

# **San Elizario Independent School District**

## **Josefa L. Sambrano Elementary**

### **2025-2026 Campus Improvement Plan**



# **Mission Statement**

Josefa L. Sambrano Elementary School will go beyond excellence by providing a nurturing learning environment that provides a solid foundation and instills a desire to be lifelong learners both academically and socially. In all that we do and all that we teach, we will provide education at an exemplary level.

## **Vision**

Our students will be academically and socially developed citizens who are evolving in an innovative curriculum that meets the diverse needs of all students and equips them to be positive and contributing members of society.

## **Value Statement**

At Josefa L. Sambrano students will be safe, respectful, and responsible.

# Table of Contents

|                                                                                                                                         |    |
|-----------------------------------------------------------------------------------------------------------------------------------------|----|
| Comprehensive Needs Assessment .....                                                                                                    | 4  |
| Needs Assessment Overview .....                                                                                                         | 4  |
| Demographics .....                                                                                                                      | 5  |
| Student Achievement .....                                                                                                               | 7  |
| School Culture and Climate .....                                                                                                        | 9  |
| Staff Quality, Recruitment, and Retention .....                                                                                         | 10 |
| Curriculum, Instruction, and Assessment .....                                                                                           | 11 |
| Family and Community Engagement .....                                                                                                   | 12 |
| School Organization .....                                                                                                               | 13 |
| Technology .....                                                                                                                        | 14 |
| Priority Problem Statements .....                                                                                                       | 15 |
| Comprehensive Needs Assessment Data Documentation .....                                                                                 | 16 |
| Goals .....                                                                                                                             | 17 |
| Goal 1: To promote student success by providing a supportive, inclusive, and empowering educational environment. ....                   | 17 |
| Goal 2: To recruit, retain, support, and actively engage staff in fostering a positive and effective work environment ....              | 27 |
| Goal 3: To create and sustain meaningful community partnerships that support shared goals and enhance student success ....              | 32 |
| Goal 4: To ensure alignment of financial and operational systems that supports organizational efficiency and strategic priorities. .... | 34 |
| State Compensatory .....                                                                                                                | 37 |
| Budget for Josefa L. Sambrano Elementary .....                                                                                          | 37 |
| Personnel for Josefa L. Sambrano Elementary .....                                                                                       | 37 |
| Title I Personnel .....                                                                                                                 | 38 |
| Campus Funding Summary .....                                                                                                            | 39 |

# Comprehensive Needs Assessment

## Needs Assessment Overview

### Needs Assessment Overview Summary

Sambrano Elementary needs to work on increasing student reading levels. Additionally, working with parents on absenteeism will benefit students and their learning greatly.

# Demographics

## Demographics Summary

### Josefa L. Sambrano Student Demographics:

The information below provides a snapshot of the demographic makeup for Josefa L. Sambrano for the 2024-2025 school year. The campus is one of three elementary schools in the San Elizario Independent School District.

### Student Demographics for 2024-2025:

#### Count Percent Gender

Female 261; 47.1%

Male 288; 52%

#### Ethnicity

Hispanic-Latino 549; 99.10%

Race American Indian - Alaskan Native 1; 0.17%

Asian 0; 0.00%

Black - African American 0; 0.00%

Native Hawaiian - Pacific Islander 0; 0.00%

American Indian or Alaska Native - 1; 0.18%

White 3; .54%

Two-or-More 1; 0.18%

#### Attendance

Average daily attendance - 92.87%

#### Students by Program:

Student Count by Program  
Josefa L. Sambrano Elementary  
Generated by Plan4Learning.com

Bilingual 322; 50%

English as a Second Language (ESL) 0; 0.00%

Alternative Bilingual Language Program 0; 0.00%

Alternative ESL Language Program 0; 0.00%

Gifted and Talented 15; 1.03%

Special Education (SPED) 103; 18.59%

Title I Participation 554; 100.00%

Dyslexia 3; .0.50%

### **Economic Disadvantage Breakdown:**

Economic Disadvantage Total 483; 87.18%

Homeless Statuses Homeless Status Total 14; 2.5%

At-Risk 461; 83.21%

### **Demographics Strengths**

1. Sambrano Elementary has increased the number of students identified as Gifted and Talented. Our GT students are pulled out for 60 minutes weekly by the campus GT coordinator, offering challenging academic activities that let them display their creativity.
2. The number of students identified as needing special education services has increased, which means our identification process is effective. The use of the dyslexia screeners is helping to identify more students in need of support and services.
3. Classrooms are supported by 30 fully certified classroom teachers, 12 educational aides, and 6 administrative support staff. The campus has two Reading Interventionists (At-Risk teachers) who support students struggling with reading skills.

We continue the implementation of a Dual Language program. The students are being served in both English and Spanish, using a 50/50 model. The teachers were being supported by the campus instructional specialists, P & I Instructional Officers, and attended professional development in the area of Dual Language. The staff was trained in several Professional Development activities, which were available to use throughout the year.

4. Students were recognized for their efforts every 9 weeks with an Award Celebration for A and A & B honor roll, attendance, and Star Students; definitely a highlight for our students and their parents.
5. The district parent liaison, in collaboration with the librarian, counselor, and instructional specialists, continues to offer parents monthly literacy sessions that also incorporate special guests and presenters focusing on topics such as Dual Language, Mental Health support, literacy, and other relevant and important school topics.

