

**Laredo Independent School District**  
**Francisco Farias Elementary School**  
**2016-2017 Goals/Performance Objectives/Strategies**

**Accountability Rating: Met Standard**

# Mission Statement

At F. Farias Elementary our mission is to teach our students to become life long learners in order to attain the knowledge and skills necessary to become active and responsible citizens.

## Vision

F. Farias Elementary will strive to increase the academic performance of all students in order for them to become responsible individuals in an ever changing world.

## Core Beliefs

We believe that all children can become responsible and productive citizens. Our school promotes individual growth, along with intellectual and moral values necessary to function successfully in our changing society. Our curriculum offers children the opportunity to develop to their maximum potential by providing hands-on activities to meet their individual learning styles and/or needs. Children are provided with a safe, positive, and nurturing environment.

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# Goals

**Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.**

**Performance Objective 1:** To increase Index I performance from 63% to 70%; Index 2, - 45% - 50%; Index 3, 40% - 45%; and Index 4, 30% - 45%. For all subgroups, Econ. Dis, Special Ed, and ELL students the percent of students meeting expectations should meet or exceed 70% passing rate in on Reading, Math, Writing, and Science STAAR assessment.

**Evaluation Data Source(s) 1:** Campuses will be evaluated on the performance of all sub-pops (Performance Indexes 1-4) using the Reading, Math, Science and Writing STAAR Assessment

## Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Farias Elementary will continue implementing LEAD curriculum and utilization of Superintendent's Super Eight Initiative to improve classroom instruction across grade levels in all content areas from K- 5th. grade. Increase STAAR scores to 75% in all tested areas. Meet expectations in all 4 Indexes including Safeguards in Reading and Math.</p>	1, 8, 9, 10	Principal, Assistant Principal, Classroom Teachers, Instructional Specialist, Support Staff	Monitoring CBAs and benchmarks. 80% of all students are expected to meet minimum expectations of 70% or better in all tested subjects. STAAR State Assessment - Meet 4 Indexes Safeguards for Reading and Math 70% Bilingual Students meeting Expectations				
Funding Sources: 211 - ESEA Title I: Improving Basic Program, 199 - General Fund: Basic Instruction (PIC 11) - \$2595828.00, 211 - ESEA Title I: Improving Basic Program - \$3332.00, 435 - SSA Regional Day School - Deaf - \$836.00							
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Farias will continue aligning the curriculum by implementing the following: Voc. and Writing Day, Fabulous Reading Day; Magnificent Math Day; and Wacky Science Day.</p>	1, 9, 10	Principal, Assistant Principal, Teachers/ Staff, Instructional Specialist, Reading Interventionist, and classroom teachers	Benchmarks Walk-Through Observations (5 x wk/ Administrator) Lesson Plans State Assessment				
Funding Sources: 482 - Dr. Hochman Grant Fund - \$11.00, 199 - General Fund: Basic Instruction (PIC 11) - \$2188.00							

