



**CAMPUS INSTRUCTIONAL IMPROVEMENT PLAN**  
 Indian Creek Elementary  
 2016 – 2017  
 DRAFT

Southwest ISD schools will prepare all students for college and work force, be Recognized or Exemplary under the State Accountability System, meet the Federal Standard of Adequate Yearly Progress, and work toward a minimum of five National Merit Semifinalists for Southwest ISD.

***DISTRICT MISSION & VISION***

**The mission of Southwest Independent School District**

Southwest Independent School District will identify and develop the potential of all individuals.

**The vision of Southwest Independent School District**

Southwest Independent School District will be the leader in educational innovation.



***DISTRICT BOLD GOALS***

1. SWISD will provide a comprehensive framework of learning that is engaging, flexible, rigorous, supportive, and relevant to college/career readiness for all students.
2. SWISD will foster an environment in which social and emotional support is a priority for all.
3. SWISD will consistently utilize timely, multifaceted communication that reaches all members of our SWISD community.
4. SWISD will create a safe, nurturing, and engaging environment where all students (learners) succeed.
5. SWISD will capitalize on strengths, resources, and abilities of our diverse community to support students in becoming successful global citizens.
6. SWISD will provide relevant professional development to meet the needs of all learners in a timely manner.

***TITLE 1 SCHOOLWIDE COMPONENTS (CODE BY #)***

1. Comprehensive needs assessment
2. School wide reform strategies
3. Instruction by highly qualified teachers
4. High-quality and ongoing professional development
5. Strategies to attract high-quality teachers
6. Strategies to increase parental involvement
7. Transition plans from early childhood programs
8. Teachers involved in decision making of academic assessments
9. Effective and timely assistance for struggling students
10. Coordinated assistance of Federal, State, and local services and programs.

***CAMPUS GOALS:***

- Increase Attendance goal to 97%***
- Increase Parent Partnerships by 10%***
- Meet all System Safeguards***
- Meet all target scores for Index 1 – 4***
- Reading and Math scores will meet 80%***
- Writing scores will meet 80%***
- Science scores will meet 70%***

<b>V G</b>	<b>TARGET AREA</b>  <i>(Specific objectives based on campus and students' needs)</i>	<b>ACTION STRATEGIES</b>  <i>(List only 1 Action Strategy per cell.)</i>	<b>STUDENT-CENTERED STRATEGIES</b>	<b>RESPONSIBLE PERSON(S)</b>	<b>COST/ RESOURCES</b>	<b>TIMELINE</b>	<b>EVIDENCE OF IMPLEMENTATION</b>	<b>EVIDENCE OF IMPACT</b>	<b>FORMATIVE/ SUMMATIVE</b>	<b>TITLE I SCHOOLWIDE COMPONENTS (CODE BY #)</b>
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## CAMPUS PERFORMANCE GOALS/OBJECTIVES

1	Campus attendance will meet 100% on test days and with a 97% campus overall rating for the year.
2	TIP: Campus will meet Safeguard for ELL and Special Education in Reading with a gain of 13% or greater (57% to 70%) for ELL and a gain of 30% or greater (30% to 60%) for Special Education.
3	TIP: Campus will meet Safeguards for Special Education and ELL students in Writing with a gain of 35% or greater (25% to 60%) for Special Education and with a gain of 20% (40% to 60%) for ELL.
4	Reading: Campus will have grades 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , with an overall 80% or greater meeting passing standard in reading. 2016 results: 3 <sup>rd</sup> – 71% / 4 <sup>th</sup> – 64% / 5 <sup>th</sup> – 63%
5	Math: Campus will have grades 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> , with 85% or greater meeting passing standard in math. 2016 results: 3 <sup>rd</sup> – 80% / 4 <sup>th</sup> – 77% / 5 <sup>th</sup> – 77%
6	Science: Campus will have grade 5 with 80% or greater meeting passing standard in science. 2016 results: 70%
7	Index 1: Student Achievement – Campus will increase from 68% to 80% with students meeting standards on STAAR.
8	Index 2: Student Progress – Campus will increase from 45% to 50% with students meeting their progress measures.
9	Index 3: Closing Performance Gaps – Campus will increase from 38% to 50% across all student groups.
10	Distinctions: Campus will increase number of Distinctions from 1 to 4 by achieving a Distinctions in Closing Performance Gaps, ELA, and Math and maintain Distinction Index 4: College and Career Readiness.
11	Campus will maintain Lighthouse Status for Leader in Me for 3 <sup>rd</sup> year in a row with 100% of full implementation by all staff members.

