

Laredo Independent School District
Don Jose Gallego Elementary School
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard



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.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Student population is 773.

Ethnic distribution consists of 99% Hispanics.

Demographic Distribution		
English Language Learners	542	70%
Special Education	38	5%
Gifted & Talented	63	8%
Migrant	2	.03%
Section 504	5	.1%
Dyslexia	11	1%

Demographics Strengths

Jose Gallego Elementary School is a school of highly qualified teachers and motivated staff implementing effective instructional programs and utilizing demographic and assessment data to create strategic action plans to adequately use resources to enhance student performance. Our team knows the student population and their emotional, social and academic needs. We understand the needs of our students and work diligently to assist our students to reach their full potential using individualized prescriptive intervention plans to meet their needs. Instruction is rigorous and differentiated to meet the needs of all students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: 42% of our Special Education population did not meet standard for the 2017-2018 school year **Root Cause:** Teacher lacked training

in differentiated instruction

Problem Statement 2: Attendance rate is low **Root Cause:** Parents are indifferent about sending their children to school. Many students do not belong to our campus.

Student Academic Achievement

Student Academic Achievement Summary

2016-2017 TAPR Accountability Rating: Met Standard

STAAR Student Achievement:

- **Index 1**

Student Achievement:72 (Target Score=60) +2

- **Index 2**

Student Progress:47 (Target Score=32) +5

- **Index 3**

Closing Performance Gaps:42 (Target Score=28) +2

- **Index 4**

Post-secondary Readiness:41 (Target Score=12) +7

System Safeguards:

Met Performance Rates: 17/18= 94%

Met Participation Rates: 10/10 = 100%

Distinction Designation: None

Jose Gallego Elementary School is a data-driven, student-centered school whose shared mission is to provide students with the experiences, skills, materials and resources necessary to promote academic growth. We implement the RTI process and monitor student progress every three weeks while providing needed tutorials, intervention and reinforcement through the use of campus/district approved instructional programs, campus tutorials, extended days, and Super Saturdays. Student achievement is rewarded through recognition ceremonies such as STUDENT OF THE MONTH, PERFECT ATTENDANCE and AR. Goal Setting sessions with classroom teachers, counselor and self-monitoring of student progress. Data room, Data walls and individual student progress tracking folder for CBA's and Benchmarks per student. Administration, Faculty, Staff, Students and Parents monitoring student progress to ensure academic success. PASS (Parents-Administration-Staff-Students) for student success.

Student Academic Achievement Strengths

At Jose Gallego Elementary School the focus is on Student Progress Measure and Student Improvement for our student subgroups: ELL, SpEd, 504 & Dyslexia. We identify at-risk students and target their weaknesses and provide support and mentorship through Special Education tutors, M&M mentoring program, RTI consistent progress monitoring and positive reinforcement for continued student success and academic growth. After CBA/Benchmark, data is analyzed and teachers, support staff and administration create an action plan for continued intervention/remediation. Students' weaknesses are identified and addressed accordingly. Students are held accountable for their learning. 3rd, 4th and 5th grade students sign a contract with the Counselor to attend tutorials and excel in the classroom and on state assessments. In order to develop habits of continuous improvement, our staff stays focused, informed, trained and aware of the expectations, accountability standards and district/campus goals.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Although we met standard, our campus did not receive any distinctions for student achievement **Root Cause:** Rigor and differentiation is lacking in teacher delivery of instruction.

School Processes & Programs

School Processes & Programs Summary

Mission: To develop and nurture each students' **ACADEMIC**, **SOCIAL**, and **EMOTIONAL** growth as needed to reach his/her full potential towards success by providing a relevant and challenging curriculum that includes innovative programs and an effective use of resources.

Practice: To consistently meet to discuss student progress. Grade Team meetings/PLCs are conducted to discuss individual student performance, progress review reports and action plans, interventions and strategies to improve student achievement. Student data is utilized to make projections about student schedules/grouping , prescriptive instructional programs, and tutorial/remediation plans.