# Student Achievement

## Student Achievement Summary

During the 2024-2025 academic year, teachers utilized MAP reading/math diagnostic instruments to assess student skills. The average percentage of students using MAP was 100%. Our students were also assessed with DRA/EDL to measure growth progress in reading. Students' reading levels are not at the expected growth measures.

Students at these grade levels are not assessed with STAAR, but EBs are holistically rated with TELPAS in kindergarten and 1st grades. Grade 2 is tested in the following domains: Listening, Speaking, Reading, and Writing. The percentage of bilingual students taking the TELPAS online test was 100%.

All students continued to take district benchmarks, unit assessments (TRS), teacher assessments in all subjects, and weekly math assessments in 2nd grade, as we continued following the Sharon Wells Math curriculum timelines.

This year, we continue the implementation of the Dual Language Program (50/50 model) for bilingual students. The focus continues to be on increasing English language acquisition and on biliteracy for all our bilingual students. The English Language Proficiency Standards (ELPS) will be targeted during daily instruction. Improving reading and listening comprehension skills continued to be a focus as Sambrano implemented strategies that address the areas of listening, speaking, reading, writing, and comprehension following the TEKS state standards.

## Student Achievement Strengths

Based on the end-of-year results in MAP Benchmarks for the 2024-2025 EOY, results show the area of growth and need is in Reading.

| Subject           | Total Number Tested | EOY Growth Percentile | Percentage not Meeting Growth Targets | Percentage Meeting or Exceeding Growth Targets |
|-------------------|---------------------|-----------------------|---------------------------------------|------------------------------------------------|
| Math              | 169                 | 40th                  | 51%                                   | 49%                                            |
| Reading (English) | 74                  | 32nd                  | 58%                                   | 42%                                            |
| Reading (Spanish) | 95                  | 25th                  | 73%                                   | 27%                                            |

## Kinder MAP Academic Growth

| Subject           | Total Number Tested | EOY Growth Percentile | Percentage not Meeting Growth Targets | Percentage Meeting or Exceeding Growth Targets |
|-------------------|---------------------|-----------------------|---------------------------------------|------------------------------------------------|
| Math              | 188                 | 30th                  | 62%                                   | 38%                                            |
| Reading (English) | 92                  | 27th                  | 67%                                   | 33%                                            |
| Reading (Spanish) | 95                  | 25th                  | 76%                                   | 24%                                            |

## 1st Grade MAP Academic Growth

| Subject           | Total Number Tested | EOY Growth Percentile | Percentage not Meeting Growth Targets | Percentage Meeting or Exceeding Growth Targets |
|-------------------|---------------------|-----------------------|---------------------------------------|------------------------------------------------|
| Math              | 201                 | 40th                  | 50%                                   | 50%                                            |
| Reading (English) | 99                  | 27th                  | 63%                                   | 37%                                            |
| Reading (Spanish) | 103                 | 26th                  | 67%                                   | 33%                                            |

## 2nd Grade MAP Academic Growth

Teachers are provided the necessary instructional materials and support to effectively teach listening, speaking, reading, writing, and comprehension strategies. PLC meetings are utilized to desegregate data, create meaningful lesson plans that target the TEKS state standards, and differentiate instruction to address the needs of individual students. Teachers scaffold instruction based on individual student needs. One-on-one and small group interventions continue to be an expectation to address individual student academic needs. An intervention block will continue for students to be used by teachers daily for continued support. Staff development continues to be driven by student academic needs.

### Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Students at Sambrano Elementary are supported to try to close learning gaps and increase reading levels, especially in the area of reading.

**Root Cause:** Many students are lacking foundational skills due to high absenteeism, which prevents them from establishing a true and solid foundation, especially in the area of reading.



# School Culture and Climate

## School Culture and Climate Summary

For the 2025-2026 school year, Josefa L. Sambrano Elementary will find ways to be creative in building working relationships among all faculty and staff, where they will have the opportunity to get to know colleagues in other grade levels and departments. This will impact the culture in a positive way, where we learn from one another and bring Wildcats together to fulfill our mission and vision for our students and families.

The campus will strive to become a place where teachers collaborate to cultivate learning, where parents engage and participate in their child's learning, and where administrators provide teachers with the support and resources necessary to meet the needs of the students. Our campus will continue weekly PLC meetings where teachers will receive training to continue to build their self-efficacy.

As faculty and staff, we will continue to create an environment conducive to meeting the needs of all students through engaging and interactive instruction. Our focus is to establish relationships with our families in order to provide the best instruction for their children while supporting the parents with strategies they can use at home to support their children's learning and academics. At Josefa L. Sambrano, we will continue to commit to excellence for our students, which will systemically align with all campuses to which our students will move on in their educational career.

Josefa L. Sambrano Elementary will implement the Positive Behavior and Intervention Support (PBIS) model to support students in being respectful and responsible towards one another, all while being safe on and off campus.