<b>2016-2017 CAMPUS IMPROVEMENT TEAM</b>			
<b>Principal</b>	<b>J. Verstuyft</b>	<b>Kindergarten Lead</b>	<b>A. Sotelo</b>
<b>Assistant Principal</b>	<b>S. Martinez</b>	<b>First Grade Lead</b>	<b>F. Brisita</b>
<b>Counselor</b>	<b>T. Cantu</b>	<b>Second Grade Lead</b>	<b>A. Garza</b>
<b>ELL Representative</b>	<b>F. Brisita</b>	<b>Third Grade Lead</b>	<b>Y. Ybarra</b>
<b>SPED Representative</b>	<b>C. Perez</b>	<b>Fourth Grade Lead</b>	<b>B. Torres</b>
<b>Science Teacher Leader</b>	<b>J. Arsuaga</b>	<b>Fifth Grade Lead</b>	<b>J. Arsuaga</b>
<b>History Teacher Leader</b>	<b>A. Garza</b>	<b>Electives Lead</b>	<b>L. David</b>
<b>Math Teacher Leader</b>	<b>A. Sotelo/B. Torres</b>	<b>Parent Representative</b>	<b>L. Gonzales</b>
<b>ELAR Teacher Leader</b>	<b>F. Brisita/Y. Ybarra</b>	<b>Academic Coach</b>	<b>S. Rodriguez</b>

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2	Progress Monitoring	Teachers will utilize STAAR, ISTATON, Common Assessments, and grades to complete student profile sheets (K-5).	GSF, RTI	Principal Teachers	0	October - June	Individual Student Profile Sheets	Student growth (Index 2 for STAAR and Developed for ISTATON)	STAAR ISTATON	2,8,9
2	Data Analysis	Teachers will utilize Lead4ward resources to identify targeted Student Expectations (SEs) by student need and teacher professional development.	AFL, RTI	Principal Teachers	0	Aug. - June	Focused SEs chart	Student growth (Index 2 for STAAR and Developed for ISTATON)	STAAR ISTATON	2,9
2	Data Analysis	Teachers will utilize Lead4ward resources to begin understanding and analyzing the STAAR released test to grade level standards.	AFL	Principal Teachers	0	Sept. - June	Grade Level Meetings to analyze data, Sign in sheet, Assessment Data	Student growth (Index 2 for STAAR and Developed for ISTATON)	Teacher Data Binder	2,9
2	Data Analysis	Implement weekly PLC meetings to analyze student progress in reading and math based on K-5 ISTATON, District Assessments, Common Assessments and 3-5 STAAR results.	AFL	Principal Teacher Leaders Grade Level Facilitators	\$1,000 (Title 1)	Oct. - June	SOAR 3D google doc breakdown by student and teacher after progress monitoring checkpoints (Oct/Jan/Mar/May)	Students identified as needing intervention will receive support.	STAAR	8,9
2	Accelerated Instruction/RtI	Design/Implement a campus wide RtI process	RTI	Reading Specialist Teachers	Grade level student monitoring notebooks	Sept. - June	RtI Documentation forms Sign In Sheets	Students identified as needing assistance will be monitored through RtI process.	RtI student monitoring notebooks	2,9
2	Accelerated Instruction	Provide a reading specialist to assist students struggling in reading (Tier 3) and students needing dyslexia services.	RTI, RS	Principal	Title 1	Aug. - Sept.	Teacher weekly schedule RtI forms	Student growth will be shown in ISTATON end of year results and STAAR Index 2	STAAR & ISTATON reading data	9
2	Accelerated Instruction	Provide instructional paraprofessionals to assist with students in reading.	RTI, RS	Principal	Title 1 SCE	Aug. - Sept.	Instructional aides weekly schedule	Student growth will be shown in ISTATON end of year results	ISTATON reading data	9

