

Laredo Independent School District
Don Jose Gallego Elementary School
2019-2020



Mission Statement

The mission of Don Jose Gallego Elementary School is to develop and nurture each student's academic, social, and emotional growth as needed to reach his/her full potential towards success by providing a relevant and challenging curriculum through innovative programs and an effective use of resources.

Vision

Our vision is that all students are highly successful, critical thinkers and effective problem solvers who exhibit confidence, self-motivation and active involvement in our school and local community.

Value Statement

We, as a campus team, will demonstrate continuous improvement in terms of highly qualified and trained teachers and staff, advanced student performance and parent and community involvement.

Table of Contents

Goals	4
Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.	4
Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.	21
Goal 3: Don Jose Gallego Elementary School develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives	30
Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.	34

Goals

Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: Don Jose Gallego Elementary School will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate academic growth on state assessments.

Domain I Student Achievement Score will increase

from 74 to 78

(See Plan Addendum)






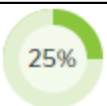
Evaluation Data Source(s) 1: TAPR Reports -STAAR/EOC



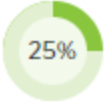
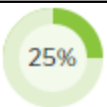

TELPAS Reports







PBMAS

Summative Evaluation 1:

Targeted or ESF High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Continue to provide instructional materials and resources/programs that enhance the learning and student academic performance for: Bilingual, At-risk, GT, 504, Dyslexia, Special Education, and Economically Disadvantaged students to build a solid foundation for Reading and Math.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Increase student performance. Decrease number of student failures. Increase STAAR scores in Reading, Writing, Math and Science. Increase the number of students achieving Meets and Masters level of achievement on STAAR.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 34871.00, 211 - ESEA Title I: Improving Basic Program - 3000.00, 199 - General Fund: Special Education (PIC 23) - 96.00						
2) Conduct weekly PLCs to plan for a rigorous and challenging delivery of instruction through the use of the CARES curriculum implementation and Fundamental 5 instructional practices to improve student academic performance.	2.5	Gallego Administration Instructional Specialist Classroom Teachers	Increased student performance. Increase STAAR scores in Reading, Writing, Math and Science. Increase the number of students achieving Meets and Masters level of achievement on STAAR				
3) Utilize DMAC for data reports that will drive instruction and help monitor student performance after every CBAs, Benchmarks, and District Check Points.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist	Increase the number of students achieving Meets and Masters level of achievement on STAAR				
4) Establish a culture of continuous improvement, focused on Reading and Math by : -Departmentalization beginning in 2nd grade-5th grade -Establishing Trailblazer classes in 1st - 5th grade Purchasing accelerated instructional materials for trailblazer classes.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers	Increase the number of students who are challenged in a rigorous curriculum in Trailblazer classes.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 970.00						
5) Utilize CEI Lab Managers to work with small groups of at-risk , ELs, and Economically Disadvantage students to increase Reading and Math skills.	2.4, 2.5, 2.6	Don Jose Gallego Administration Instructional Specialist Classroom Teachers CEI Lab Managers	Continuous improvement in Reading and Math. Increase the number of students achieving Meets and Masters level of achievement on STAAR.				
6) Monitor delivery of instruction through targeted walk-throughs and provide timely feedback through DMAC.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Increased students performance on STAAR and increase teacher's performance on TTESS.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
7) Develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of : Differentiated Instruction, Prescriptive Student Groups, Implementation of Accommodations, and Technology Integration in lessons.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Tech Trainer	Increased quality of teaching strategies and effective practices that promote student growth.				
	Funding Sources: 180 - E-Rate Fund - 35457.00						
8) Provide specialized instructional support through: Principal, Assistant Principal, Instructional Specialist, and Instructional Deans.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers Deans	Decrease the number of student retentions in first and second grade.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						
9) Provide students with educational experiences through field trips and hands-on opportunities outside the school setting.	2.4, 2.5, 2.6, 3.2	DJ Gallego Administration Instructional Specialist Classroom Teachers	Increase student performance. Increase STAAR scores in Reading, Writing, Math and Science.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						
10) Purchase incentives to promote student academic performance for all student population groups. (EL's, Non-Lep, GT, Special Ed, At Risk, 504, Dyslexia)		Gallego Administration Instructional Specialist Classroom Teachers	Increase student performance. Increase STAAR scores in Reading, Writing, Math and Science.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5000.00						
11) Purchase materials and supplies for PreK3 students to promote student academic performance.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers	Increased student performance				
	Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - 250.00, 199 - General Fund: SCE Pre K (PIC 34) - 250.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
12) Purchase materials and supplies for PreK4 students to promote student academic performance.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers	Increased student performance				
Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - 250.00, 199 - General Fund: SCE Pre K (PIC 34) - 250.00							
13) Monitor the planning and the delivery of instruction that includes rigor and relevance, question stems, and Depth of Knowledge.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers	Increase student performance. Increase STAAR scores in Reading, Writing, Math and Science. Increase number of students scoring at the Meets and Masters Level.				
Funding Sources: 199 - General Fund: GT (PIC 21) - 472.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							





Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.






Performance Objective 2: Don Jose Gallego Elementary School will meet State/Region STAAR student progress measures annually.

Domain II Score School Progress will increase from 83 to 93.

Evaluation Data Source(s) 2: TAPR Reports -STAAR
 TELPAS Reports
 PBMAS

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide tutorials for students in grades 3rd--5th 3:45-4:30 T-TH Provide Super Saturday Tutorials from 8:00-11:00 for students in STAAR grades 3rd-5th. Tutorials and Super Saturdays include all students, EL, Sp. Ed. and GT.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Teachers	Increase student academic performance on STAAR and increase the number of students achieving Meets and Masters level of achievement on STAAR.				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 40000.00, 199 - General Fund: Bilingual (PIC 25) - 10000.00, 211 - ESEA Title I: Improving Basic Program - 5000.00						
2) Continue to provide tutors for individualized instruction in Reading and Math for Special Education students.	2.4, 2.5, 2.6	Principal Instructional Specialist Special Education Personnel	Increased Special Education student academic performance on TPRI, Rigby, TELPAS, and increase the number of students achieving Masters and Meets level of achievement on STAAR				
3) Continue to utilize Achieve 3000 (Smarty Ants) in grades PreK-2nd grades for increased Reading fluency and comprehension. Continue to utilize Educational Galaxy for intervention for Reading, Math, Writing and Science.	2.4, 2.5, 2.6						
4) 5.) Utilize Study Island for K-5th grade intervention in Reading, Math, Science and Social Studies		Gallego Administration Instructional Specialist Teachers	Increase the number of students achieving Masters and Meets level of achievement on STAAR				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
5) Provide maintenance and repair Janitorial Supplies							
Funding Sources: 199 - General Fund: Operating (PIC 99) - 144450.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							







Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 3: Don Jose Gallego Elementary School will supplement Reading and Math instructional programs to meet the needs of all special population students in order to increase student achievement to Meets or Masters and close performance gaps.

Domain III Closing the Gap Score will increase from 77 to 82

Evaluation Data Source(s) 3: Texas Accountability Reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Purchase instructional and reading materials to supplement the curriculum for students in PreK3-5th grades. Materials are to enhance comprehension skills addressed during intervention and enrichment blocks and improve student academic performance of ELs, Special Education, GT, 504, Economically Disadvantage, and Dyslexia students.	2.4, 2.5, 2.6	Principal Instructional Specialist Teachers	Increased Special Education student academic performance on TPRI, Rigby, TELPAS, and Increase fluency and comprehension.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 2000.00						
2) Provide intervention activities in the area of Math through the use of technology programs	2.4, 2.5	Gallego Administration Instructional Specialist Teachers	improve academic performance				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							


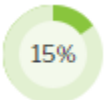
Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


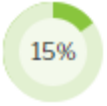



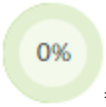

Performance Objective 4: Don Jose Gallego Elementary School will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

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

Evaluation Data Source(s) 4: TAPR Reports-STAAR/EOC
PBMAS Reports

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide bilingual assessments to monitor academic progress of ELs students.	2.4, 2.5, 2.6	Gallego Administration LPAC Administrator LPAC Committee Teachers Instructional Specialist	Increase TELPAS scores by 10%				
				Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 5000.00			
2) Continue and enhance use of ESL Lab for ELs students. Purchase additional AR audio books for ELs students	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers ESL Lab Manager	Increase AR percentages and increase TELPAS scores				
				Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1565.00			