Teamwork: Team building within and across the grade levels to increase teacher motivation and drive. Everyone working together towards a common goal. Across the grades planning and collaboration to align subject/content continuity.

The implementation of specific Staff Development such as:

- EDI - Explicit Direct Instruction
- Differentiated Instruction
- Accountability Data Desegregation
- Seven Habits of Happy Students
- Fundamental Five
- Lead4ward

Technology trainings such as:

- See Saw

- Virtual Reality
- Achieve 3000
- Education Galaxy
- IPAD Apps

In-class support by Instructional Specialist, Assistant Principal, Instructional Deans, and Special Education Department.

- Contracted consultant services by Region I addressing EDI strategies for additional intervention for PreK-5th grades.
- Reading intervention programs for K-5th grades.
- Additional resources to support PreK-5th grade instruction.

We at Gallego Elementary School encourage parental involvement throughout the school and offer parenting sessions and informational meetings of specific topics.

- Importance of Daily Attendance
- School Improvement
- Study Habits and Homework
- Nutrition and Wellness
- School Safety
- Internet and Social Media Awareness
- Anti-Bullying

We keep our parents informed through continuous communication through:

- Gallego Elementary School Webpage
- Informational Message Board
- Monthly Newsletters
- Classroom teacher communication
- Report Card Night
- Meet the Teacher Night
- Liger News School newspaper
- Open House
- Remind 101

At Gallego Elementary School, we are equipped to engage students in modern technology by implementing reading, math and science programs in 2 computer labs, an ESL Lab, a Virtual Reality Lab, Ipads in the classrooms, as well as learning pads, laptops and desktops in the classroom. All classrooms are equipped with mimios, document cameras and internet accessibility.

School Processes & Programs Strengths

Mission: Teachers and staff are involved and committed to provide the best educational experience to all students. Through best practices and specified trainings, teacher provide rigorous and differentiated instruction. (EDI) Explicit Direct Instruction

Practice: All staff members work together to encourage Liger PRIDE Expectations: Preparation, Respect, Integrity, Dedication and Excellence. Teachers implement EDI instructional strategies in their lessons.

Teamwork: Grade level teachers make decisions and plan collaboratively. Prescriptive instructional grade level grouping as needed.

The following are activities that were carried out at our school:

- Thanksgiving Projects
- Christmas Special Projects
- AR Challenges
- School Board Recognition Month
- Red Ribbon Week

- Week of the Young Child
- STAAR Rally
- Read Across America Week
- Literacy Parade
- Instructional Field Trips
- College Fridays
- Reading Lock-In
- Technology Lock-in
- Family Reading Night
- Perfect Attendance Dances
- Math Mondays
- Student of the Month Ceremonies
- 5th Grade Prom
- Kindergarten Graduation
- Spring Festival
- Fall Festival
- Skills of Science Day
- Compliance with Campus Mandates and District Initiatives.
- Recruit and Retain teachers who are fully certified and highly qualified.

Collaborative vertical planning

- Weekly grade level meetings /PLCs
- Desegregation of Data
- Monitoring of Instructional Programs such as Education Galaxy, Achieve 3000, VMath and Lexia
- Instruction aligned with data results. Data drives instruction and remediation plans.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: 2017-2018 Intervention Blocks were not effective and prescriptive. **Root Cause:** Teachers lacked insight on execution of

Intervention Block for Reading in 1st and 2nd grades

Problem Statement 2: Tutorials were not conducted by grade level teachers **Root Cause:** Substitutes were allowed to conduct tutorials when teachers would not attend.

Problem Statement 3: Master Teachers were needed in the Intermediate grades (3rd, 4th, 5th) **Root Cause:** Teachers were not in the proper grade assignment.

Problem Statement 4: Master teachers were needed in 1st and 2nd grades to establish and build a foundation for Reading

Perceptions

Perceptions Summary

Mission: To develop and nurture each students' ACADEMIC, SOCIAL, and EMOTIONAL growth as needed to reach his/her full potential towards success by providing a relevant and challenging curriculum that includes innovative programs and an effective use of resources.