## School Culture and Climate Strengths

Our campus recognizes students' efforts in academics, every nine weeks, through an Awards Ceremony, where students receive recognition for their efforts; parents are invited to attend the ceremony. A newsletter is emailed to all faculty and staff weekly to keep them abreast of events, timelines, safety information, and district information notices.

The parent literacy sessions focus on strategies parents can utilize at home to help support their child's literacy progress and grow their reading skills. Projects are sent home with students, involving parents/children to work together on certain projects. Communication between home and school is key to maintaining relationships with parents. The Class Dojo app, personal phone calls, emails, monthly parent newsletter, campus and district websites, and social media outlets allowed parents to be kept informed on what was happening on campus.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Josefa L. Sambrano Elementary employs 30 teachers, 2 Instructional Specialists, 12 Instructional Aides, and 1 parent liaison. We also have support service staff who are instrumental in the everyday operations of our campus. Many of our staff have been teaching at our campus for an average of 10 years (several staff members are from the San Elizario community). We continue to retain and provide professional growth opportunities to our highly qualified staff. We will continue to provide purposeful and relevant professional development opportunities based on student need, teacher feedback, best practices, and research-based initiatives.

District initiatives are followed and are aligned to content standards and grade-level expectations. We also ensure agreed-upon strategies have been modeled and implemented in each classroom to include cooperative learning strategies, AVID, small and large group instruction, and differentiated instruction. Formative assessments are aligned to the standards and grade level expectations. We will continue to implement reading and math assessment benchmarks for BOY, MOY, and EOY.

There is one Principal, one Assistant Principal, and one Counselor who serve this campus full-time. There is one additional Counselor who is shared between Loya and Sambrano. In addition, there are two campus Instructional Specialists and two Reading Interventionists who provide instructional support and modeling for teachers throughout the campus. The need to close the achievement gap in reading at all grade levels lies at the forefront of our instructional focus.

## Staff Quality, Recruitment, and Retention Strengths

Josefa L. Sambrano continues to maintain its 100% highly qualified status for teachers and paraprofessionals. Weekly PLC meetings continue throughout the year to ensure teachers collaborate virtually and plan lessons to meet the needs of all students.

We continue to build teacher self-efficacy through professional development and structured PLC's. All students are monitored with the use of graphs and fluency folders. It is important to note that students keep track of their progress as well. Administrators are present for PLC and data discussions.

We also continue to make strides in the area of technology. Each student has access to a device. Teachers are moving past the novice level to more proficiency in technology applications. All teachers have a smartboard in the classroom for added support in delivering instruction to our students.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Josefa L. Sambrano will continue to implement TRS as the scope and sequence guide, along with the scope and sequence from the new math adoption. Various resources, such as Estrellitas, Foundations, HMH curriculum, AR reading, Google Classroom, and other resources, will continue to be implemented.

Continuous and focused data analysis is recognized as an essential process at Josefa L. Sambrano. Dual Language is being implemented in grades K-2 where dual language classrooms are using a 50/50 model with instruction being given in English and Spanish. PLC meetings focus on data disaggregation and planning with the end in mind. Full implementation of the state TEKS is expected in every classroom and will be monitored. Teachers incorporate guided reading as a means to work on increasing students' reading levels, fluency, vocabulary, and comprehension.

## Curriculum, Instruction, and Assessment Strengths

Josefa L. Sambrano Elementary will continue to implement a weekly 60-minute PLC block in which teachers collaborate, plan, review data, and learn new strategies. The content and language objectives will be evident within classrooms for students to be prepared for the purpose of the daily lesson in every subject. The utilization of graphic organizers, interactive student notebooks, ELPS strategies, guided reading, HMH, and new science-adopted materials has proven effective in facilitating academic growth throughout the content areas.

We will continue to ensure that a powerful first teach is in place in all classrooms. In addition, a block of time is allotted each day for targeted interventions. Teachers are very positive in regards to the 50/50 Dual Language Model currently in place at the campus. They are following the protocols and schedules in place for the program.

# Family and Community Engagement

## Family and Community Engagement Summary

Josefa L. Sambrano Elementary continues to look for ways to encourage parents and the community to be active participants in the education of our students. The district parent liaison provides the campus with opportunities to invite parents to different sessions on different topics. We see an increase in parent involvement, but would like to see a bigger increase in this area, concerning parental involvement in attendance.

Parents are invited to participate during the open house, fall, and spring teacher/parent conferences, Coffee with the Principal, Scholastic Book fairs, Literacy distribution for students, GT Night, Student of the Month, Award Celebrations, and literacy sessions combined with guest speakers. We will continue to seek out more opportunities for parent participation.

## Family and Community Engagement Strengths

Josefa L. Sambrano Elementary communicates with families through the use of Class Dojo, Google Classroom, automated calling, the school website, Smore parent newsletter, the marquee, and phone calls. Parents have opportunities throughout the year to become involved with the school through participation in our monthly literacy book-of-the-month sessions, recognition ceremonies, GT Family Night, STEM night, Math Bee, and various conferences. We had a slight increase in parent volunteers.