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
3) Continue with TELPAS District Initiative and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS	2.4, 2.5, 2.6	Gallego Administration LPAC Administrator Instructional Specialist Classroom Teachers SpEd Teachers	Increase AR percentages and increase TELPAS proficiency levels				
4) Purchase bilingual material to enhance the instruction for all ELL students	2.4, 2.5, 2.6	Gallego Administration LPAC Administrator Instructional Specialist Classroom Teachers SpEd Teachers	Increase AR percentages and increase TELPAS proficiency levels				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 6011.00							
5) 5. Monitor student performance on CBAs and Benchmarks to ensure that students meet one year's growth	2.4, 2.5	Gallego Administration Instructional Specialist and Teachers	Meet expected academic growth				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							



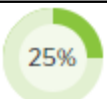
Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

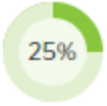





Performance Objective 5: Don Jose Gallego Elementary School will develop innovative instructional strategies and provide staff development on content knowledge, instructional practices, data analysis, differentiation of instruction etc.

Increase Domain I score from 72 to 80 .

Evaluation Data Source(s) 5: Staff Development Calendar/Sign In Sheets

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide staff development to promote effective teaching practices and research-based instructional strategies to enhance the delivery of instruction to all student populations.		Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	To improve effective teaching and develop master teachers				
2) Provide staff development in the following areas: 7 Habits of Happy Students Differentiated Instruction RtI Process Technology Integration		Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	To improve effective teaching and develop master teachers				
3) Utilize iPads in PreK3-5th grades for all student groups to promote and support student academic performance.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Increase technology and academic skills				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
4) Maintain use of Alexandria and Library Data Basis for the Library Media Center for all student groups.		DJ Gallego Administration Instructional Specialist Librarian	Increased circulation by 10%				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00						
5) Provide prescriptive, small group reading intervention for all student groups by utilizing -V-Math -Education Galaxy -Lexia -Headsprout -Frogstreet -Smarty Antz -Kids Biz -Study Island to increase student academic performance	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Lab Managers	Increase academic performance in Prek3-5th grades students in all groups.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							



Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.






Performance Objective 6: Don Jose Gallego Elementary School will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers proficiency by 10% or higher

Evaluation Data Source(s) 6: STaR Survey

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Ensure that all teachers attend required technology trainings in order to be in compliance with the 15 hour district mandate.		Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Lab Managers Campus Technology Trainer	Increase teacher technology proficiency skills by 10% or higher				
2) Teachers will utilize equipment and programs to integrate technology as a component in daily lessons.	2.5	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Lab Managers Campus Technology Trainer	Increase teacher technology proficiency skills by 10% or higher				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
3) Campus Technology Trainer will provide technology applications trainings for all classroom teachers.		DJ Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Lab Managers Campus Technology Trainer	Increase teacher technology proficiency skills by 10% or higher				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							




Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.






Performance Objective 7: Don Jose Gallego Elementary School will decrease the number of student retentions through specialized instructional support.

Campus Retention rate will decrease from 4% to 2%

Evaluation Data Source(s) 7: Failure Reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide teacher training and support in the implementation of the RtI process		Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Decrease in student failures per 6 weeks				
2) Provide intervention for all at-risk students through guided reading, small group instruction and centers. Purchase materials and supplies for at-risk students.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Decrease in student failures per 6 weeks				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 8572.00							
3) Conduct three week progress review to progress monitor students who are identified as Tier II or Tier III on RtI	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Decrease in student failures per 6 weeks. Decrease number of retentions.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
4) Utilize CEI Lab Manager to provide specialized small group instructional support.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Lab Managers	Decrease in student failures per 6 weeks Decrease number of retentions				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: Don Jose Gallego Elementary School will increase the percent of students meeting EL progress (Advancing a minimum of one English Language Proficiency Level on TELPAS) from 67% to 80%.