Practice: To consistently meet to discuss student progress. Grade Team meetings/PLCs are conducted to discuss individual student performance, progress review reports and action plans, interventions and strategies to improve student achievement. Student data is utilized to make projections about student schedules/grouping , prescriptive instructional programs, and tutorial/remediation plans.

Teamwork: Team building within and across the grade levels to increase teacher motivation and drive. Everyone working together towards a common goal. Across the grades planning and collaboration to align subject/content continuity.

Perceptions Strengths

Mission: Teachers and staff are involved and committed to provide the best educational experience to all students. Through best practices and specified trainings, teacher provide rigorous and differentiated instruction. (EDI) Explicit Direct Instruction

Practice: All staff members work together to encourage Liger PRIDE Expectations: Preparation, Respect, Integrity, Dedication and Excellence. Teachers implement EDI instructional strategies in their lessons.

Teamwork: Grade level teachers make decisions and plan collaboratively. Prescriptive instructional grade level grouping as needed.

The following are activities that were carried out at our school:

- Thanksgiving Projects
- Christmas Special Projects
- AR Challenges
- School Board Recognition Month
- Red Ribbon Week
- Week of the Young Child

- STAAR Rally
- Read Across America Week
- Literacy Parade
- Instructional Field Trips
- College Fridays
- Reading Lock-In
- Technology Lock-in
- Family Reading Night
- Perfect Attendance Dances
- Math Mondays
- Student of the Month Ceremonies
- 5th Grade Prom
- Kindergarten Graduation
- Spring Festival
- Fall Festival
- Skills of Science Day

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results

Student Data: Behavior and Other Indicators

- Attendance data

Goals

Revised/Approved: January 18, 2018

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 a yearly increase on state assessments.

Domain I Score will increase

from 72 to 80.

(See Plan Addendum)


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

Summative Evaluation 1: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Continue to implement resources/programs that enhance the learning and student academic performance for bilingual, at-risk, GT, 504, dyslexia and Special Education 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				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 11199.00							

2) We will continue to implement WRITE IT, READ IT, daily writing and reading for first 30 min of instructional day for all student populations.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Increased STAAR scores in Reading and Writing by 10%				
3) Provide students with a rigorous and challenging curriculum by LEAD curriculum implementation, EDI lesson strategies and Fundamental 5 instructional practices to improve student academic performance.	2.5	Gallego Administration Instructional Specialist Teachers	Increased student performance Increase STAAR scores in Reading, Writing, Math and Science				
4) Utilize DMAC for data reports that will drive instruction and help monitor student performance.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist	Increase STAAR performance by 10%				
5) 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	2.5	Gallego Administration Teachers Librarian Counselor Parent Liaison	Increase student awareness about college and careers. Increase community Involvement				
6) Establish a culture of continuous improvement, focused on Reading and Math by : -Departmentalization beginning in 1st grade-5th grade -Establishing Trailblazer classes in Kinder - 5th grade Purchasing accelerated instruction materials for trailblazer classes.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd 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 - 1118.00							
7) Utilize CEI Lab Manager to work with small groups of at-risk students to increase Reading and Math skills.	2.4, 2.5, 2.6	DJ Gallego Administration Instructional Specialist Classroom Teachers CEI Lab Manager	Continuous improvement in Reading and Math				
PBMAS 8) Continue with TELPAS Tuesdays and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers	Increased proficiency levels on TELPAS				

9) Develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of : EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction RtI Process Technology applications	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers SpEd Teachers Region I Tech Trainer Counselor	Increased quality of teaching strategies and effective practices that promote student progress and growth				
10) Provide specialized instructional support through: Campus Instructional Specialist Instructional Deans RtI Process	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Classroom Teachers	Decrease the number of student retentions				
11) 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	Increased student performance Increase STAAR scores in Reading, Writing, Math and Science				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00							
12) Purchase incentives to promote student academic performance for ELL, at-risk, GT, 504 and Special Education students.		Gallego Administration Instructional Specialist Classroom Teachers	Increased student performance Increase STAAR scores in Reading, Writing, Math and Science				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5000.00							
13) 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: Basic Instruction (PIC 11) - 250.00, 199 - General Fund: Operating (PIC 99) - 2500.00							
14) 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) - 2750.00							

