support standard-based instruction for early childhood, Special Education, LEP, Non-LEP, Migrant, and Gifted & Talented students.
5	1	3	C.M. Macdonell administration will continue to purchase LAS Links and other test materials for LEP students.
5	1	4	C. M. Macdonell librarian and teachers will take inventory and order the necessary books, supplies, software, and technological devices to support instructional goals to address the needs of Special Education, LEP, Non-LEP, Migrant, and Gifted & Talented students.
5	1	5	C. M. Macdonell will support district curriculum by purchasing materials that provide hands-on, technology-based resources that actively engage all at risk students, including Special Education and ELL learners, and enhance the teachings that take place in the classroom throughout the core content areas.
5	1	6	C. M. Macdonell will maintain equipment and licenses purchased based on standard-based instruction and inquiry methods to support the needs of our At-Risk students.

Goal	Objective	Strategy	Description
5	1	7	C. M. Macdonell will maintain an efficient and effective campus by purchasing necessary materials, supplies, technology equipment, and keeping utility costs to a minimum.
6	1	1	C. M. Macdonell Elementary administration and staff will receive the necessary staff development in order to support instructional goals and to provide research-based instruction.
6	1	2	C. M. Macdonell Elementary will recruit and retain highly qualified core academic subject area teachers. (District Job Fairs, Staff Attendance Reward program, Teacher Performance Reward program, Site-based decision-making process)
6	1	3	C. M. Macdonell will hire highly qualified teachers and staff.
6	1	4	C. M. Macdonell will retain highly qualified teachers by helping them through a mentorship program that ensures that every new teacher has the support they need.
6	1	5	C. M. Macdonell will implement a system to acquire a 90% faculty attendance rate. A. Administration will monitor on a six weeks basis B. Teachers meeting the goal will be recognized in monthly meetings C. Conferences will be held as needed D. Growth plans will be developed for teachers who have 10 or more absences per semester.

State Compensatory

Budget for Christopher M. Macdonell Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-00-109-8-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$49,901.00
199-11-6119-00-109-8-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$132,005.00
199-11-6119-20-109-8-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$500.00
199-31-6119-20-109-8-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$35,479.00
199-11-6129-00-109-8-30-000	6129 Salaries or Wages for Support Personnel	\$53,839.00
199-11-6129-00-109-8-34-000	6129 Salaries or Wages for Support Personnel	\$31,656.00
199-12-6129-00-109-8-30-000	6129 Salaries or Wages for Support Personnel	\$27,031.00
199-32-6129-00-109-8-30-000	6129 Salaries or Wages for Support Personnel	\$3,525.00
199-11-6141-00-109-8-30-000	6141 Social Security/Medicare	\$1,298.00
199-11-6141-00-109-8-34-000	6141 Social Security/Medicare	\$2,375.00
199-31-6141-00-109-8-30-000	6141 Social Security/Medicare	\$514.00
199-32-6141-00-109-8-30-000	6141 Social Security/Medicare	\$51.00
199-11-6142-00-109-8-30-000	6142 Group Health and Life Insurance	\$12,627.00
199-11-6142-00-109-8-34-000	6142 Group Health and Life Insurance	\$18,755.00
199-12-6142-00-109-8-30-000	6142 Group Health and Life Insurance	\$4,203.00
199-31-6142-00-109-8-30-000	6142 Group Health and Life Insurance	\$9.00
199-32-6142-00-109-8-30-000	6142 Group Health and Life Insurance	\$735.00
199-31-6143-00-109-8-30-000	6143 Workers' Compensation	\$203.00
199-32-6143-00-109-8-30-000	6143 Workers' Compensation	\$128.00
199-11-6143-00-109-8-30-000	6143 Workers' Compensation	\$511.00
199-11-6143-00-109-8-34-000	6143 Workers' Compensation	\$937.00
199-12-6143-00-109-8-30-000	6143 Workers' Compensation	\$155.00

