

**Laredo Independent School District**  
**Christopher M. Macdonell Elementary School**  
**2016-2017 Goals/Performance Objectives/Strategies**

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# Goals

**Goal 1: By the year 2017, the Laredo Independent School District shall have created an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic mandates.**

**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 2016-2017 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 87%, Reading from 69% to 87%, Science from 74% to 80%, and Writing from 64% to 70% by June 2017. Index 1 performance from 71 to 81, Index 2 from 49 to 59, Index 3 from 43 to 53 and Index 4 from 32 to 42.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</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				
Funding Sources: 482 - Dr. Hochman Grant Fund - \$220.00							
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</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"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 7</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, Facilitator, Teachers, Special Education coordinator, Diagnostician, Instructional Aides	Lesson plans, Report cards, progress reports, DMAC reports, and Assessment results				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - \$72.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>4) C. M. Macdonell teachers will provide 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, Literacy Coach, Teachers	Lesson plans, Report Cards, Progress reports, Failure reports, DMAC Reports, Assessments.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$4000.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 6 CSF 7</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, Literacy Coach, Grade-level leaders, Teachers, Instructional aides.	Lesson plans, Walk-throughs, Failure reports, Assessments.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$494.00							






<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>6) C. M. Macdonell Elementary will implement a targeted Reading Program and TIER II intervention using A/Z Reading/Rigby, Accelerated Reader, Journeys/I Station/Lexia/Write In Readers, SRA/Corrective Reading, Achieve 3000, Mathspace and IXL Math 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, Literacy Coach, RTI Coordinator, Teachers, Instructional aides.	DMAC Reports, Program Usage and Assessment Reports				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$4000.00, 199 - General Fund: Bilingual (PIC 25) - \$5000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$1272.00</p>							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 6</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.</p>	3	Principal, Asst. Principal, Facilitator, Teachers, Special Education coordinator, Diagnostician, Bilingual Coordinator, Bilingual Strategist Paraprofessionals	DMAC Reports, Assessments				
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$20192.00</p>							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 6 CSF 7</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>		Principal, Asst. Principal, Facilitator, Teachers, Special Ed. Coordinator	Lesson Plans, Report Cards, Progress Reports, Walk-throughs, Failure Reports, DMAC Reports, Assessment Results				
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 6 CSF 7</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 Transitional Model is followed and that instruction and assessment in English is taking place.</p>	3	Principal, Asst. Principal, Facilitator, Teachers, Bilingual Strategists	Assessment results, Progress monitoring of ELL M1 & M2				
<p>Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - \$500.00</p>							

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</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) - \$4377.00</p>							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</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>Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - \$2000.00</p>							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>12) C.M. Macdonell will provide a comprehensive professional plan to support Gifted &amp; 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, Assistant Principal, Counselors, G.T. Facilitator, Teachers	Failure Reports, DMAC, Assessment Results, Lesson Plans				
<p>Funding Sources: 199 - General Fund: GT (PIC 21) - \$224.00</p>							

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</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, Assistant Principal, and district deans	Teacher Sign Ins, Assessment Results				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>14) C. M. Macdonell Elementary will implement the District Technology Plan across the curriculum to include eChalk as a resource for instructional purposes (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, Assistant Principal, Technology Trainer, Librarian	Technology progress monitoring				
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</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				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$10000.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</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.</p>	3	Principal, Assistant Principal, Technology Trainer, Librarian	AR points, Assessments.				<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$2845.00, 199 - General Fund: SCE (PIC 30) - \$5000.00, 211 - ESEA Title I: Improving Basic Program - \$470.00, 211 - ESEA Title I: Improving Basic Program - \$1000.00, 211 - ESEA Title I: Improving Basic Program - \$250.00, 199 - General Fund: Basic Instruction (PIC 11) - \$840.00, 211 - ESEA Title I: Improving Basic Program - \$50.00</p>