Evaluation Data Source(s) 8: TELPAS Reports

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1)) Continue and enhance use of ESL Lab for ELs students. Purchase additional AR audio books for EL students	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers ESL Lab Manager	Increase AR percentages and increase TELPAS scores				
2) Continue with TELPAS District initiative and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS	2.4, 2.5, 2.6	Gallego Administration LPAC Administrator Instructional Specialist Classroom Teachers SpEd Teachers	Increase AR percentages and increase TELPAS scores				
3) Implement See-Saw activities in all content areas specifically Listening, Speaking and Writing.	2.4, 2.5	Gallego Administration Teachers	Increase TELPAS scores				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: Gallego Elementary will increase the number of students participating in Trail Blazer classes from 135 to 150

Evaluation Data Source(s) 9:







Summative Evaluation 9:

Goal 1: Don Jose Gallego Elementary School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: Gallego Elementary will increase the number of activities on College Career Readiness from 3 to 4.

Evaluation Data Source(s) 10: Sign in Sheets, Presentations

Summative Evaluation 10:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
<p>TEA Priorities Connect high school to career and college 1) 1) We will continue to promote college and career readiness by: -Having a school-wide Career Day in the fall semester -PIE day - Partners in Education -College shirt day -Career Projects (PreK3/4 Parent and Family Engagement Program) College Connections</p>		Gallego Administration Teachers Librarian Counselor Parent Liaison	Increase student awareness about college and careers. Increase community Involvement				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							



Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.




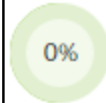




Performance Objective 1: Don Jose Gallego Elementary School. will increase meet and/or exceed State/Region attendance rates on a yearly basis.

Campus will maintain or increase attendance rate from 96% to 98%

Evaluation Data Source(s) 1: Attendance Reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Continue to offer student incentives for perfect attendance: -Magical Kingdom Club -Perfect attendance daily sign outside classrooms -Perfect Attendance Award EOY for all students		Gallego Administration Classroom Teachers SpEd Teachers Attendance Clerk Attendance Officer Counselor	Increased student daily attendance by 10%				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3000.00						
2) Utilize calling committee to make phone calls home to encourage daily attendance.		DJ Gallego Administration Classroom Teachers SpEd Teachers Attendance Clerk Attendance Officer Counselor	Increased student daily attendance by 10%				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
3) Create a 6 weeks challenge for all students meeting 100% attendance.		Gallego Administration Classroom Teachers SpEd Teachers Attendance Clerk Attendance Officer Counselor	Increased student daily attendance by 10%				
4) Utilize Attendance Officer to conduct home visits of students displaying excessive tardies and absences.		Gallego Administration Classroom Teachers SpEd Teachers Attendance Clerk Attendance Officer Counselor	Increased student daily attendance by 10%				
5) Create a Liger of Excellence Club to motivate students to do well in academics, behavior, attendance, athletics and AR		Gallego Administration Teachers Coaches Librarian	Increased student daily attendance by 10%				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.



Performance Objective 2: Don Jose Gallego Elementary School will implement a district-wide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

of Discipline referrals will be maintained at 1%.

of Discretionary placements at alternative campuses will decrease for:

Evaluation Data Source(s) 2: 425 Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Continue implementation of school-wide LIGER PRIDE EXPECTATIONS to promote increased attendance, character education, responsibility, decreased discipline referrals and improved achievement. 2.) Implement an incentive program that promotes: Attendance Attitude Academics Athletics AR	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Increased attendance, responsibility, decreased discipline referrals and improved achievement.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 300.00						
2) Establish behavior contract with students to ensure appropriate behavior in all areas of the school by all student groups.	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Increased attendance, responsibility, decreased discipline referrals and improved achievement.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 1500.00						


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

Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: Don Jose Gallego Elementary School will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I,e, National Honor Society, Student Council, or other organizations that are civic oriented) from 40%to 50%.

Evaluation Data Source(s) 3: Membership reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Encourage increased student participation in extra-curricular activities and clubs by having a Liger Night to recruit students for school organization involvement.	2.5	Gallego Administration Classroom Teachers Club Sponsors and Co-Sponsors Counselor	Increased attendance, responsibility, decreased discipline referrals and improved achievement.	✘			
							


Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

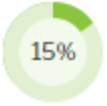




Performance Objective 4: Don Jose Gallego Elementary School will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.

of students that participate in at least 1 activity will increase from 10% to 40%.