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) STAAR test testers including ELL, Title I, Recent Immigrant, Migrant, Sp. Ed., and At Risk will meet passing standards through the implementation of instructional strategies teaching materials. (Tutorials, CSR Teacher, Small group instruction and computer based programs)</p>	8, 9, 10	Principal, Assistant Principal, Teachers/ Staff	CBAs Benchmarks State Assessment/STAAR TELPAS TPRI/ TEJAS LEE				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$52783.00, 199 - General Fund: SCE (PIC 30) - \$32005.00, 199 - General Fund: Special Education (PIC 23) - \$85.00, 199 - General Fund: Bilingual (PIC 25) - \$100808.00, 199 - General Fund: Special Education (PIC 23) - \$432444.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) Farias will implement an Accelerated Instructional Plan for students in need of remediation and interventions to decrease the number of retentions at the end of 2015 school year including hiring high quality tutors.</p>	1, 3, 4, 7, 9	Principal, Assistant Principal, Teachers/ Staff	CBAs Six Weeks Grade - Failure Report (Max. of 3 students/class/ Six Weeks) 2014 1st. 23 2015 14 2016 12 2nd 25 9 9 3rd 15 14 12 RTI Log/ Referrals Sign-In Logs for Tutors & Daily Assignment TPRI/ TEJAS LEE (PA / GK / LC & RC) BOY = 50% MOY = 75% EOY = 90% OR BETTER				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$4000.00, 199 - General Fund: SCE (PIC 30) - \$102349.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>5) Farias will continue prescriptive after-school/ Super Saturday tutorials for at risk students to improve STAAR scores in all tested areas.</p>	1, 3, 7, 10	Principal, Assistant Principal, Teachers/ Staff	CBAs Six Weeks Grades - Failure Report Sign-In for Attendance Lesson Plans Including Interventions STAAR Results - State Assessment Walk-Throughs = 5/wk. /Administrator				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$40000.00, 199 - General Fund: SCE (PIC 30) - \$17438.00, 199 - General Fund: SCE (PIC 30) - \$10000.00, 199 - General Fund: Operating (PIC 99) - \$17000.00							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>6) Farias Elementary will implement the use of the 5 Components of Reading to identify Tier II students in need of remediation and to promote Guided reading in K - 2nd. grade students</p>	2, 3, 8, 9	Principal, Assistant Principal, Reading Interventionist, Teachers/Staff	TPRI/TEJAS LEE BOY =50% MOY = 75% EOY = 90% OR BETTTER RTI Log - Referrals done on a timely basis Six Weeks Grades - Failure Report				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>7) Farias Elementary will acquire instructional materials and supplies (including Electronic Devices) for Support Services to enhance student learning/health, and character education.</p>	1	Principal, Assistant Principal, Support Staff, Nurse, and Counselor	Walkthrough Log Lesson Plans Six Weeks Grades Teachers' sign-ins and logs				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1000.00							

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4</p> <p>8) Farias will participate in Library events to promote reading and the Library Media Center will provide equitable access to resources to promote school-wide success.</p>	1, 3, 4, 7, 10	Principal, Assistant Principal, Teachers/Staff, Librarian	<p>Maintain 100% sign in sheets and monitor usage by administration</p> <p>The number of students meeting the AR goal of a minimum of 75% for all students, and 85% for GT Students.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1541.00, 199 - General Fund: Basic Instruction (PIC 11) - \$3000.00</p>							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>9) Farias will provide G. T. students with the necessary instructional material, and teachers will provide a comprehensive professional plan to utilize the Texas Performance Standards Project in the classroom to meet state requirements.</p>	1, 2, 3, 4	Principal, Assistant Principal, Teachers/Staff, Support Staff	<p>Conduct 5 walkthroughs per week/ administrator to comply with district mandates.</p> <p>100% monitoring to meet state mandates</p>				
<p>Funding Sources: 199 - General Fund: GT (PIC 21) - \$160.00, 199 - General Fund: GT (PIC 21) - \$48423.00, 199 - General Fund: Basic Instruction (PIC 11) - \$750.00</p>							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>10) Farias Leadership Curriculum Team (LTC) will meet every month to monitor implementation of differentiated curriculum, rigor and relevance lessons, STAAR strategies and to ensure grade-level alignment for all student groups.</p>	1, 3, 7, 9	Principal, Assistant Principal, Teachers/staff, Support Staff	<p>Conduct 5 Walkthroughs per week/ administrator</p> <p>Monitor 100% sign-ins to verify attendance</p> <p>Monitor Lesson Plans for evidence of rigor and assessment alignment</p> <p>Six Weeks Grades - Failure report</p> <p>STAAR results</p> <p>Monitor Benchmarks for TPRI</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$275505.00, 199 - General Fund: Basic Instruction (PIC 11) - \$11731.00</p>							
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>11) Farias Elementary will monitor on-going assessments and utilize data to guide instruction for all students: PK - 5th. grade; CBAs, Benchmarks, MClass, TPRI, STAAR, TELPAS, Bilingual Assessment (LAS), Six Weeks Grades and District and State required mandates</p>	1, 2, 3, 8, 9, 10	Principal, Assistant Principal, Instructional Specialist, Classroom Teachers, and Support Staff	<p>Conduct 5 Walkthroughs per week/ administrator</p> <p>Monitor Lesson Plans for evidence of TEKS and assessment alignment</p> <p>STAAR and SE's alignment</p> <p>Benchmarks</p> <p>TPRI Results</p> <p>BOY - MOY - EOY</p> <p>TELPAS Results</p>				
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$1500.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - \$181277.00, 199 - General Fund: SCE Pre K (PIC 34) - \$279859.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$28410.00, 199 - General Fund: Bilingual (PIC 25) - \$178.00</p>							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</p> <p>12) Farias Elementary will purchase reading materials and awards/ incentives to enhance student academic performance.</p>	1, 9, 10	Principal, Assistant Principal, Classroom Teachers/Staff, and Support Staff	<p>Benchmarks</p> <p>Walkthrough Logs</p> <p>Lesson Plans</p> <p>Observations</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2000.00, 199 - General Fund: SCE (PIC 30) - \$8000.00</p>							