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2	Accelerated Instruction	Phase 1 Tutoring (K-5)	RTI, DI, GSF	Teachers	0	Sept. - Jan.	Student Sign In Sheets	Student Profile Sheets show progress in identified SEs	BEMS Common Assessment	2,9
2	Accelerated Instruction	Provide Saturday school to address top 20 students and students approaching level students.	RTI	Teachers	2,000 SCE	Jan. Feb. Mar. Apr.	Student Sign In Sheets Teacher Sign In Sheets	Increase in student Progress Measure and Advanced Scores	BEMS Common Assessments STAAR	2,9
2	Accelerated Instruction	Phase 2 Tutoring (3-5) - Provide personnel and supplemental resources to address math and reading skills in preparation of state assessment.	RTI, DI, GSF	Teachers	8,000 Title 1	Feb. - April	Student Sign In Sheets Teacher Sign In Sheets	STAAR Index 1 shows increase in % meeting standard	STAAR	9
2	Math	Highly qualified teachers will be provided the 90 minute required time to utilize district approved curriculum: Everyday Math.	CT	Teachers	500 SCE	Aug. - Mar.	Lesson Plans Walkthroughs	Increase levels of student engagement and understanding of grade level SEs.	Grade Level Assessments District BEMS State Assessments	3
2	Math	Purchase supplemental resources based on district's approved list to use with students for intervention and enrichment.	RTI, CT	Principal Math Teacher Leader	\$25,000 (SCE)	Oct. - May	Lesson Plans, Student Progress Monitoring, Teacher I/E plans	Student progress in targeted SEs	STAAR math TTM BEM	9
2	Math	Provide teachers with training in math problem solving process address focused targeted readiness standards.	DI, CLP	Principal Math Teacher Leader Teachers	\$2500 Title 1	Aug. - Mar.	Professional development certificate Lesson Plans	Increase in process standards	STAAR math TTM BEM	4
2	Reading/ELA	Identify special education students that did not meet passing standard in reading to address 50% in reading meeting 2014 STAAR (missed safeguard). Provide extended learning time to instructional day.	DI	Principal Inclusion Teachers Reading Teachers	\$500 Local	Aug. - May	Student Lists Student Profile Sheets	Increase in reading progress 4 <sup>th</sup> and 5 <sup>th</sup> grade student data	Campus Assessments District BEMS State Assessment	9

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2	Reading/ELA	Highly qualified teachers will be provided the 120 minute (K-2) and 90 minute (3-5) required time to utilize district approved curriculum: Imagine It	RS, WS, CR	Teachers	500 SCE	Aug. – Mar.	Lesson Plans Walkthroughs	Increase levels of student engagement and understanding of grade level SEs.	Grade Level Assessments District BEMS State Assessments	3
2	Reading/ELA	Utilize a campus wide reading program that monitors and manages student independent reading practice and assists students with goal setting - Istation	RS, GSF	Principal Reading Specialist Reading Teacher Leader Teachers	\$6,500 Title 1	Aug. - June	Reading Reports	Student Survey Teacher Survey Student increase in reading levels	STAAR ISTATION	2,9
2	Reading/ELA	Provide teacher training in the Utilization of the approved supplemental resource to address writing (Teacher Created Materials)	WS DI	Reading Specialist Teacher Leader	1,000 Title 1	Oct. - Nov.	Lesson plans walkthroughs	Increase in Student Writing performance	STAAR Writing	4
2	Reading/ELA	Purchase supplemental resources based on district's approved list to use with students for intervention and enrichment.	RTI, CT	Principal Reading Teacher Leader	\$3,000 (SCE)	Oct.- May	Lesson Plans, Student Progress Monitoring, Teacher I/E plans	Student progress in targeted SEs	STAAR Reading ISTATION	9
2	Reading/ELA	Campus librarian will collaborate and provide lessons that expose students to a variety of genres, various text formats such as books, periodicals, electronic media, magazines, and reference materials.	RS, CLP	Librarian	0	Aug. - June	Lesson Plans	Librarian Feedback Teacher feedback (surveys)	STAAR reporting category 2 BEMS CAs	10
2	Science	Highly qualified teachers will be provided the 60 minute required time to implement district approved curriculum: Stemsscopes.	DI, CT	Teachers	500 SCE	Aug. – Mar.	Lesson Plans Walkthroughs	Increase levels of student engagement and understanding of grade level SEs.	Grade Level Assessments District BEMS State Assessments	3
2	Science	Students will engage in lab experiments and utilize scientific process according to grade level pacing guides.	CT, DI, IBL	Science Teacher Leader	0	Aug. - June	Lesson Plans Pacing Guides Classroom Observations	100% of students will engage in lab	STAAR Science BEMS CAs	10