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</p> <p>17) C. M. Macdonell Elementary will utilize the instructional model and classroom "Learning Walks" to improve delivery of instruction in the classroom.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Language Literacy Coach, District Deans, Bilingual Strategist, PSP	Walkthroughs				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>18) C.M. Macdonell Elementary teachers will utilize CPALLS 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 align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</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 align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</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, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>21) C. M. Macdonell will utilize the Class Size Reduction Teacher and 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 align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</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				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$5000.00							
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</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				
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 4 CSF 6</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>		Principal, Asst .Principal, Instructional Facilitator, Teachers	Field Trip Log Lesson Plans Assessment Results				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$3000.00, 199 - General Fund: Operating (PIC 99) - \$500.00							
<p align="center"><b>Critical Success Factors</b></p> <p align="center">CSF 1 CSF 2 CSF 6 CSF 7</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>		Principal, Asst. Principal, Instructional Faciliator, Language Literacy Coach, District Deans, Bilingual Strategist	Walkthroughs Student Assessments				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 1:** By the year 2017, the Laredo Independent School District shall have created an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic mandates.






**Performance Objective 2:** C.M. Macdonell will provide rigorous and relevant instruction to increase student achievement on the STAAR Science assessment to meet the 2016-2017 required local, state, and national mandates.

**Evaluation Data Source(s) 2:** C.M. Macdonell will achieve a gain in Science from a 73% to a 75% on the 2017 state accountability reports by May 2017.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>1) C. M. Macdonell Elementary will continue to review and align existing Science 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, Science Dean, Bilingual Strategist, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) C. M. Macdonell will disaggregate STAAR Science data by sub groups using DMAC. Interventions will be provided as needed after each assessment targeting the four specific Reporting Categories.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Science Dean, Bilingual Strategist, Teachers	Failure Reports, DMAC Reports, Assessment Results, Data tracking forms				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>3) C. M. Macdonell Elementary will provide prescriptive interventions and Saturday tutorials as well as STAAR Academies in Science in order to increase student achievement.</p>	3	Principal, Assistant Principal, Instructional Specialist, Science Dean, Teachers	Teacher and student sign ins, agendas				

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>4) C. M. Macdonell Elementary will allocate funds to purchase Science materials and professional development that supports scientific research-based practices and instructional models.</p>	3, 4	Principal, Assistant Principal, Instructional Specialist, Science Dean, Teachers	Failure Reports, DMAC Reports, Assessment Results				
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>5) Under the direction of a Science Lab manager, students will conduct investigations using a hands-on approach to conduct inquiry and discovery experimental activities to enhance their science instruction. This will be followed by application activities.</p>	3	Principal, Assistant Principal, Instructional Facilitator, Science Dean, Bilingual Strategist, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>6) C. M. Macdonell Elementary will implement a Science program to meet the needs of all learners, using: Vocabulary Development, Science Question of the Day, Science Journal Writing, Science Word Walls/Academic Vocabulary, Science Project Showcase, Small Group Instruction, Hands-on Activities, Integration of Science Technology, Science Instructional Field Trips (TAMIU Planetarium, LCC Environmental Center, Imaginarium of South Texas), Integration of Science through Reading, Science Instructional bulletin boards (PK-5th) 5E Instructional Model, and Online Resources through Library Links. Resources and activities from the Texas Regional Collaborative for Excellence in Science will be incorporated into science instruction in 5th grade.</p>	3	Principal, Assistant Principal, Instructional Specialist, Science Dean, Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>7) C. M. Macdonell Elementary will develop and implement Science interventions using Hedgehog for Learning, Stemsscopes, and Motivation Science, and other resources to target the needs of GT, LEP students, At-Risk students, and Special Education students.</p>		Principal, Assistant Principal, Instructional Facilitator, Science Dean Teachers	Lesson Plans, Walkthroughs, DMAC, Assessment Results				

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>8) 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 align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							






**Goal 1:** By the year 2017, the Laredo Independent School District shall have created an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic mandates.