199-31-6145-00-109-8-30-000	6145 Unemployment Compensation	\$12.00
199-32-6145-00-109-8-30-000	6145 Unemployment Compensation	\$1.00
199-11-6145-00-109-8-30-000	6145 Unemployment Compensation	\$30.00
199-11-6145-00-109-8-34-000	6145 Unemployment Compensation	\$56.00
199-12-6145-00-109-8-30-000	6145 Unemployment Compensation	\$9.00
199-11-6146-00-109-8-30-000	6146 Teacher Retirement/TRS Care	\$2,917.00
199-11-6146-00-109-8-34-000	6146 Teacher Retirement/TRS Care	\$5,571.00
199-12-6146-00-109-8-30-000	6146 Teacher Retirement/TRS Care	\$554.00
199-31-6146-00-109-8-30-000	6146 Teacher Retirement/TRS Care	\$1,207.00
199-32-6146-00-109-8-30-000	6146 Teacher Retirement/TRS Care	\$72.00
6100 Subtotal:		\$386,866.00
6200 Professional and Contracted Services		
199-13-6291-00-109-8-30-000	6291 Consulting Services	\$500.00
6200 Subtotal:		\$500.00
6300 Supplies and Services		
199-11-6399-00-109-8-30-000	6399 General Supplies	\$715.00
6300 Subtotal:		\$715.00
6400 Other Operating Costs		
199-11-6499-44-109-8-30-000	6499 Miscellaneous Operating Costs	\$500.00
6400 Subtotal:		\$500.00

Personnel for Christopher M. Macdonell Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amy Ramos	Teacher Assistant	34	1.0
Anna Perez	Teacher Assistant	34	1.0
Ariana Lara	Teacher PK4	34	1.0
Arminda Gonzalez	Attendance Officer	District	1.0
Cassandra Martinez	Teacher Assistant	30	1.0
Juanita Soto	Teacher PK4	34	1.0
Julissa Valdez	Teacher PK3	34	1.0
Maria Del Trevino	Teacher Assistant	30	1.0
Maria Macias	Teacher PK4	34	1.0
Norma Flores	Teacher PK3	34	1.0
Ramona Montemayor	Counselor	30	1.0
Rogelio Salazar	Computer Lab Manager	30	1.0
Rosa Flores	Librarian Assistant	30	1.0

Title I

Schoolwide Program Plan

C.M. Macdonell Elementary School qualifies as a Title I Schoolwide program due to 100% of students qualify for free and reduced lunch. Due to the federal funding, it allows our campus to upgrade the entire educational program. It is our goal at Macdonell ES for all English Language Learners, Special Education, Economically Disadvantaged, and Gifted and Talented to demonstrated meets and mastered levels on all assessments. Our educational programs are designed with focused strategies that will enable our students to meet or exceed their learning goals. Teachers are provided with a needs-based, quality professional development program that will allow our students to meet real world challenges.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

The comprehensive needs assessment serves as the guide for the planning process. After the data is evaluated and needs are indentified, a Campus Improvement Plan is developed. This working document is reviewed and modified frequently.

2: Schoolwide Reform Strategies

All school reform strategies are aligned to the district and campus-wide goals and are selected with input from the teachers and campus leadership team. Our focus is to maximized student learning.

3: Instruction by highly qualified professional teachers

All teachers and staff at C.M. Macdonell Elementary School are considered "Highly Qualified". Weekly collaborative planning sessions as well as vertical content area plannings every six weeks ensure that teachers plan for effective instruction. Administration leads the planning sessions and then monitors teacher instructional delivery through walkthroughs that specifically address rigor, student engagement, lesson pacing, higher order questioning, differentiated instruction for all, ELL, GT, and SPED students. Specific and timely feedback and support, if needed, is provided.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Macdonell Elementary provides high-quality professional development to all teachers and staff. All professional development is aligned to the district and campus initiatives and determined by campus needs assessment, walkthrough observations, and student needs. Administration attends professional development sessions and monitors the fidelity of implementation in the classroom.

5: Strategies to attract highly qualified teachers

The Laredo ISD Human Resources department holds various job and recruitment fairs to attract highly qualified teachers. Sign on bonuses and other incentives. All applicants are screened prior to being interviewed at a campus for a position. The campus staffing committee convenes and holds interviews. Once a new teacher is hired, they are assigned a mentor for support and guidance throughout the year. New teacher orientation as well as professional development, is provided for new teachers.

6: Strategies to increase parental involvement

C.M. Macdonell Elementary encourages parental involvement through various events/activities. Our parent liaison recruits parent volunteers throughout the school year. They are screened and processed for clearance to assist in the classroom and at school wide activities. Parents participate in parenting sessions, Family Nights, Report Card Nights, Parent Meetings, and extra curricular activities. There is constant communication through a monthly calendar, newsletter, conferences, phone calls, school website, and School Messenger.