## Problem Statements Identifying Family and Community Engagement Needs

**Problem Statement 1:** Problem Statement 1: Student absenteeism is high.

**Root Cause:** Root Cause: Increased Parent and Student Engagement. Educating parents on attendance benefits.

# School Organization

## School Organization Summary

Josefa L. Sambrano Elementary School ensures academic success for all students. A structured master schedule that maximizes student learning is implemented. Our instructional day is 7:20 AM - 4:05 PM with a built-in intervention block to have small group intervention for students needing academic support. Weekly PLCs are conducted to allow for lesson planning, data review, and professional development. The At-Risk Interventionists work with K-2nd-grade students on building reading skills. Instructional aides support reading and math for K-2nd-grade students. Fall and Spring intersession intervention is held to bring in students who need extra assistance and to comply with the state-mandated hours for the EB early childhood students, 30 hours each semester, and 60 for the summer session (total 120 hours).

The focus is to ensure instructional time is not compromised during the school day.

The campus leadership team conducted the Effective School Framework diagnostic self-assessment and determined the following focus areas for improvement:

- Essential Action 1.1: Develop campus instructional leaders (principal, assistant principal, counselor, teacher leaders) with clear roles and responsibilities.
- Essential Action 3.1 Compelling and aligned vision, mission, goals, and values, focused on a safe environment and high expectations.
- Essential Action 5.3 Data-driven instruction

## School Organization Strengths

Josefa L. Sambrano Elementary School provides in-school intervention for students throughout the regular school instructional day to meet the needs of the students for each grade level. This allows additional learning time for students who are not mastering the content. Students who need extra support and are at risk of failing are encouraged to attend the intersession during the fall and spring for one week.

# Technology

## Technology Summary

Josefa L. Sambrano School is equipped with wireless computers and Active Panels in all classrooms. Students are provided with educational opportunities through the use of updated technological equipment as well as trained classroom teachers who incorporate this equipment into their lessons. The Active Panels allow teachers to quickly access information for lesson presentations and to assess student learning.

Our campus continues to be at a 1:1 ratio with student devices in each grade level. Students navigate through a variety of websites to supplement their instruction. Teachers continue to work towards building proficiency using available instructional applications and other technology applications to assist with their delivery of instruction.

We will continue to make strides in the area of technology. iPads were replaced with chromebooks for Kindergarten students. They continue to have a small set of iPads in the classroom for support and intervention. Currently, all students have chromebooks and utilize them daily. Some teachers are moving past the novice level to become more proficient with the integration of technology apps in their daily lessons. Sambrano has three computer labs complete with up-to-date desktops, smartboards, etc. Currently, the computer labs on campus have 75 desktops (25 per computer lab) in place. We have a computer lab aide on-site to assist with class lessons in the computer labs.

## Technology Strengths

Josefa L. Sambrano ensures that there are 1:1 student devices. All students have access to technology for daily learning. In addition, Josefa L. Sambrano will continue to update all classrooms with the needed technology equipment to enhance learning and teaching. Teachers and students have become more efficient with teaching/learning through technology. The teachers have actively participated in technology training to support learning that features enhanced technology integration.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data

## **Student Data: Assessments**

- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local diagnostic reading assessment data

## **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data

## **Student Data: Behavior and Other Indicators**

- Attendance data







# Goals

**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 1:** Increase the percentage of all students making academic growth in Mathematics using evidence based strategies and resources.

**Evaluation Data Sources:** District and program assessment results

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> High-quality instructional Materials in Mathematics Pre-K-12, meeting state standards, will be used with fidelity<br><b>Strategy's Expected Result/Impact:</b> Assessment results will reflect a 1% increase in mathematics assessment results per Bluebonnet Assessments.<br><b>Staff Responsible for Monitoring:</b> Campus Instructional Specialists                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
| <b>Strategy 2:</b> Systemically refine, monitor, and adjust the PLC process to ensure that instructional plans are developed purposefully through the use of data to address the needs of all students individually. SLO data, Benchmarks: BOY, MOY, EOY, Checklist Assessment (Teacher Created). Provide practice opportunities for students in special education in grades k-12 to practice STAAR content and language supports<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Campus Instructional Specialists, District Instructional Officers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |

| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Develop and implement a system of intentional monitoring aligned with the lesson plan expectations and the use of manipulatives Google Slides/Microsoft Office programs for lesson planning.<br><b>Strategy's Expected Result/Impact:</b> An increase in student achievement in all content areas is achieved through planning a powerful first teach, planning with the end in mind, and monitoring student achievement through data review.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, teachers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 4:</b> Implement a coaching model (Name it, See it, Do it) to consistently provide timely and actionable feedback to teachers, instructional specialists, and administrators regarding instructional practices<br><b>Strategy's Expected Result/Impact:</b> Increase student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                                                                                                                                                        | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 5:</b> Address the needs of Dual Language/EBs students by designating instructional time for Summit K-12 to target and develop students' listening and speaking skills.<br><b>Strategy's Expected Result/Impact:</b> Increase in vocabulary development, reading levels, comprehension, and fluency across all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, District (bilingual) Instructional Officer<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math                                                                                                                                                                                                                                                               | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |     |     |           |





**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 2:** Increase the percentage of all students making academic growth in Reading and Writing using evidence based strategies and resources