**Performance Objective 3:** To address student progress and improve from 49% to a 54% in Index 2, by May 2017, 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 49% to a 54%.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</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>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$2500.00, 211 - ESEA Title I: Improving Basic Program - \$500.00, 211 - ESEA Title I: Improving Basic Program - \$2200.00, 199 - General Fund: Basic Instruction (PIC 11) - \$3000.00</p>							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</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><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>3) C. M. Macdonell Elementary will continue to implement the Early 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, and Reading.</p>	1	Principal, Assistant Principal, Bilingual Strategist, Classroom Teachers, Instructional Facilitator, Support Staff	Agendas, Sign - ins Assessment Results				






<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>4) C. M. Macdonell Elementary will utilize a Response to Intervention Committee (RTI) to reduce the number of Special Education referrals through various interventions addressing the Tier II and Tier III students.</p>	9	Principal, Assistant Principal, Counselor, Student Support Team, Teachers	Reduction of Special Education referrals				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>5) 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 align="center"><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>6) C. M. Macdonell, in partnership with Region One consultants 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>		Principal, Assistant Principal, Instructional Specialist, Region One, Consultant	Agendas, Sign-ins, Walkthrough forms				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 1:** By the year 2017, the Laredo Independent School District shall have created an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic mandates.

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1</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, &amp; 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>		Principal, Assistant Principal, Classroom Teachers, Technology Trainer, Librarian	Agendas Sign - Ins Implementation of Technology into classroom practice as evidenced by Walkthroughs				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 2: By the year 2017, the Laredo Independent School District shall be recognized for 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.**






**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Security Staff, Teachers, Counselor	Phone Call logs, Parent Conference Logs, Counseling Referrals Reports, Disciplinary Referral Reports				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>2) C. M. Macdonell will monitor special education students receiving disciplinary action through behavior intervention plans ( BIPs and manifestation ARDs).</p>		Principal, Assistant Principal, Security Staff, Teachers, Behavior Specialist, Counselor	Behavior Plans, Counseling Referrals Reports, Disciplinary Referral Reports				
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Classroom Teachers, Counselor	Training Sign-in				




<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 6</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>		Principal, Assistant Principal, Teachers, Behavior Specialist	Training Sign-in, Walkthroughs, Disciplinary Referral Reports				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 6</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>		Principal, Assistant Principal, Crime Stoppers Sponsor, LISD Police Officers,	Disciplinary Referral Reports				
<p align="center"><b>Critical Success Factors</b> CSF 6</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>		Principal, Assistant Principal, Counselor, Teachers, Support Staff	Disciplinary Referral Reports				
<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>		Principal, Assistant Principal, District Monitor, Counselor, Teachers, Support Staff	Reports of Testing Incidents				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 2:** By the year 2017, the Laredo Independent School District shall be recognized for 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.

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) C. M. Macdonell will integrate "Project Wisdom", PACT (Parent &amp; 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.</p>		Counselor, Classroom Teachers	Student Sign In Logs				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) C. M. Macdonell Elementary will provide students with extra-curricular activities to enhance academic performance through the following: UIL Academic Meets, Literacy Writing &amp; 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.</p>		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: Basic Instruction (PIC 11) - \$1000.00							
							

**Goal 2:** By the year 2017, the Laredo Independent School District shall be recognized for 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.






**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 6</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>		Principal, Assistant Principal, Nurses	Training Session Sign-ins				
<p><b>Critical Success Factors</b> CSF 7</p> <p>2) C. M. Macdonell nurses will provide presentations for faculty, staff, and students concerning safety and appropriate health information.</p>		Principal, Assistant Principal, Nurses	Training Session Sign-ins				
<p><b>Critical Success Factors</b> CSF 6</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>		Principal, Assistant Principal, Campus Crisis Emergency Team (CERT), Security Officer	Training Session Sign-Ins				

<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Head Custodian	Training Session Sign-Ins Maintenance Checklists				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$300.00							
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Security Officer, Classroom Teachers, Support Staff	Raptor System Log				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$2250.00, 211 - ESEA Title I: Improving Basic Program - \$480.00							
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>6) C. M. Macdonell Elementary will utilize security personnel at all special events held on campus.</p>		Principal, Assistant Principal, Security Officer	Maintain a safe campus environment.				
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>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.</p>		Principal, Assistant Principal	Training Session Sign-ins				
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Teachers, Support Staff	Student Dismissal Forms Reduced Incident Reports				
<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>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.</p>		Principal, Assistant Principal	Decreased Incident Reports				






<p align="center"><b>Critical Success Factors</b> CSF 6</p> <p>10) C. M. Macdonell will implement strategies for effective building maintenance and operations.</p>	<p>Principal, Asst. Principal, Head Custodian</p>	<p>Custodial Checklist, Utility Bills</p>					
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 2:** By the year 2017, the Laredo Independent School District shall be recognized for 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.