15) Purchase materials and supplies for GT students to promote student academic performance.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Classroom Teachers	Increased student performance Increase STAAR scores in Reading, Writing, Math and Science. Increase number of students scoring at the masters level.				
	Funding Sources: 199 - General Fund: GT (PIC 21) - 504.00						
16) GT student performance	2.4, 2.5, 2.6						
							


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 will increase from 80 to 85.

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	Aug
1) Provide tutorials for students in grades K-5th 3:30-4:30 M-TH Provide Super Saturdays 7:30-11:30 for students in STAAR grades 3-5. Tutorials and Super Saturdays include all students, ELL, Sp. Ed. and GT.	2.4, 2.5, 2.6	Gallego Administration Instructional Specialist Teachers	Increased student academic performance on TPRI, Rigby, TELPAS, and STAAR scores by 10%				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 55000.00, 211 - ESEA Title I: Improving Basic Program - 5000.00							
2) Continue to utilize Achieve 3000 in grades K-5th grades for increased Reading fluency and comprehension. Continue to utilize Educational Galaxy for intervention for Reading, Math, Writing and Science.		Gallego Administration Instructional Specialist	Increased student academic performance on TPRI, Rigby, TELPAS, and STAAR scores by 10%				
3) 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 STAAR scores by 10%				
4) Continue to utilize Achieve 3000 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						
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5000.00							
							


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 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	Aug
1) Provide Reading materials for all students to increase student academic performance for ELL, GT, 504, Dyslexia, and Special Education students.	2.4, 2.5, 2.6, 3.2	Gallego Administration Instructional Specialist Librarian	Increase literacy and comprehension to meet the district's Accelerated Reader Program goals. Continue to meet at 100%				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 23200.00						
2) Purchase reading materials to supplement the curriculum for students in PreK3-5th grades. Materials are to enhance and improve student academic performance of ELL, Special Education, GT, 504 and Dyslexia students.	2.4, 2.5, 2.6	Principal Instructional Specialist Teachers	Increased Special Education student academic performance on TPRI, Rigby, TELPAS, and STAAR scores by 10% Increase fluency and comprehension.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						
							

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: Met Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide bilingual assessments to monitor academic progress of ELL 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) - 7000.00							
2) Continue and enhance use of ESL Lab for ELL students. Purchase additional AR audio books for ELL 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				
3) Continue with TELPAS Tuesdays 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) - 36924.00							
							

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 to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

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	Aug
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: EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction RtI Process Technology applications		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				
4) Maintain use of Alexandria 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 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.				
							

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	Aug
1) Ensure that all teachers attend required technology trainings in order to be in compliance with the 12 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 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				
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



= Considerable



= Some Progress



= 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	Aug
1) Provide teacher training and support through 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: Basic Instruction (PIC 11) - 27350.00							
3) Utilize DMAC for progress monitoring of students 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.				
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  = Considerable  = Some Progress  = 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 _____.

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	Aug
1)) Continue and enhance use of ESL Lab for ELL students. Purchase additional AR audio books for ELL 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 Tuesdays 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				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = 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 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 95% to 99%

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	Aug
1) Continue to offer student incentives for perfect attendance: -Weekly Perfect Attendance dances -Bicycle raffle every 6 weeks -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%				
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%				
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%				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = 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 decrease from 1% to 0.

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	Aug
1) Continue implementation of school-wide LIGER PRIDE EXPECTATIONS to promote increased attendance, character education, responsibility, decreased discipline referrals and improved achievement.	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Increased attendance, responsibility, decreased discipline referrals and improved achievement.				
2) Establishing 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.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = 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 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 _____ to _____.

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	Aug
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 ____ to _____.