**High Priority**

**Evaluation Data Sources:** HMH assessment data, DRA/EDL reading assessment levels, guided reading binders,

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> High-quality instructional materials in Reading and writing Pre-K-12, meeting state standards, should be used with fidelity<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement through the use of high-quality instructional materials, such as HMH, that will lead to student mastery in unit and campus assessments.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, District C & I staff, teachers<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments<br><b>Funding Sources:</b> Contracted Services - Training - 199: General, State Compensatory Education - 199.13.6299.104.30 - \$2,400, Subscription - 199: General, State Compensatory Education - 199.11.6268.00.103.30 - \$7,498, Capstone - 199: General, State Compensatory Education - 199.11.6396.00.103.30 - \$3,149 | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
| <b>Strategy 2:</b> Systemically refine, monitor, and adjust the PLC process to ensure that instructional plans are developed purposefully through the use of data to address the needs of all students individually. SLO data, Benchmarks: BOY, MOY, EOY, Checklist Assessment (Teacher Created). Provide practice opportunities for students in special education in grades k-12 to practice STAAR content and language supports<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Campus Instructional Specialists, District Instructional Officers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                 | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |





| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Develop and implement a system of intentional monitoring aligned with the lesson plan expectations and the use of manipulatives Google Slides/Microsoft Office programs for lesson planning.<br><b>Strategy's Expected Result/Impact:</b> An increase in student achievement in all content areas is achieved through planning a powerful first teach, planning with the end in mind, and monitoring student achievement through data review.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, teachers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 4:</b> Implement a coaching model (Name it, See it, Do it) to consistently provide timely and actionable feedback to teachers, instructional specialists, and administrators regarding instructional practices<br><b>Strategy's Expected Result/Impact:</b> Increase student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                                                                                                                                                        | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 5:</b> Address the needs of Dual Language/EBs students by designating instructional time for Summit K-12 to target and develop students' listening and speaking skills.<br><b>Strategy's Expected Result/Impact:</b> Increase in vocabulary development, reading levels, comprehension, and fluency across all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, District (bilingual) Instructional Officer<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math                                                                                                                                                                                                                                                               | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |     |     |           |

**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 3:** Increase the percentage of all students making academic growth in Science and Social studies using evidence based strategies and resources





**Evaluation Data Sources:** HQIM, such as the McGraw-Hill curriculum

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> High-quality instructional materials to be used in Science and Social Studies classes Pre-K-12, meeting state standards, should be used with fidelity<br><b>Strategy's Expected Result/Impact:</b> HQIM, such as the McGraw-Hill curriculum, will help increase performance in content areas on unit and campus assessments.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, teachers, District Instructional Officers<br><br><b>ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                                                                                                                                                           | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
| <b>Strategy 2:</b> Systemically refine, monitor, and adjust the PLC process to ensure that instructional plans are developed purposefully through the use of data to address the needs of all students individually. SLO data, Benchmarks: BOY, MOY, EOY, Checklist Assessment (Teacher Created). Provide practice opportunities for students in special education in grades k-12 to practice STAAR content and language supports<br><b>Strategy's Expected Result/Impact:</b> Increase in student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Campus Instructional Specialists, District Instructional Officers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br>- <b>ESF Levers:</b><br>Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |

| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Develop and implement a system of intentional monitoring aligned with the lesson plan expectations and the use of manipulatives Google Slides/Microsoft Office programs for lesson planning.<br><b>Strategy's Expected Result/Impact:</b> An increase in student achievement in all content areas is achieved through planning a powerful first teach, planning with the end in mind, and monitoring student achievement through data review.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, teachers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 4:</b> Implement a coaching model (Name it, See it, Do it) to consistently provide timely and actionable feedback to teachers, instructional specialists, and administrators regarding instructional practices<br><b>Strategy's Expected Result/Impact:</b> Increase student achievement in all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                                                                                                                      | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 5:</b> Address the needs of Dual Language/EBs students by designating instructional time for Summit K-12 to target and develop students' listening and speaking skills.<br><b>Strategy's Expected Result/Impact:</b> Increase in vocabulary development, reading levels, comprehension, and fluency across all content areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, District (bilingual) Instructional Officer<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals, Build a foundation of reading and math                                                                                                                                                                                                                             | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                    |           |     |     |           |

**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 4:** Increase the percentage of student participation in Post-secondary opportunities

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Provide college-level courses opportunities for students when applicable, Strengthen College Prep Courses, Recruit and retain students in the San Elizario Early College High School                                                                                                                                                                                                                                                     | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 2:</b> Align endorsements, CTE between Middle School and High School, introduce these options in the PK3-6 grade levels<br><b>Strategy's Expected Result/Impact:</b> Students will be exposed to career options that may align with CTE endorsements at GEMS or SEHS.<br><b>Staff Responsible for Monitoring:</b> Campus counselors, teachers<br><br><b>TEA Priorities:</b><br>Connect high school to career and college                        | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |     |     |           |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 3:</b> CCMR Data Monitoring - Establish dedicated teams at each campus to track and support student progress towards meeting CCMR indicators to include SLO Check-Ins                                                                                                                                                                                                                                                                           | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |     |     |           |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 4:</b> Collaborate with local employers to provide real-world experiences that align with career pathways<br><b>Strategy's Expected Result/Impact:</b> Students will be exposed to real-world careers.<br><b>Staff Responsible for Monitoring:</b> Campus counselors, teachers                                                                                                                                                                  | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |     |     |           |
| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 5:</b> Continue to offer opportunities for ROTC programs, military or other services opportunities                                                                                                                                                                                                                                                                                                                                              | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |





**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 5:** Ensure students are well rounded and 21st century ready

**Evaluation Data Sources:** Walk-through data and information, librarian input, Fitness Gram data, program participation rosters

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Provide students with opportunities to learn and develop new skills in the library with the support of our librarians<br><b>Strategy's Expected Result/Impact:</b> Improvement in academic areas in reading and writing.<br><b>Staff Responsible for Monitoring:</b> Campus librarian, teachers<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
| <b>Strategy 2:</b> Students will have access to computer technology, library resources, TexQuest digital resources, classroom libraries as it relates to reading enhancement as set by TEKS objectives, to include e-books, paper reading materials, workbooks, online diagnostic tests such as through LPAC, i-Ready, No Red Ink, Curriculum Associates programs for reading comprehension, and intervention kits needed to improve literacy and writing skill of all students to include sub-populations such as Emergent Bilingual and Special Education. (Daily)<br><b>Strategy's Expected Result/Impact:</b> Improvement in all academic areas.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, Librarian, teachers<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |     |     |           |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
| <b>Strategy 3:</b> Provide opportunities for students to excel in Fine Arts programs as well as educate student in the world or physical education<br><b>Strategy's Expected Result/Impact:</b> Increase physical movement and activity.<br><b>Staff Responsible for Monitoring:</b> Physical education campus staff                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |     |     |           |







| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 4:</b> Provide additional opportunities to refine their academic standing to include, AVID (Advancement via Individual Determination), after hours instructional time, intersessions and summer school<br><b>Strategy's Expected Result/Impact:</b> Acquisition of skills, targeted interventions, and an increase in academic achievement.<br><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Specialists, Campus Administration<br><br><b>TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 5: Effective Instruction | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                              |           |     |     |           |

**Goal 1:** To promote student success by providing a supportive, inclusive, and empowering educational environment.

**Performance Objective 6:** Provide a safe and supportive environment for all

**Evaluation Data Sources:** Discipline referral data, threat assessment data, and attendance data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Continue with activities that promote students to attend school every day<br><b>Strategy's Expected Result/Impact:</b> Increase in attendance percentage at each grade level.<br><b>Staff Responsible for Monitoring:</b> Campus administration, attendance clerk, teachers<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                     | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
| <b>Strategy 2:</b> Services that help promote PBIS, SEL and activities in which counselors are involved in campus wide<br><b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals, access to student interventions and services.<br><b>Staff Responsible for Monitoring:</b> Campus counselors, Campus Administration, teachers, PBIS committee<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |     |     |           |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
| <b>Strategy 3:</b> Ensure custodians and staff have all of the necessary supplies to keep the building clean and sanitized.<br><b>Strategy's Expected Result/Impact:</b> Safe, clean, and healthy school atmosphere.<br><b>Staff Responsible for Monitoring:</b> Campus custodians, Campus Administration<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                          | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                  |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>            |           |     |     |           |

**Goal 2:** To recruit, retain, support, and actively engage staff in fostering a positive and effective work environment

**Performance Objective 1:** Create systems that will help with Staff recruitment and retention. Ensure district/campus communication continues so that high quality staff are in our classrooms

**Evaluation Data Sources:** Employee EOY climate survey, weekly employee newsletter

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Refine employee appreciation events in meaningful ways utilizing district approved funds, create a tracking system to review retention rates for each job family which helps Maintain a competitive salary and stipend schedule with 4A districts within the region(19).<br><b>Strategy's Expected Result/Impact:</b> Employees will be recognized and celebrated throughout the year to help build a positive school culture.<br><b>Staff Responsible for Monitoring:</b> Campus administration<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning                                                                                                   | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
| <b>Strategy 2:</b> Improve employee safety and well being which also includes the support and develop effective relationships with IHE's place student teachers and to mentor and recruit highly qualified teachers which can include but is not limited to Early Childhood Ed. Training & SPED (AU) training.<br><b>Strategy's Expected Result/Impact:</b> Strong relationships will help foster safety and well-being, encouraging staff to stay, avoiding a high turnover rate while keeping staff well-informed and knowledgeable.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 3: Positive School Culture | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |           |     |     |           |
| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
| <b>Strategy 3:</b> Create district/campus marketing and communication for recruitment of highly qualified employees during strategically planned job fairs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |           |     |     |           |



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 2:** To recruit, retain, support, and actively engage staff in fostering a positive and effective work environment

**Performance Objective 2:** Maintain high levels of productivity and service quality by leveraging continued staff support to ensure team members have the resources, guidance, and encouragement needed to meet or exceed goals.