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				Science Dept.				experiments in science classes.		
2	Science	Purchase non-consumable and consumable items that are needed to support grade level lab experiments.	CT, DI, IBL	Science Teacher Leader Science Dept.	500 Local	Aug. - June	Lesson Plans Classroom Observations	Increased student involvement in lab experiments.	STAAR Science BEMS CAs	10
2	Science	Campus Science Fair - Conduct a school wide science fair. Purchase display boards, participation ribbons, and grade level trophies.	CT, DI, IBL	Science Teacher Leader Science Dept.	500 Local	Nov. - Dec.	Lesson Plans Science Fair	All students will participate in campus science fair.	Science Fair Participation and displays	10
2	Science	Purchase supplemental resources based on district's approved list to use with students for intervention and enrichment – PENDA.	RTI, CT	Science Teacher Leader Science Dept.	\$1,500 (SCE)	Oct. - May	Lesson Plans, Student Progress Monitoring, Teacher I/E plans	Student progress in targeted SEs	BEMS CAs STAAR	9
2	Science	Provide professional development for science teachers to address vocabulary.	RTI, CT	Science Teacher Leader Science Dept.	\$1,500 (SCE)	Oct. - May	Lesson Plans, Student Progress Monitoring, Teacher I/E plans	Student progress in targeted SEs	BEMS CAs STAAR	9
2	Social Studies	Highly qualified teachers will be provided the 45 minute required time to implement district approved curriculum: TCI.	DI, CT	Teachers	500 SCE	Aug. – Mar.	Lesson Plans Walkthroughs	Increase levels of student engagement and understanding of SEs.	Grade Level Assessments District BEMS State Assessments	3
2	Social Studies	Purchase supplemental resources based on district's approved list to use with students for intervention and enrichment.	RTI, CT	Principal SS Teacher Leader	\$1,000 (SCE)	Oct. - May	Lesson Plans, Student Progress Monitoring, Teacher I/E plans	Student progress in targeted SEs	BEMS CAs	9
2	Social Studies	Provide professional development to support social studies content (Tejanos Heroes)	DI	SS Teacher Leader SS Teachers	\$500 Local	Sept. - Mar.	Lesson Plans Walkthroughs Training certificates of completion	Increased level of student engagement in lessons	BEMS CAs	4
2	Special Education	Provide teachers with inclusion support for students identified as having an	DI, GSF	Principal Inclusion Teacher	Local	Aug. – June	Lesson plans, walkthroughs IEPs	Student individual progress	IEP goals BEMS CAs	8,9

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		Individualized Education Program.						reports indicating growth toward IEP goals		
2	Bilingual Education	Provide teachers with district approved curriculum and supplemental resources for Everyday Math and Imaginolo	RS, CR, DI	Bilingual Teachers	\$1000 Local	Aug. – June	Lesson Plans walkthroughs	Students proficiency levels increase by 1 level in each language domain	STAAR Index 1 and 3	8,9
2	Bilingual Education	ELPS - Teachers servicing bilingual students and monitor students will receive English Language Proficiency Standards training in area of content (Math, Science, Social Studies, Reading)	DI, RS, AV	Teachers	0	Aug. - Feb.	Teacher certificates	Students proficiency levels increase by 1 level in each language domain	STAAR Index 1 and 3 f	8,9
2	Dual Language	Provide teachers with district approved curriculum and supplemental resources for Everyday Math and Imaginolo	RS, CR, DI	Dual Language Teachers	\$1000 Local	Aug. - June	Lesson Plans walkthroughs	Students proficiency levels increase by 1 level in each language domain	STAAR Index 1 and 3	8,9
2	Gifted and Talented	Teachers with 1 to 3 years' experience receive GT certification	DI	Teachers	\$1500 Local	Aug. - Dec.	Teacher certificates	Enhanced lessons to support district curriculum	Teacher Summative	4
2	Gifted and Talented	Provide resources for various student projects (Texas Performance Standards Project, Dragon Tales, Student Portfolios)	DI	Teachers	\$1000 Local	Aug. - Dec.	Student created projects	Enhanced lessons to support district curriculum	Project Rubrics	10
4	Mentors	New Teachers - Provide new teachers a mentor and opportunity to observe proficient teachers	CLP	Teachers Reading Specialist	\$500 Local	Oct. - Feb.	Observation Schedule	Strategies learned in observations are implemented	Walkthroughs Summative	4
2	Technology Applications	Staff will be trained to use technology to support differentiated instruction	TI	Tech Specialist	0	Aug. - June	Lesson plans, walkthroughs	Teacher technology proficiency levels increase	STAR chart	4