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	Aug
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: Athletic (PIC 91) - 2000.00			
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: Basic Instruction (PIC 11) - 1000.00			
							


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 _____ to _____.

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	Aug
1) Utilize the services of community agencies such as Pillar 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 provide 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	2.5	Gallego Administration Classroom Teachers SpEd Teachers Counselor	Decrease the incidents of bullying				
							

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 _____ to _____.

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	Aug
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				

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 ____ to ____.

Increase the number of parents/community members that attend informative meetings form ____ to _____,

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	Aug
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.				
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) Purchase an Electronic Marquee to increase parent/community communication.	3.1, 3.2	Gallego Administration	Increased communication with parents. Increased number of parents attending monthly meetings.				

= Accomplished
 = Continue/Modify
 = Considerable
 = Some Progress
 = 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 _____ to _____.
 Volunteer Hours will increase from _____ to _____.

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) 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.		Gallego Administration Classroom Teachers SpEd Teachers Counselor Parent Liaison	Increased communication with parents. Increased number of parents attending monthly meetings.				
3) Establish partnerships with LCC, 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.				
							

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 from ____ to _____.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) 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				
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.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = 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 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-P ESS
from 99% to 100%

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

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
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) - 2500.00							
2) Teachers attend professional development sessions to develop innovative instructional strategies and provide effectively teaching and learning of : EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction Rtl Process Technology applications		Gallego Administration	Teacher participation in selective professional development to promote teacher growth and support campus initiatives.				

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: Basic Instruction (PIC 11) - 1500.00							
							

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	Aug
1) Align campus expenditures to CNA and CIP		Gallego Administration Budget Committee	Appropriate funds to support campus initiatives according to CNA and CIP				

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 _____ to _____.

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	Aug
1) Provide awareness and prevention information to all employees.		Gallego Administration Safety Committee	The number of workman's compensation claims will decrease by 10%.				

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:

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:

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Continue to implement resources/programs that enhance the learning and student academic performance for bilingual, at-risk, GT, 504, dyslexia and Special Education students to build a solid foundation for Reading and Math.
1	1	2	We will continue to implement WRITE IT, READ IT, daily writing and reading for first 30 min of instructional day for all student populations.
1	1	3	Provide students with a rigorous and challenging curriculum by LEAD curriculum implementation, EDI lesson strategies and Fundamental 5 instructional practices to improve student academic performance.
1	1	4	Utilize DMAC for data reports that will drive instruction and help monitor student performance.
1	1	5	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
1	1	6	Establish a culture of continuous improvement, focused on Reading and Math by : -Departmentalization beginning in 1st grade-5th grade -Establishing Trailblazer classes in Kinder - 5th grade Purchasing accelerated instruction materials for trailblazer classes.
1	1	7	Utilize CEI Lab Manager to work with small groups of at-risk students to increase Reading and Math skills.
1	1	8	Continue with TELPAS Tuesdays and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS
1	1	9	Develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of : EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction RtI Process Technology applications
1	1	10	Provide specialized instructional support through: Campus Instructional Specialist Instructional Deans RtI Process
1	1	11	Provide students with educational experiences through field trips and hands-on opportunities outside the school setting.
1	1	12	Purchase incentives to promote student academic performance for ELL, at-risk, GT, 504 and Special Education students.
1	1	13	Purchase materials and supplies for PreK3 students to promote student academic performance.
1	1	14	Purchase materials and supplies for PreK4 students to promote student academic performance.
1	1	15	Purchase materials and supplies for GT students to promote student academic performance.
1	2	1	Provide tutorials for students in grades K-5th 3:30-4:30 M-TH Provide Super Saturdays 7:30-11:30 for students in STAAR grades 3-5. Tutorials and Super Saturdays include all students, ELL, Sp. Ed. and GT.
1	2	2	Continue to utilize Achieve 3000 in grades K-5th grades for increased Reading fluency and comprehension. Continue to utilize Educational Galaxy for intervention for Reading, Math, Writing and Science.