**Evaluation Data Sources:** Increase in student achievement per state assessments and decrease in teacher turnover per yearly PEIMS employee data.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Improved efficiency and effectiveness of district and campus operations by ensuring job descriptions accurately reflect current roles and responsibilities. This alignment will help maximize staff performance, clarify expectations, and optimize the use of resources across positions such as<br><b>Strategy's Expected Result/Impact:</b> Employees will collaborate with teachers and administrators to ensure alignment in lesson delivery, resulting in employee output efficacy and student achievement.<br><b>Staff Responsible for Monitoring:</b> Campus Administration, Human Resources Dept.<br><br><b>ESF Levers:</b><br>Lever 2: Strategic Staffing<br><b>Funding Sources:</b> Aide-Title I - 211: Title I, Part A Improving Basic Programs - 211.11.6129.00.103.30 - \$31,229, Campus Instructional Specialist-Elementary - 211: Title I, Part A Improving Basic Programs - 211.13.6119.00.103.30 - \$92,778, Librarian - 211: Title I, Part A Improving Basic Programs - 211.12.6119.00.103.30 - \$51,915, Parent Liaison - 211: Title I, Part A Improving Basic Programs - 211.61.6129.00.103.30 - \$26,000, Social Worker - 211: Title I, Part A Improving Basic Programs - 211.32.6119.00.103.30 - \$12,500 | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Refine the current coaching for success manual and training processes to include detailed approaches to coaching, expectations, and documentation<br><b>Strategy's Expected Result/Impact:</b> Teacher support and effectiveness, student achievement<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, Instructional Officers<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |     |     |           |

| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Provide employees with ongoing coaching and professional development to continuously improve positive responsiveness, job-aligned knowledge, and SEISD culturally-centered service which include Early Childhood Education & SPED (AU) Professional Development/Training<br><b>Strategy's Expected Result/Impact:</b> Overall increase in student achievement in all content areas through the implementation of skills and strategies acquired through training.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, C&I staff<br><br><b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 4:</b> Provide professional development opportunities for librarians and nurse.<br><b>Strategy's Expected Result/Impact:</b> Overall increase in student achievement in all content areas through the implementation of skills and strategies acquired through training.<br><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Specialists, C&I staff                                                                                                                                                                                                                                                                                                                                                             | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 5:</b> Administrator office(s) main office, PLC rooms, PBIS room, counselor's offices and library will maintain general supplies, computers, radios, and any other equipment, furniture, printers with ink/toner and supplies necessary to conduct safe and effective transactions on a daily basis. (Daily)<br><b>Strategy's Expected Result/Impact:</b> All staff will receive the necessary materials to establish effective communication and remain safe at all times.<br><b>Staff Responsible for Monitoring:</b> Campus administration, campus secretary, SRO, ISs, counselor, librarian<br><br><b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning                                                                  | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |
| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 6:</b> Classrooms will have the necessary supplies/Furniture to carry day to day instructional activities<br><b>Strategy's Expected Result/Impact:</b> An effective teaching setting that is conducive to learning for all students.<br><b>Staff Responsible for Monitoring:</b> Campus administration, head custodian, campus secretary<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                                                                                                                                                                                                                                                                       | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |     |     |           |



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 3:** To create and sustain meaningful community partnerships that support shared goals and enhance student success

**Performance Objective 1:** Increase parent and/or legal guardian satisfaction and engagement, which also involves community engagement, as stakeholder engagement is important for student/parental success

**Evaluation Data Sources:** Parent session sign-in sheets, survey data





| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Design & standardize learning opportunities for parents/guardians at each school. Continue monthly family sessions & MTTS. Encourage participation and offer interactive communication methods, training, and workshops to teach parents different methods of accessing district information. Identify different ways to engage with the community (ie, health fairs, movie nights, collaboration with influential community/city/state representatives, etc), parent committees (i.e., SBDM, SHAC, LPAC). Provide post-secondary information for parents.<br><b>Strategy's Expected Result/Impact:</b> Increase in students' social/emotional well-being, increase home/school connection to inform parents on strategies to support students at home for academic achievement.<br><b>Staff Responsible for Monitoring:</b> Campus administration, school counselors, campus parent liaison<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
| <b>Strategy 2:</b> Develop and conduct a climate survey to assess effectiveness. Connect with the community through digital and media marketing strategies, which encourage a strong volunteer program.<br><b>Strategy's Expected Result/Impact:</b> Create a positive school culture and build a strong volunteer program.<br><b>Staff Responsible for Monitoring:</b> Campus administration, parent liaison<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |     |     |           |



**Goal 3:** To create and sustain meaningful community partnerships that support shared goals and enhance student success

**Performance Objective 2:** Strengthen relationships with external organizations and/or businesses to expand home/school connection





**Evaluation Data Sources:** Meeting sign-in sheets, parent session sign-in sheets

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Expand Partners in Education program to support the mission/vision of the Distric and campus. Examine ways to reduce district expenses through business partnerships, grants, and financial support<br><b>Strategy's Expected Result/Impact:</b> Meet the diverse needs of all students and empower them to become successful members of a global community.<br><b>Staff Responsible for Monitoring:</b> District staff, campus administrators, school counselors, parent liaison<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
| <b>Strategy 2:</b> Develop and implement a community-based student mentor program for high-risk students<br><b>Strategy's Expected Result/Impact:</b> Support student mentees navigate academic, social, and personal challenges, fostering a sense of belonging and promoting success in their educational journey.<br><b>Staff Responsible for Monitoring:</b> School counselors, campus administration, district staff<br><br><b>ESF Levers:</b><br>Lever 3: Positive School Culture                                                                            | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |           |     |     |           |
| <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>                                                                                                                                              |           |     |     |           |

**Goal 4:** To ensure alignment of financial and operational systems that supports organizational efficiency and strategic priorities.