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>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.</p>		Principal, Assistant Principal, Attendance Clerk, Attendance Officer, Parent Liaison	Attendance Report				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Every six weeks, C. M. Macdonell Elementary will monitor attendance and develop intervention strategies as needed.</p>		Principal, Assistant Principal	Attendance Report				
<p>3) C.M. Macdonell will promote attendance, academics, AR Reading, assessment performance, and behavior through incentives and recognitions in order to support student success.</p>		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) - \$4500.00, 99 - General Fund: Operating (PIC 99) - \$1000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							






**Goal 3: By the year 2017, the Laredo Independent School District shall be recognized for its collaborative partnerships with parents, community institutions, business entities, and schools that combine to support student achievement.**

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 5 CSF 6</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><b>Critical Success Factors</b> CSF 1 CSF 5</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>eChalk Web Page, PTC Meetings, Parent/Teacher Conferences, Campus-wide Programs and Celebrations, School Messenger, marquee, E-view Portal, and Accelerated Reader Home Connect will be used to communicate with parents and community.</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	Surveys, Agendas, Sign In Sheets				

<p align="center"><b>Critical Success Factors</b> CSF 6</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 align="center"><b>Critical Success Factors</b> CSF 1 CSF 5</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 align="center"><b>Critical Success Factors</b> CSF 5 CSF 6</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 align="center"><b>Critical Success Factors</b> CSF 6</p> <p>6) C. M. Macdonell will purchase furniture for high visible areas including: reception area, vestibule, and office area.</p>		Principal, Assistant Principal	Budget Purchase Orders				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							



**Goal 4: By the year 2016, the Laredo Independent School District shall be recognized for its programs which support health and wellness for employees and students.**

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>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 Guide Pyramid, and invite community speakers.</p>		Principal, Assistant Principal, Counselor, Classroom Teachers	Monthly calendar of events, Sign in of participation, drill logs				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) C. M. Macdonell Elementary will adhere to the "Food of Minimal Nutritional Value exempt Day" to only three events per year: Halloween, Christmas, and Valentine's Day.</p>		Principal, Assistant Principal, Teachers, Nurse, Cafeteria Supervisor	Monthly calendar of events				
<p><b>Critical Success Factors</b> CSF 6</p> <p>3) C. M. Macdonell Elementary will accommodate special needs students with a prescribed diet ordered by a physician.</p>		Principal, Assistant Principal, Teachers, Nurse, Cafeteria Supervisor	Special Diet Menus				
<p><b>Critical Success Factors</b> CSF 6</p> <p>4) C. M. Macdonell Elementary will implement the Bienestar Health Program Curriculum in grades K-5th.</p>		Classroom Teachers, Nurse, P.E. Coaches	Walkthroughs				






**Goal 5: By the year 2017, 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.**

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
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.	1, 8	Principal, Assistant Principal	Monthly Financial reports, End of the year financial reports				
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.	1, 8	Principal, Assistant Principal	Monthly financial reports, End of the year financial report.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$8894.00							
3) C. M. Macdonell administration will continue to purchase LAS Links and other test materials for LEP students.	8, 9	Principal, Assistant Principal, Counselor	Increased participation of at-risk students on standardized assessments.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$2000.00							
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.		Principal, Assistant Principal,	Monthly and end of year financial report, Assessment Results				
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.	4, 9	Principal, Assistant Principal, Technology Trainer	Walkthroughs, Usage Reports				
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.	9	Principal, Assistant Principal, Technology Trainer	Walkthroughs, Usage Reports				

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.	10	Principal, Assistant Principal	Usage Reports				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11731.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							