Goal	Objective	Strategy	Description
1	2	3	Continue to provide tutors for individualized instruction in Reading and Math for Special Education students.
1	2	4	Continue to utilize Achieve 3000 in grades PreK-2nd grades for increased Reading fluency and comprehension. Continue to utilize Educational Galaxy for intervention for Reading, Math, Writing and Science.
1	3	1	Provide Reading materials for all students to increase student academic performance for ELL, GT, 504, Dyslexia, and Special Education students.
1	3	2	Purchase reading materials to supplement the curriculum for students in PreK3-5th grades. Materials are to enhance and improve student academic performance of ELL, Special Education, GT, 504 and Dyslexia students.
1	4	1	Provide bilingual assessments to monitor academic progress of ELL students.
1	4	3	Continue with TELPAS Tuesdays and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS
1	4	4	Purchase bilingual material to enhance the instruction for all ELL students
1	5	1	Provide staff development to promote effective teaching practices and research-based instructional strategies to enhance the delivery of instruction to all student populations.
1	5	2	Provide staff development in the following areas: EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction RtI Process Technology applications
1	5	3	Utilize iPads in PreK3-5th grades for all student groups to promote and support student academic performance.
1	5	4	Maintain use of Alexandria for the Library Media Center for all student groups.
1	5	5	Provide prescriptive, small group reading intervention for all student groups by utilizing -V-Math -Education Galaxy -Lexia - Headsprout -Frogstreet -Smarty Antz -Kids Biz to increase student academic performance
1	6	1	Ensure that all teachers attend required technology trainings in order to be in compliance with the 12 hour district mandate.
1	6	2	Teachers will integrate technology as a component in daily lessons.
1	6	3	Campus Technology Trainer will provide technology applications trainings for all classroom teachers.
1	7	1	Provide teacher training and support through RtI process
1	7	2	Provide intervention for all at-risk students through guided reading, small group instruction and centers. Purchase materials and supplies for at-risk students.
1	7	3	Utilize DMAC for progress monitoring of students on RtI
1	7	4	Utilize CEI Lab Manager to provide specialized small group instructional support.
1	8	1) Continue and enhance use of ESL Lab for ELL students. Purchase additional AR audio books for ELL students

Goal	Objective	Strategy	Description
1	8	2	Continue with TELPAS Tuesdays and monitor student writing samples to order to increase English Language Proficiency levels on TELPAS
2	1	1	Continue to offer student incentives for perfect attendance: -Weekly Perfect Attendance dances -Bicycle raffle every 6 weeks - Perfect attendance daily sign outside classrooms -Perfect Attendance Award EOY for all students
2	1	2	Utilize calling committee to make phone calls home to encourage daily attendance.
2	1	3	Create a 6 weeks challenge for all students meeting 100% attendance.
2	1	4	Utilize Attendance Officer to conduct home visits of students displaying excessive tardies and absences.
2	2	1	Continue implementation of school-wide LIGER PRIDE EXPECTATIONS to promote increased attendance, character education, responsibility, decreased discipline referrals and improved achievement.
2	2	2	Establishing behavior contract with students to ensure appropriate behavior in all areas of the school by all student groups.
2	3	1	Encourage increased student participation in extra-curricular activities and clubs by having a Liger Night to recruit students for school organization involvement.
2	4	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	4	2	Purchase awards and incentives for student participation in Athletics.
2	5	1	Utilize the services of community agencies such as Pillar to present bully awareness presentations to students and parents.
2	5	2	Guidance Counseling Classroom Presentations on Character Education provide by Counselor to all student groups.
2	5	3	Implement the 7 Habits of Happy Students school-wide
2	6	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.
3	1	1	Teachers will create Remind 101 per homeroom to communicate with parents
3	1	2	Conduct monthly informational meetings to discuss monthly topics as assigned by teachers and counselor Grade level student performances to enlist parents to attend.
3	1	3	Distribute monthly calendars and newsletters to keep parents informed
3	1	4	Purchase an Electronic Marquee to increase parent/community communication.
3	2	1	Recruit and attract new parent volunteers to increase membership.
3	2	2	Conduct Student of the Month Ceremony to recognize academic student performance, student behavior expectations and attendance.
3	2	3	Establish partnerships with LCC, South Texas Food Bank, HEB and Walmart.