Evaluation Data Source(s) 4: Participation reports

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1)) Recruit and retain student membership in academic clubs and organizations such as UIL, NEHS, Chess Club, LEGO Robotics, Technology, Literacy Club, Choir, String Club, Cheerleaders and all Athletic sports.	2.5, 3.1, 3.2	Gallego Administration Classroom Teachers Club Sponsors and Co-Sponsors Counselor Coaches Librarian Parent Liaison Parents Volunteers	Increased student participation in clubs, organizations and sports.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1500.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
2) Purchase awards and incentives for student participation in Athletics.	2.5, 3.1, 3.2	Gallego Administration Classroom Teachers Club Sponsors and Co-Sponsors Counselor Coaches	Increased student participation in clubs, organizations and sports.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							








Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: Don Jose Gallego Elementary School will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 2% to 1%

Evaluation Data Source(s) 5: Counseling Reports
Discipline Report (425)

Summative Evaluation 5:






Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Utilize the services of community agencies to present bully awareness presentations to students and parents.	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Decrease the incidents of bullying				
2) Guidance Counseling Classroom Presentations on Character Education provided by Counselor to all student groups.		Gallego Administration Classroom Teachers SpEd Teachers Counselor	Decrease the incidents of bullying				
3) Implement the 7 Habits of Happy Students school-wide Books: Be still little tree be still We're all wonders 7 habits of happy kids	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Decrease the incidents of bullying				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 2: Don Jose Gallego Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 6: Don Jose Gallego Elementary School will support students as they transition from Elementary to Middle School (5th-6th) by increasing number of transition activities from 1 to 3.

Evaluation Data Source(s) 6: Counseling Reports
CIA Agendas

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Ensure that all 5th grade students attend an orientation at their respective MS campus to provide them with a smooth transition to 6th grade.	2.5, 3.1	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Transition from 5th - 6th grade				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

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

Performance Objective 1: Don Jose Gallego Elementary School will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.



Number of parents and community members participating in Site-Based Decision Making committees will increase from 10%to 30%.








Increase the number of parents/community members that attend informative meetings form 30% to 60%,

Increase the number of positive social media postings by a minimum of 3%.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Teachers will create Remind 101 per homeroom to communicate with parents		Gallego Administration Classroom Teachers SpEd Teachers Counselor	Increased communication with parents.				
2) Conduct monthly informational meetings to discuss monthly topics as assigned by teachers and counselor Grade level student performances to enlist parents to attend.		Gallego Administration Classroom Teachers SpEd Teachers Counselor	Increased number of parents attending monthly meetings.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
3) Distribute monthly calendars and newsletters to keep parents informed	3.1, 3.2	Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings.				
4) Create a Liger Lookout team comprised of Parents assisting with after-school traffic duties.		Gallego Administration Parent Liaison					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

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




Performance Objective 2: Don Jose Gallego Elementary School will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.

Parent volunteers will increase from 10% to 40%.

Volunteer Hours will increase from 10 to 75.

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Recruit and attract new parent volunteers to increase membership.	3.1, 3.2	Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings.				
2) Conduct Student of the Month Ceremony to recognize academic student performance, student behavior expectations and attendance. In addition, we will recognize 1 parent per grade level at a Parent of the Month Ceremony.		Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings.				
3) Establish partnerships with LC, South Texas Food Bank, HEB and Walmart.	3.1, 3.2	Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings. Increased parent participation is specify programs or family projects.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
4) Hold an annual Title I meeting in September in both English and Spanish. Title I meeting is held to review funding, curriculum and assessments, programs and rights of parents.							
5) Provide flexible informative meetings in both morning and evening to encourage more parent participation.		Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings. Increased parent participation is specify programs or family projects.				
6) Develop a parent family engagement policy through the CPAC committee. CPAC will convene to plan, review, and improve School, Teacher, Parent Compact and Parent and Family Engagement Policy.		Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings. Increased parent participation is specify programs or family projects.				
= Accomplished = Continue/Modify = No Progress = Discontinue							