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

C.M. Macdonell Elementary School provides a tour/orientation to all its incoming PreK and Kinder students who are new to the campus. Students and parents visit classrooms, review the instructional routines and are exposed to the school setting. A smooth transition is the focus of the visit.

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

The TEKS resource system and the district's LEAD curriculum are used for instructional planning. District Campus Based Assessments are administered every six weeks. A Benchmark assessment is administered mid year. Data desegregation meetings are led by administrators and the Instructional Specialist. Teachers determine nonmastery of SEs by grade level/content areas; they create plans and timelines to target these areas of concern through various instructional strategies and/or interventions.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

C.M. Macdonell Elementary reviews student academic data through collaborative planning sessions, campus leadership team, grade level planning, and the RtI committee. The students are assisted by appropriate interventions, small group instruction, classroom accommodations, after school and Saturday tutorials. Mandatory school wide extended day tutorials are provided three times a week. Students are grouped and instructed according to current performing levels. Higher performing students are provided with challenging enriching activities, struggling ELL learners are provided with language acquisition or development activities, and struggling students are provided with remediation activities.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alma Cruz	Campus Tech Trainer	District	.5
Amanda Saenz	Parental Involvement Liaison	District	1.0
Laura Villalobos	Health Assistant	District	1.0
Maria Martinez	Bilingual Strategist	District	.14
Maricela Guerrero	CEI Lab Manager	District	1.0
Melissa Uribe-Garcia	Interv/Diff Inst. Specialist	District	1.0
Norma Medina	Language Literacy Coach	District	1.0

17-18 Needs Assessment Team

Committee Role	Name	Position
Administrator	Cathy Deleon	Principal
Business Representative	John Vargas	Business Representative
Classroom Teacher	Jose Vela	Budget
Non-classroom Professional	Ramona Montemayor	Counselor
Parent	Edie Cardenas	Parent
Classroom Teacher	Raul Gonzalez	Planning
Non-classroom Professional	Melissa Garcia	Curriculum
Community Representative	Andrea Pawelek	Higher Education
Classroom Teacher	Patricia Sosa	Staff Development

Campus Improvement Plan Advisory Committee

Committee Role	Name	Position
Administrator	Cathy Deleon	Principal
Business Representative	John Vargas	Business Representative
Classroom Teacher	Jose Vela	Budget
Non-classroom Professional	Ramona Montemayor	Counselor
Parent	Edie Cardenas	Parent
Non-classroom Professional	Melissa Garcia	Curriculum
Community Representative	Andrea Pawelek	Higher Education
Classroom Teacher	Patricia Sosa	Staff Development

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
7	1	2	E-Rate	180-81-6626-00-109-8-99-E15	\$68,547.00
Sub-Total					\$68,547.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	10	General Instructional Supplies	199-11-6399-00-109-8-11-000	\$4,200.00
1	1	16	Alexandria	199-12-6249-00-109-8-11-LIC	\$840.00
1	1	16	Library books and reading materials	199-12-6329-20-109-8-11-000	\$1,252.00
1	1	23	Reading Materials	199-11-6329-00-109-8-11-000	\$3,096.00
1	1	24	Student Travel (Meals)	199-11-6412-00-109-8-11-000	\$1,000.00
1	1	24	Transportation for Educational Field Trips	199-11-6494-00-109-8-11-000	\$4,000.00
2	4	3	Graduation supplies and STAAR snacks	199-11-6499-00-109-8-11-000	\$500.00
2	4	3	Incentives and Awards	199-11-6499-44-109-8-11-000	\$4,500.00
5	1	2	Teacher instructional allocation	199-11-6399-99-109-8-11-INS	\$8,084.00
5	1	7	Copier Rental	199-11-6264-00-109-8-11-000	\$11,731.00
6	1	3	General Salary	199-11-6119-00-109-8-11-000	\$1,617,122.00
6	1	3	Professional Salaries	199-12-6119-00-109-8-11-000	\$72,462.00
6	1	3	Paraprofessional Salaries	199-11-6129-00-109-8-11-000	\$20,119.00
6	1	3	Social Security	199-11-6141-00-109-8-11-000	\$22,742.00
6	1	3	Social Security	199-12-6141-00-109-8-11-000	\$1,050.00
6	1	3	Health Benefits	199-11-6142-00-109-8-11-000	\$95,780.00
6	1	3	Health Benefits	199-12-6142-00-109-8-11-000	\$4,202.00
6	1	3	Worker's Comp	199-11-6143-00-109-8-11-000	\$9,361.00
6	1	3	Worker's Comp	199-12-6143-00-109-8-11-000	\$415.00
6	1	3	TRS	199-11-6144-00-109-8-11-000	\$151,204.00