Goal	Objective	Strategy	Description
4	1	1	Continue to recognize teachers at the campus and district levels. IE: Teacher of the Year, Golden Apple, Years of Service.
4	1	2	Provide a parking space in front of school designated for "Teacher of the Month"
4	1	3	Provide activities for Teacher Appreciation Week.
4	2	1	Provide and develop professional development to support and retain highly qualified teachers.
4	2	2	Teachers attend professional development sessions to develop innovative instructional strategies and provide effectively teaching and learning of : EDI Instructional Practices 7 Habits of Happy Students Differentiated Instruction RtI Process Technology applications
4	2	3	Teachers participate in PLC's to discuss student progress, analyze and disaggregate data, create instructional action plans and monitor student progress.
4	2	4	Campus Administration will attend professional development to support successful implementation of curriculum and updates on state and federal mandates.
4	3	1	Align campus expenditures to CNA and CIP
4	4	1	Provide awareness and prevention information to all employees.

State Compensatory

Budget for Don Jose Gallego Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-00-102-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$189,737.00
199-11-6119-20-102-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$45,000.00
199-31-6119-00-102-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$42,665.00
199-11-6129-00-102-9-30-000	6129 Salaries or Wages for Support Personnel	\$118,288.00
199-11-6129-00-102-9-32-000	6129 Salaries or Wages for Support Personnel	\$68,200.00
199-12-6129-00-102-9-30-000	6129 Salaries or Wages for Support Personnel	\$20,919.00
6100 Subtotal:		\$484,809.00
6300 Supplies and Services		
199-11-6399-00-102-9-30-000	6399 General Supplies	\$27,350.00
199-11-6399-00-102-9-34-000	6399 General Supplies	\$500.00
6300 Subtotal:		\$27,850.00

Personnel for Don Jose Gallego Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Arminda Gonzalez	Attendance Officer	State Compensatory	.20
Celinda Garcia	Teacher Assistant	State Compensatory	.5
Diana Garza	Science Lab Manager	State Compensatory	1.0
Graciela Saldana	PK 3 Teacher	State Compensatory	.5
Harley Perez	Teacher Assistant	State Compensatory	.5
Ingrid Almendarez	Librarian Assistant	State Compensatory	1.0
Janet Palomo	PK 4 Teacher	State Compensatory	.5
Jessica Saenz	PK 4 Teacher	State Compensatory	.5
Kayla Rodriguez	Teacher Assistant	State Compensatory	1.0
Lizeth De La Pena	Teacher Assistant	State Compensatory	1.0
Monia Vilchez	PK4 Teacher	State Compensatory	.5
Norma Lightner	Counselor	State Compensatory	1.0
San Juana Ibarra	PK3 Teacher	State Compensatory	.5
Stacey Rogerio	PK 3 Teacher	State Compensatory	.5
Susana Palacios	Teacher Assistant	State Compensatory	1.0
Vanessa Hernandez	PK 4 Teacher	State Compensatory	.5
Victoria Rodriguez	Teacher Assistant	State Compensatory	.5

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The Gallego Elementary School Needs Assessment was done with the input from campus administration, teachers, support staff, parents and members of the community. The campus did a data analysis in the following areas: demographics, student achievement, processes and programs and perceptions. The committees identified strengths and weaknesses for each of the four areas and addressed them in the campus improvement every plan.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

The Campus Improvement Plan is developed from input provided by a variety of stakeholders including teachers, campus administration, support staff, parents and community members. After conducting the needs assessment the school develops performance objectives and strategies to target those objectives. These strategies are evaluated through formative evaluations throughout the year and a summative assessment is done at the end of the school year.