**Performance Objective 1:** Ensure solvency, sustainability, and transparency with district/campus finances





**Evaluation Data Sources:** Budget spending recap, budget spending data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Review cash flow projections and needs for district/campus needs, to include technology devices for student and staff use.<br><b>Strategy's Expected Result/Impact:</b> Increase in performance by teachers and students through mastery across all content areas as measured by district/state assessments.<br><b>Staff Responsible for Monitoring:</b> Campus administration, district staff                                   | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |     |     |           |
| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Review changes in enrollment, staffing, and legislative funding formulas and/or mandates. Present information and/or data and revise budget accordingly through Board action<br><b>Strategy's Expected Result/Impact:</b> Promote fiscal responsibility.<br><b>Staff Responsible for Monitoring:</b> District staff, campus administration                                                                                       | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |

**Goal 4:** To ensure alignment of financial and operational systems that supports organizational efficiency and strategic priorities.

**Performance Objective 2:** Guarantee the optimization of financial resources

**Evaluation Data Sources:** Budget spending recap, budget spending data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Alignment of budget sources with campus & department needs/instruction, development of an equipment replacement plan (ERP), development of a long-range facilities & maintenance needs plan<br><b>Strategy's Expected Result/Impact:</b> Promote fiscal responsibility and a safe facility<br><b>Staff Responsible for Monitoring:</b> District staff, campus administration                                                      | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                      |           |     |     |           |
| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> |           |     |     |           |

**Goal 4:** To ensure alignment of financial and operational systems that supports organizational efficiency and strategic priorities.

**Performance Objective 3:** Focus on the implementation of operational efficiencies

**Evaluation Data Sources:** HR data and campus staff information

| Strategy 1 Details                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| Strategy 1: Benchmark of staffing ratios, Review of pay structures, Conduct an efficiency audit<br>Strategy's Expected Result/Impact: To promote long-term fiscal responsibility for the campus and district.<br>Staff Responsible for Monitoring: District staff, campus administration | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                          | Sept      | Nov | Jan | Mar       |
|                                                                                                                                                                                                                                                                                          |           |     |     |           |
| <div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>                                                                                                                                     |           |     |     |           |

# State Compensatory

## Budget for Josefa L. Sambrano Elementary

Total SCE Funds:

Total FTEs Funded by SCE: 3

Brief Description of SCE Services and/or Programs

## Personnel for Josefa L. Sambrano Elementary

| <u>Name</u>    | <u>Position</u>           | <u>FTE</u> |
|----------------|---------------------------|------------|
| Alyssa Padilla | Instructional Specialist  | 1          |
| Corina Garcia  | Teacher- At-Risk Services | 1          |
| Miguel Tapia   | Aide-Computer Lab         | 1          |

# Title I Personnel

| <u>Name</u>      | <u>Position</u>                 | <u>Program</u>  | <u>FTE</u> |
|------------------|---------------------------------|-----------------|------------|
| Cortez, Patricia | Aide-Title I                    | Title I, Part A | 100%       |
| Duran, Cesar     | Campus Instructional Specialist | Title I, Part A | 100%       |
| Garcia, Ashley   | Parent Liaison                  | Title I, Part A | 100%       |
| Graves, Sylvia   | Social Worker                   | Title I, Part A | 16.67%     |
| Jasso, Mercedes  | Librarian                       | Title I, Part A | 62.5%      |

# Campus Funding Summary

| 199: General, State Compensatory Education    |           |          |                                            |                       |              |
|-----------------------------------------------|-----------|----------|--------------------------------------------|-----------------------|--------------|
| Goal                                          | Objective | Strategy | Resources Needed                           | Account Code          | Amount       |
| 1                                             | 2         | 1        | Capstone                                   | 199.11.6396.00.103.30 | \$3,149.00   |
| 1                                             | 2         | 1        | Subscription                               | 199.11.6268.00.103.30 | \$7,498.00   |
| 1                                             | 2         | 1        | Contracted Services - Training             | 199.13.6299.104.30    | \$2,400.00   |
| Sub-Total                                     |           |          |                                            |                       | \$13,047.00  |
| 211: Title I, Part A Improving Basic Programs |           |          |                                            |                       |              |
| Goal                                          | Objective | Strategy | Resources Needed                           | Account Code          | Amount       |
| 2                                             | 2         | 1        | Campus Instructional Specialist-Elementary | 211.13.6119.00.103.30 | \$92,778.00  |
| 2                                             | 2         | 1        | Librarian                                  | 211.12.6119.00.103.30 | \$51,915.00  |
| 2                                             | 2         | 1        | Parent Liaison                             | 211.61.6129.00.103.30 | \$26,000.00  |
| 2                                             | 2         | 1        | Aide-Title I                               | 211.11.6129.00.103.30 | \$31,229.00  |
| 2                                             | 2         | 1        | Social Worker                              | 211.32.6119.00.103.30 | \$12,500.00  |
| Sub-Total                                     |           |          |                                            |                       | \$214,422.00 |