6	1	3	TRS	199-12-6144-00-109-8-11-000	\$6,614.00
6	1	3	Unemployment	199-11-6145-00-109-8-11-000	\$565.00
6	1	3	Unemployment	199-12-6145-00-109-8-11-000	\$24.00
6	1	3	TRS	199-11-6146-00-109-8-11-000	\$54,898.00
6	1	3	TRS	199-12-6146-00-109-8-11-000	\$2,630.00
Sub-Total					\$2,098,391.00

199 - General Fund: Operating (PIC 99)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3	Guidance Office Supplies	199-31-6399-00-109-8-99-000	\$200.00
2	2	2	General Supplies	199-36-6399-00-109-8-99-000	\$500.00
2	2	2	Student Travel UIL	199-36-6412-00-109-8-99-000	\$3,000.00
2	2	2	Student Travel	199-36-6494-00-109-8-99-000	\$1,000.00
2	2	2	UIL Dues	199-36-6495-00-109-8-99-000	\$80.00
2	3	4	Security and Safety Supplies	199-52-6399-00-109-8-99-000	\$300.00
2	3	4	Safety and Security Radios	199-52-6399-88-109-8-99-000	\$500.00
2	3	10	JAN Dust/Wet Mop Serv.	199-51-6249-99-109-8-99-000	\$889.00
2	3	10	Water and Sewage	199-51-6255-00-109-8-99-000	\$11,644.00
2	3	10	Sanitation Service	199-51-6255-01-109-8-99-000	\$2,540.00
2	3	10	Telephone	199-51-6256-00-109-8-99-000	\$1,500.00
2	3	10	Electricity	199-51-6259-00-109-8-99-000	\$105,342.00
2	3	10	Jan. Dust/Wet Mop Supplies	199-51-6317-90-109-8-99-000	\$65.00
2	3	10	Janitorial Supplies	199-51-6317-99-109-8-99-000	\$13,020.00
3	1	6	General Supplies	199-23-6399-00-109-8-99-000	\$2,600.00
6	1	3	Professional Salaries	199-23-6119-00-109-8-99-000	\$145,562.00
6	1	3	Professional Salaries	199-31-6119-00-109-8-99-000	\$35,479.00
6	1	3	Professional Salaries	199-33-6119-00-109-8-99-000	\$55,507.00
6	1	3	Professional Salaries	199-36-6119-00-109-8-99-000	\$5,202.00
6	1	3	Paraprofessional Salaries	199-23-6129-00-109-8-99-000	\$77,031.00

6	1	3	Paraprofessional Salaries	199-51-6129-00-109-8-99-000	\$106,884.00
6	1	3	Car Allowance	199-23-6139-00-109-8-99-000	\$648.00
6	1	3	Social Security	199-23-6141-00-109-8-99-000	\$3,235.00
6	1	3	Social Security	199-31-6141-00-109-8-99-000	\$514.00
6	1	3	Social Security	199-33-6141-00-109-8-99-000	\$805.00
6	1	3	Social Security	199-36-6141-00-109-8-99-000	\$74.00
6	1	3	Social Security	199-51-6141-00-109-8-99-000	\$1,550.00
6	1	3	Health Benefits	199-23-6142-00-109-8-99-000	\$16,839.00
6	1	3	Health Benefits	199-31-6142-00-109-8-99-000	\$9.00
6	1	3	Health Insurance	199-33-6142-00-109-8-99-000	\$27.00
6	1	3	Health Benefits	199-36-6142-00-109-8-99-000	\$315.00
6	1	3	Health Benefits	199-51-6142-00-109-8-99-000	\$21,015.00
6	1	3	Worker's Comp	199-23-6143-00-109-8-99-000	\$1,277.00
6	1	3	Worker's Comp	199-31-6143-00-109-8-99-000	\$203.00
6	1	3	Worker's Comp	199-33-6143-00-109-8-99-000	\$317.00
6	1	3	Worker's Comp	199-36-6143-00-109-8-99-000	\$28.00
6	1	3	Worker's Comp	199-51-6143-00-109-8-99-000	\$3,883.00
6	1	3	TRS	199-23-6144-00-109-8-99-000	\$21,210.00
6	1	3	TRS	199-31-6144-00-109-8-99-000	\$5,481.00
6	1	3	TRS	199-32-6144-00-109-8-99-000	\$700.00
6	1	3	TRS	199-33-6144-00-109-8-99-000	\$3,319.00
6	1	3	TRS	199-51-6144-00-109-8-99-000	\$8,831.00
6	1	3	TRS	199-61-6144-00-109-8-99-000	\$118.00
6	1	3	Unemployment	199-23-6145-00-109-8-99-000	\$76.00
6	1	3	Unemployment	199-31-6145-00-109-8-99-000	\$12.00
6	1	3	Unemployment	199-33-6145-00-109-8-99-000	\$19.00
6	1	3	Unemployment	199-51-6145-00-109-8-99-000	\$37.00
6	1	3	TRS	199-23-6146-00-109-8-99-000	\$8,060.00