2.2: Regular monitoring and revision

The campus improvement plan is completed every year and is evaluated throughout the year. Formative reviews are conducted in November, March, and June. During these reviews, the committee reviews and evaluates all strategies and makes necessary changes and adjustments. A summative evaluation is done in August when a program evaluation is conducted.

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

The comprehensive needs assessment and the campus improvement plan are posted on the school website. A hard copy of the plan is available at the campus upon request for any staff member or parent.

2.4: Opportunities for all children to meet State standards

The school utilizes the LEAD Curriculum to ensure that classroom instruction is aligned to state standards. Campus administration monitors instruction on a daily basis to ensure alignment between curriculum, instruction and assessments. Students are assessed with locally developed assessments every six weeks to monitor student performance and provide interventions accordingly.

2.5: Increased learning time and well-rounded education

The school provides a variety of activities and opportunities for students to learn including college career readiness, advanced placement, extended learning time, Robotics, Weird Science activities, etc.

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

Provide intervention activities during the day, after school and on Saturdays. We will also provide tutors to assist students that are at risk of not meeting state standards.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

Campus Parent Advisory Committee reviews and modifies the Parent and Family Engagement Policy and Parent, Teacher Student Compact that is shared during the Annual Title I meeting in both English and Spanish.

3.2: Offer flexible number of parent involvement meetings

A variety of Informative sessions are provided for our parents during meetings held during the day and on evenings.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amanda Saenz	Parent Liaison	Title I	1
Claudia Gonzalez	Instructional Specialist	Title I	1
Daisy Gonzalez	CEI Lab Manager	Title I	1
Liliana Gutierrez	Tech Trainer	Title I	.5
Yolanda Mendoza	Health Assistant	Title I	1

Campus Improvement Decision-Making Committee

Committee Role	Name	Position
Administrator	Imelda Martinez	Principal
Administrator	Marcia Martinez	Asst Principal
Instruction	Claudia Gonzalez	Instructional Specialist
Classroom Teacher	San Juanita Ibarra	PreK3 Teacher
Classroom Teacher	Lidia Delgado	Kindergarten Teacher
Classroom Teacher	Elda Pullin	First Grade Teacher
Classroom Teacher	Karina Perez	Second Grade Teacher
Classroom Teacher	Jessica Lerma	Special Ed. Teacher
Business Representative	Gerardo Gonzalez	Audio Visual
Parent	Briseida Herrera	PTO President
Parent	Daisy Gonzalez	Parent
Classroom Teacher	Daniela Clark	4th grade Teacher
Classroom Teacher	Vanessa Hernandez	Pre K 4 Teacher
Classroom Teacher	Carla Pineda	5th grade Teacher
Classroom Teacher	Annabel Palacios	3rd grade Teacher

Campus Funding Summary

199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Instructional materials		\$11,199.00
1	1	11			\$2,000.00
1	1	12			\$5,000.00
1	1	13	PreK3	6399	\$250.00
1	2	4			\$5,000.00
1	3	1			\$23,200.00
1	3	2			\$2,000.00
1	5	4			\$840.00
1	7	2			\$27,350.00
2	4	2			\$1,000.00
4	2	1			\$2,500.00
4	2	4			\$1,500.00
Sub-Total					\$81,839.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	13			\$2,500.00
Sub-Total					\$2,500.00
199 - General Fund: Athletic (PIC 91)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	4	1			\$2,000.00
Sub-Total					\$2,000.00
199 - General Fund: Bilingual (PIC 25)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1			\$7,000.00

1	4	4			\$36,924.00
Sub-Total					\$43,924.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	15			\$504.00
Sub-Total					\$504.00
199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	14			\$250.00
1	1	14			\$2,500.00
Sub-Total					\$2,750.00
199 - General Fund: SCE (PIC 30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Extra duty pay	6119-20	\$45,000.00
1	2	1			\$10,000.00
Sub-Total					\$55,000.00
211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6			\$1,118.00
1	2	1			\$5,000.00
Sub-Total					\$6,118.00
Grand Total					\$194,635.00