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								based on STAR chart		
2	Technology Resources	Acquire and maintain technology resources to support the integration of technology	TI	Principal Tech Specialist	SCE & Title 1	Aug. - June	Lesson Plans Walkthroughs	Teachers have necessary technology equipment to address curriculum	STAR chart PDAS	10
1, 2, 3, 4	Technology: Obsolescence Plan	Replace instructional technology resources to enhance students and teachers ability to teach, learn, and achieve campus goals.	TI	Campus Principal and Tech Facilitator	SCE & Title 1 Funds	March	100% of all instructional staff and teachers will be able to access technology for instruction.	Increase in TA TEKS scores and student performance in academics.	3rd & 5th grade TA TEKS BEM; 8th grade TA TEKS Test; student performance data	2,8,9
2	Technology	STEM teacher will provide weekly lessons through rotations	TI	STEM Teacher	Local	Aug. - June	Lesson Plans Rotation Schedule	Increase in student technology proficiency levels	Student Surveys Grades	10
2	Technology	Provide teachers with district approved curriculum and supplemental resources for implementing STEM program	CT,DI,TI	STEM Teacher	SCE	Aug. - June	Lesson Plans	Increase in student technology proficiency levels	Student Surveys Grades	10
2	Technology	Provide teachers with supplemental resource to address Science, Technology, Engineering, and Math (robotics, weatherbug)	CT,DI,TI	STEM Teacher	SCE	Aug. - June	Lesson Plans	Increase in student technology proficiency levels	Student Projects	10
1	College and Career Readiness	Implement campus wide plan that addresses college and career readiness throughout the school year through various monthly events (Careers in Schools, San Antonio Community College school visits)	CCR	Counselor Social Worker	2,000 Local	Sept. - May	School wide plan Lesson plans	Students will be able to share their future goals regarding college/career	Student surveys	6
1	College and Career Readiness	Grade levels will attend field trips that align with TEKS and district pacing guide that promote and support future goals in colleges and careers.	CCR	Grade Level Facilitators Teacher Leaders	6,000 Local	Sept. - May	School wide plan Lesson plans	All students will attend a field trip	EOY reflections	10



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1	Leadership Development	Incorporate 7 habits of happy kids utilizing Leader in Me framework - Morning Routines, Bi-weekly sessions, Monthly Leadership Rallies	CCR, GSF	Lighthouse Team Teachers	500 Local	Aug. - June	School wide plan Lesson plans	All staff will have necessary materials to incorporate LIM framework	Student Surveys	2
1	Leadership Development	Student Leadership Notebooks - students utilize notebooks for goal tracking purposes and student led conferences	GSF	Lighthouse Team Teachers	500 Local	Aug. - June	School wide plan Student Led Conferences	All students will have leadership notebooks and conduct student led conference	Leadership Notebooks	2
1	Leadership Development	Students Leader in Me Agendas – Students will utilize agendas for daily and weekly organization planning	GSF	Teachers	1500 Local	Aug. – June	Student Agendas	Students will have agendas and assignments prepared daily for class	Parent & Student Survey	2
1	Leadership Development	Leadership Symposium - Lighthouse team and Jr. Lighthouse team attend leadership symposium	CLP	Lighthouse Team Jr. Lighthouse	\$1000 Local	Jan.	Conference Registration Breakout Sessions	New leadership learned strategies to implement	Certificates of Completion	4
1	Parental Involvement	Leader in Me Parent Partnerships monthly meetings that allow staff members to provide parent training in 7 habits of happy kids to be used at home and school.	PI	Lighthouse Team	\$700 Parental Involvement	Sept. - June	Monthly Presentations Lesson Plans Sign In Sheets	Increase in parental involvement partnerships.	Parent survey regarding evidence of impact	6
1	Parental Involvement	Leadership Rallies – Monthly rallies to highlight student leadership and recognize parent and community involvement	PI	Lighthouse Team	\$200 Parental Involvement	Sept. - June	Monthly Rallies Sign In Sheets	Increase in parental involvement partnerships.	Parent survey regarding evidence of impact	6
1, 2	School Culture & Climate	Student Recognition Assemblies at end of each grading cycle	GSF CCR	Staff	\$200 Local	Sept. - June	Quarterly Assemblies	Increase in student recognitions	Honor Roll /Attendance List Teacher Recognition Lists	6
1, 2	School Culture & Climate	Campus Spelling Bees – Conduct campus spelling bees in English and Spanish.	CCR	Club Sponsor	\$500 Local	Oct.– Jan.	Campus Spelling Bee by grade level	Increase in student	Spelling Bee	10