6	1	3	TRS	199-31-6146-00-109-8-99-000	\$1,207.00
6	1	3	TRS	199-33-6146-00-109-8-99-000	\$2,110.00
6	1	3	TRS	199-36-6146-00-109-8-99-000	\$197.00
6	1	3	TRS	199-51-6146-00-109-8-99-000	\$2,191.00
Sub-Total					\$673,152.00
199 - General Fund: Special Education (PIC 23)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	8	Supplies for Students with Disabilities	199-11-6399-00-109-8-23-000	\$60.00
6	1	3	Professional Salaries	199-11-6119-00-109-8-23-000	\$225,312.00
6	1	3	Professional Salaries	199-31-6119-00-109-8-23-000	\$12,869.00
6	1	3	Professional Salaries	199-32-6119-00-109-8-23-000	\$6,387.00
6	1	3	Paraprofessional Salaries	199-11-6129-00-109-8-23-000	\$52,665.00
6	1	3	Social Security	199-11-6141-00-109-8-23-000	\$4,030.00
6	1	3	Social Security	199-31-6141-00-109-8-23-000	\$187.00
6	1	3	Social Security	199-32-3141-00-109-8-23-000	\$93.00
6	1	3	Health Benefits	199-11-6142-00-109-8-23-000	\$24,360.00
6	1	3	Health Benefits	199-31-6142-00-109-8-23-000	\$841.00
6	1	3	Health Benefits	199-32-6142-00-109-8-23-000	\$416.00
6	1	3	Worker's Comp	199-11-6143-00-109-8-23-000	\$1,591.00
6	1	3	Worker's Comp	199-31-6143-00-109-8-23-000	\$19.00
6	1	3	Worker's Comp	199-32-6143-00-109-8-23-000	\$10.00
6	1	3	Unemployment	199-11-6145-00-109-8-23-000	\$95.00
6	1	3	Unemployment	199-31-6145-00-109-8-23-000	\$4.00
6	1	3	Unemployment	199-32-6145-00-109-8-23-000	\$2.00
6	1	3	TRS	199-11-6146-00-109-8-23-000	\$9,465.00
6	1	3	TRS	199-31-6146-00-109-8-23-000	\$408.00
6	1	3	TRS	199-32-6146-00-109-8-23-000	\$199.00
Sub-Total					\$339,013.00