**Goal 6: By the year 2017, 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.**

**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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>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				
<p><b>Critical Success Factors</b> CSF 7</p> <p>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><b>Critical Success Factors</b> CSF 6</p> <p>3) C. M. Macdonell will hire highly qualified teachers and staff.</p>	5	Principal, Assistant Principal, CEIC Staffing Committee	Interview Committee Documentation				
<p>Funding Sources: 199 - General Fund: Special Education (PIC 23) - \$416658.00, 199 - General Fund: Bilingual (PIC 25) - \$57233.00, 199 - General Fund: SCE (PIC 30) - \$202478.00, 199 - General Fund: SCE Pre K (PIC 34) - \$189857.00, 199 - General Fund: Basic Instruction PreK (PIC 32) - \$148587.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$66854.00, 199 - General Fund: Operating (PIC 99) - \$270443.00, 211 - ESEA Title I: Improving Basic Program - \$209638.00, 255 - ESEA II, A Training &amp; Recruiting - \$62843.00, 263 - LEP Bilingual Program Fund - \$88501.00, 435 - SSA Regional Day School - Deaf - \$836.00, 199 - General Fund: Basic Instruction (PIC 11) - \$2481423.00, 224 - IDEA - Part B: Formula Fund - \$22039.00</p>							
<p><b>Critical Success Factors</b> CSF 6</p> <p>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 align="center"><b>Critical Success Factors</b> CSF 1 CSF 7</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>	4	Principal, Assistant Principal,	Attendance Reports, Failure Rate, Assessment Results				
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 7: The school district 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	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
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.		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.		Division of Operations Principal Head Custodian	100% compliance with safety standards				
Funding Sources: 180 - E-Rate Fund - \$106763.00							
							

## State 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 provide 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, Accelerated Reader, Journeys/I Station/Lexia/Write In Readers, SRA/Corrective Reading, Achieve 3000, Mathspace and IXL Math 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.
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.
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 Transitional Model is followed and that instruction and assessment in English is taking place.

Goal	Objective	Strategy	Description
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	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	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.
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.
1	1	17	C. M. Macdonell Elementary will utilize the instructional model and classroom "Learning Walks" to improve delivery of instruction in the classroom.
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, Instructional Focus, Ongoing Assessments, Implementation of Programs/RTI Process, Implementation of Enrichment Programs, Maintenance of Skills/Concepts, and Monitoring of Student Progress.



Goal	Objective	Strategy	Description
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	2	1	C. M. Macdonell Elementary will continue to review and align existing Science 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.
1	2	2	C. M. Macdonell will disaggregate STAAR Science data by sub groups using DMAC. Interventions will be provided as needed after each assessment targeting the four specific Reporting Categories.
1	2	3	C. M. Macdonell Elementary will provide prescriptive interventions and Saturday tutorials as well as STAAR Academies in Science in order to increase student achievement.
1	2	4	C. M. Macdonell Elementary will allocate funds to purchase Science materials and professional development that supports scientific research-based practices and instructional models.
1	2	5	Under the direction of a Science Lab manager, students will conduct investigations using a hands-on approach to conduct inquiry and discovery experimental activities to enhance their science instruction. This will be followed by application activities.
1	2	6	C. M. Macdonell Elementary will implement a Science program to meet the needs of all learners, using: Vocabulary Development, Science Question of the Day, Science Journal Writing, Science Word Walls/Academic Vocabulary, Science Project Showcase, Small Group Instruction, Hands-on Activities, Integration of Science Technology, Science Instructional Field Trips (TAMIU Planetarium, LCC Environmental Center, Imaginarium of South Texas), Integration of Science through Reading, Science Instructional bulletin boards (PK-5th) 5E Instructional Model, and Online Resources through Library Links. Resources and activities from the Texas Regional Collaborative for Excellence in Science will be incorporated into science instruction in 5th grade.
1	2	7	C. M. Macdonell Elementary will develop and implement Science interventions using Hedgehog for Learning, Stemsopes, and Motivation Science, and other resources to target the needs of GT, LEP students, At-Risk students, and Special Education students.