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								participation by grade level		
1, 2	School Culture & Climate	Student Incentives - Provide student incentives for reaching Istation and Think Through Math goals, Attendance, PENDA	GSF	Principal Teachers	\$500 Local	Sept.– May	Goal Tracking Academic Boards Student Reports	Increase in student achievement in math and reading	TTM Reports Istation Reports Attendance Reports	9
1	Transition Plans	Provide 5 <sup>th</sup> grade students opportunity to visit feeder middle school through parent information sessions	PI	Counselor 5 <sup>th</sup> grade teachers	0	Mar.– May	Parent Notification Letters Middle School visit	Students prepared with selected coursework	Choice Slips	6
1	Transition Plans	Headstart – Campus partnership with Pre-K and Headstart through monthly parent meetings	PI	Counselor Pre-K Teachers	0	Aug.– May	Parent Notification Letters Sign In Sheets	Increase in Parental support and student support in academics and social skills	Early At-Risk indicator	6,7,10
2	Fine Arts	Provide fine arts teacher that incorporates art and drama to students Pre-K through 5 <sup>th</sup> .	DI, CCR	Principal	Title 1	Aug. - May	Staff Listing Lesson Plans Walkthroughs	Increase in student understanding of fine arts in school setting and future careers	Student Surveys Staff Survey	10
1	Fine Arts: Special Projects	Provide support and resources for the fine arts programs	DI, CCR	Principal	500 Title I	Aug.– May	Lesson Plans Walkthroughs	Student projects that demonstrate 1 or more art forms used	Student created projects	2
2	Physical Education/Health : FITNESSGRAM	Provide support and resources for the physical fitness program	HW	PE Coach	1000 Title 1	Aug.– May	Lesson Plans	Increase in student numbers passing fitness test	Fitness gram	10
1	Attendance Plan	Monitor attendance on a daily basis through ECI, Home Visit, Attendance Rounds	IA	Principal Assistant Principal PK-5 <sup>th</sup> Grade Teachers	0	Aug. – May	PEIMS reports	Campus daily average will be 97%	Attendance Report	9

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				Attendance Clerk						
1	Attendance Plan	Continue school wide attendance policy and interventions for families who have extensive tardies and absences – Provide attendance recovery opportunities (Saturday School and extended day)	IA	Principal & Attendance Committee	0	Aug.– May	Monitor student attendance on a regular basis. Parent conferences will be held with students who are experiencing attendance issues.	An increase from 2013 95% to 97% in 2014.	Attendance Report	9
3	Highly Qualified Teachers	Ensure that all teachers are highly qualified in their area of instructional program (Bilingual Education, General Education) Coordinate with Human Resource Department regarding student teacher placements	HQ	Principal	0	Aug.– June	Teacher Certifications Interviews	Increase in student achievement	STAAR I STATION	5
4	Professional Development	Provide staff with ongoing professional development that addresses individual needs based on PDAS	CLP	Staff	1000 Local	Aug.– June	Professional Development Certificates	Improvement in professional practice	PDAS Self Report	4