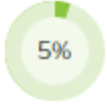
Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 1: Don Jose Gallego Elementary School will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of campus personnel will receive required trainings and staff development.
- b) Don Jose Gallego Elementary School will increase the number of employee appreciation activities.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Continue to recognize teachers at the campus and district levels. IE: Teacher of the Year, Golden Apple, Years of Service.		Gallego Administration	Increase the number of employee appreciation activities				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2371112.00, 199 - General Fund: GT (PIC 21) - 68190.00, 199 - General Fund: Special Education (PIC 23) - 319590.00, 199 - General Fund: Bilingual (PIC 25) - 76879.00, 199 - General Fund: SCE (PIC 30) - 137987.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 264948.00, 199 - General Fund: SCE Pre K (PIC 34) - 298667.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 45700.00, 199 - General Fund: Operating (PIC 99) - 582508.00, 211 - ESEA Title I: Improving Basic Program - 172991.00, 224 - IDEA - Part B: Formula Fund - 59985.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 10516.00						
2) Provide a parking space in front of school designated for "Teacher of the Month"		Gallego Administration	Increase the number of employee appreciation activities.				
3) Provide activities for Teacher Appreciation Week.		DJ Gallego Administration	Increase the number of employee appreciation activities.				

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

Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: Don Jose Gallego Elementary School will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all Campus level departments.



Increase Teacher Retention Rate
from 99% to 100%







Increase the % of Teacher scoring an Proficient in all domains on T-TESS
from 99% to 100%.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS
from 99% to 100%

Evaluation Data Source(s) 2: T-TESS Reports
T-PESS Reports

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide and develop professional development to support and retain highly qualified teachers.		Gallego Administration	Teacher participation in selective professional development to promote teacher growth and support campus initiatives.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1500.00							
2) Teachers attend professional development sessions to develop innovative instructional strategies and provide effectively teaching and learning of : 7 Habits of Happy Students Differentiated Instruction RtI Process Technology Integration		Gallego Administration	Teacher participation in selective professional development to promote teacher growth and support campus initiatives.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
3) Teachers participate in PLC's to discuss student progress, analyze and disaggregate data, create instructional action plans and monitor student progress.	2.5	Gallego Administration Instructional Specialist Classroom Teachers	Teacher participation in PLC's to promote teacher growth and support campus initiatives.				
4) Campus Administration will attend professional development to support successful implementation of curriculum and updates on state and federal mandates.		Gallego Administration Instructional Specialist	Administrator participation in selective professional development to promote and support campus initiatives.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1000.00, 199 - General Fund: Operating (PIC 99) - 1500.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

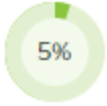




Performance Objective 3: Don Jose Gallego Elementary School will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

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

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

Evaluation Data Source(s) 3: Budget Reports
Corrective Action Plans

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Align campus expenditures to CNA and CIP		Gallego Administration Budget Committee	Appropriate funds to support campus initiatives according to CNA and CIP				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 4: Don Jose Gallego Elementary School will maintain a safe, secure and healthy learning and working environment for all students and employees.






The number of workman's compensation claims will decrease by 10%.

The number of employees that participate in district health and wellness initiatives will increase by 10%.

Increase the number of students getting the flu shot from 173 to 200..

Evaluation Data Source(s) 4: Workman's Compensation Reports
Blue Cross/Blue Shield Data
Flu Report

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Provide awareness and prevention information to all employees.		Gallego Administration Safety Committee	The number of workman's compensation claims will decrease by 10%.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							






Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 5: Don Jose Gallego Elementary School will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

100% of all campus and department support staff employees will receive training annually.

Evaluation Data Source(s) 5: Customer Service Training Sign-In Sheets

Summative Evaluation 5:






Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Gallego Elementary School will monitor that all employees attend all required trainings							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Goal 4: Don Jose Gallego Elementary School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 6: Don Jose Gallego Elementary School will not have 1 or more student groups that fail to meet performance standards for 3 consecutive years.

Evaluation Data Source(s) 6: STAAR Data

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	July
1) Gallego Elementary will monitor the performance of all student groups to ensure that they meet federal targets (Closing the Gap Domain III)	2.4, 2.5	Administration Instructional Specialist Deans of Instruction Teachers SpEd Dept.	Increase student performance of all students. Increase attendance of all students.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							