199 - General Fund: Bilingual (PIC 25)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6	Reading Materials for Bilingual	199-11-6319-00-109-8-25-000	\$5,546.00
1	1	7	General Supplies	199-11-6399-00-109-8-25-000	\$1,000.00
1	1	16	Library books and reading materials, incentives	199-12-6329-20-109-8-25-000	\$3,915.00
5	1	3	Bilingual Testing Materials	199-11-6339-00-190-8-25-000	\$2,000.00
6	1	3	Bilingual	199-11-6119-00-109-8-25-000	\$22,400.00
6	1	3	Extra Duty Pay-tutoring/Saturday	199-11-6119-20-109-8-25-000	\$20,000.00
6	1	3	Paraprofessional Salaries	199-23-6129-00-109-8-25-000	\$28,164.00
6	1	3	Social Security	199-11-6141-00-109-8-25-000	\$324.00
6	1	3	Health Benefits	199-11-6142-00-109-8-25-000	\$1,390.00
6	1	3	Health Benefits	199-23-6142-00-109-8-25-000	\$4,203.00
6	1	3	Worker's Comp	199-11-6143-00-109-8-25-000	\$140.00
6	1	3	Worker's Comp	199-23-6143-00-109-8-25-000	\$161.00
6	1	3	Unemployment Comp	199-23-6145-00-109-8-25-000	\$10.00
6	1	3	TRS	199-11-6146-00-109-8-25-000	\$744.00
6	1	3	TRS	199-23-6146-00-109-8-25-000	\$577.00
Sub-Total					\$90,574.00

199 - General Fund: GT (PIC 21)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	12	Supplies for GT Students	199-11-6399-00-109-8-21-000	\$144.00
Sub-Total					\$144.00

199 - General Fund: Bilingual Pre K (PIC 35)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Professional Salaries	199-11-6119-00-109-8-35-000	\$4,000.00
6	1	3	ParaProfessional Salaries	199-11-6129-00-109-8-35-000	\$55,816.00
6	1	3	Social Security	199-11-6141-00-109-8-35-000	\$870.00
6	1	3	Health Benefits	199-11-6142-00-109-8-35-000	\$4,552.00

6	1	3	Worker's Comp	199-11-6143-00-109-8-35-000	\$344.00
6	1	3	Unemployment	199-11-6145-00-109-8-35-000	\$19.00
6	1	3	TRS	199-11-6146-00-109-8-35-000	\$1,294.00
Sub-Total					\$66,895.00

199 - General Fund: Basic Instruction PreK (PIC 32)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Professional Salaries	199-11-6119-00-109-8-32-000	\$132,005.00
6	1	3	Social Security	199-11-6141-00-109-8-32-000	\$1,915.00
6	1	3	Health Benefits	199-11-6142-00-109-8-32-000	\$10,349.00
6	1	3	Worker's Comp	199-11-6143-00-109-8-32-000	\$755.00
6	1	3	Unemployment	199-11-6145-00-109-8-32-000	\$46.00
6	1	3	TRS	199-11-6146-00-109-8-32-000	\$4,923.00
Sub-Total					\$149,993.00

199 - General Fund: SCE Pre K (PIC 34)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Payroll	199-XX-61XX-00-109-8-34-000	\$191,355.00
Sub-Total					\$191,355.00

199 - General Fund: SCE (PIC 30)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	10	Consulting Services	199-13-6291-00-109-8-30-000	\$500.00
1	1	10	Instructional Materials	199-11-6399-00-109-8-30-000	\$17,334.00
1	1	23	Reading Materials	199-11-6329-00-109-8-30-000	\$11,000.00
2	4	1	Incentives	199-11-6499-44-109-8-30-000	\$3,000.00
2	4	3	Incentives and Awards	199-11-6499-44-109-8-30-000	\$500.00
6	1	3	Payroll	199-XX-61XX-00-109-8-30-000	\$195,511.00
Sub-Total					\$227,845.00

211 - ESEA Title I: Improving Basic Program

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
------	-----------	----------	------------------	--------------	--------

1	1	10	Toner	211-11-6399-99-109-8-30-000	\$295.00
1	1	16	Magazines and Newspapers	211-12-6329-00-109-8-30-000	\$1,000.00
1	1	16	Library Supplies	211-12-6399-00-109-8-30-000	\$200.00
1	1	16	Library Dues	211-12-6495-00-109-8-30-000	\$35.00
1	1	16	Library Incentives	211-12-6499-44-109-8-30-000	\$250.00
1	2	5	Contracted Services- singing zoologist	211-11-6249-00-109-8-30-000	\$600.00
2	3	2	Supplies and Materials for nurse	211-33-6399-00-109-8-30-000	\$400.00
6	1	1	Travel for Admin	211-23-6411-00-109-8-30-00	\$1,000.00
6	1	1	Travel for counselor	211-31-6411-00-109-8-30-000	\$500.00
6	1	3	Professional Salaries	211-11-6119-00-109-8-30-000	\$110,771.00
6	1	3	Extra duty	211-11-6119-20-109-8-30-000	\$3,315.00
6	1	3	Paraprofessional Salaries	211-11-6219-00-109-8-30-000	\$17,204.00
6	1	3	Paraprofessional Salaries	211-33-6129-00-109-8-30-000	\$19,800.00
6	1	3	Paraprofessional Salaries	211-61-6129-00-109-8-30-000	\$19,467.00
6	1	3	Social Security	211-11-6141-00-109-8-30-000	\$1,855.00
6	1	3	Social Security	211-33-6141-00-109-8-30-000	\$287.00
6	1	3	Social Security	211-61-6141-00-109-8-30-000	\$282.00
6	1	3	Health Insurance	211-11-6142-00-109-8-30-000	\$10,482.00
6	1	3	Health Benefits	211-33-6142-00-109-8-30-000	\$4,203.00
6	1	3	Health Benefits	211-61-6142-00-109-8-30-000	\$4,203.00
6	1	3	Worker's Comp	211-11-6143-00-109-8-30-000	\$732.00
6	1	3	Worker's Comp	211-33-6143-00-109-8-30-000	\$113.00
6	1	3	Worker's Comp	211-61-6143-00-109-8-30-000	\$111.00
6	1	3	Unemployment	211-11-6145-00-109-8-30-000	\$44.00
6	1	3	Unemployment	211-33-6145-00-109-8-30-000	\$7.00
6	1	3	Unemployment	211-61-6145-00-109-8-30-000	\$7.00
6	1	3	TRS	211-11-6146-00-109-8-30-000	\$14,330.00
6	1	3	TRS	211-11-6146-00-109-8-30-000	\$1,950.00

6	1	3	TRS	211-11-6146-00-109-8-30-000	\$1,918.00
Sub-Total					\$215,361.00
224 - IDEA - Part B: Formula Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Professional Salaries	224-31-6119-00-109-8-23-000	\$35,894.00
6	1	3	Social Security	224-31-6141-00-109-8--23-000	\$520.00
6	1	3	Health Benefits	224-31-6142-00-109-8-23-000	\$1,681.00
6	1	3	Worker's Comp.	224-31-6143-00-109-8-23-000	\$205.00
6	1	3	Unemployment	224-31-6145-00-109-8-23-000	\$12.00
6	1	3	TRS	224-31-6146-00-109-8-23-000	\$4,253.00
Sub-Total					\$42,565.00
255 - ESEA II, A Training & Recruiting					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Professional Salaries	255-11-6119-00-109-8-30-000	\$55,869.00
6	1	3	Social Security	255-11-6141-00-109-8-30-000	\$810.00
6	1	3	Health Benefits	255-11-6142-00-109-8-30-000	\$4,203.00
6	1	3	Worker's Comp	255-11-6143-00-109-8-30-000	\$320.00
6	1	3	Unemployment	255-11-6145-00-109-8-30-000	\$19.00
6	1	3	TRS	255-11-6146-00-109-8-30-000	\$1,607.00
Sub-Total					\$62,828.00
263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
6	1	3	Professional Salaries	263-11-6119-00-109-8-25-000	\$80,505.00
6	1	3	Social Security	263-11-6141-00-109-8-25-000	\$131.00
6	1	3	Health Benefits	263-11-6142-00-109-8-25-000	\$4,792.00
6	1	3	Worker's Comp	263-11-6143-00-109-8-25-000	\$461.00
6	1	3	Unemployment	263-11-6145-00-109-8-25-000	\$28.00
6	1	3	TRS	263-11-6146-00-109-8-25-000	\$2,920.00

					Sub-Total	\$88,837.00
435 - SSA Regional Day School - Deaf						
Goal	Objective	Strategy	Resources Needed	Account Code		Amount
6	1	3	Professional Salaries	435-11-6119-00-109-8-23-000		\$572.00
6	1	3	Social Security	435-11-6141-00-109-8-23-000		\$9.00
6	1	3	Health Benefits	435-11-6142-00-109-8-23-000		\$41.00
6	1	3	Worker's Comp	435-11-6143-00-109-8-23-000		\$3.00
6	1	3	Unemployment	435-11-6145-00-109-8-23-000		\$0.00
6	1	3	TRS	435-11-6146-00-109-8-23-000		\$25.00
					Sub-Total	\$650.00
					Grand Total	\$4,316,150.00