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>13) Farias Elementary will promote active participation in educational field trips and various campus/district competitions. (UIL)</p>	1, 9	Principal, Assistant Principal, Classroom Teachers/Staff, and Support Staff	100% monitored data by administration and teachers. Attendance Daily grades & Six weeks grades Counseling referrals Behavior Logs/ Student participation in UIL and other District competitions.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1500.00, 199 - General Fund: Operating (PIC 99) - \$500.00, 199 - General Fund: Operating (PIC 99) - \$500.00							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>14) Farias Elementary will participate in the District Spelling Bee to increase spelling/vocabulary skill.</p>	1, 6, 8	Principal, Assistant Principal, Classroom Teachers/Staff, Support and Staff	Participation in the Spelling Bee Contest				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00							
<p align="center"><b>Critical Success Factors</b> CSF 3</p> <p>15) Farias Elementary Will maintain a current inventory of books including software (AR/STAR), and will replace book inventory, equipment and software to maintain an effective data basis for the library.</p>	1	Principal, Assistant Principal, Classroom Teachers/ Staff, Support Personnel	Lesson plans Walkthrough Logs				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$840.00, 211 - ESEA Title I: Improving Basic Program - \$200.00, 211 - ESEA Title I: Improving Basic Program - \$250.00							
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>16) Farias Elementary will continue implementing LEAD Documents curriculum adhering to time lines and instructional schedule PK-5th grade.</p>	3, 8, 9	Principal, Assistant Principal, Classroom Teachers/Staff Instructional Specialist	CBAs results 80% of students meeting expectations Students meeting TPRI goals for all assessments BOY, MOY, EOY Failure Report				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$8872.00, 199 - General Fund: Basic Instruction (PIC 11) - \$8924.00							
<p align="center"><b>Critical Success Factors</b> CSF 3</p> <p>17) Farias Elementary will purchase instructional general supplies for Coaches (RadKids certification), Nurse, Counselors and Librarian (fees/dues) to instruct, reward, motivate and enhance/or assess student learning/health/ fitness and character education,</p>	4, 10	Principal, Assistant Principals	Observations for implementatrion Walk throughs Nutrigran Fitness Test				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00							
<p align="center"><b>Critical Success Factors</b> CSF 3</p> <p>18) Farias Elementary will purchase class/office materials and supplies including toners for the use of office and classroom use as well as for student instruction and assessments.</p>	5, 10	Principal, Assistant Principals	Observations Walk-throughs Purchase ofers				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1728.00, 211 - ESEA Title I: Improving Basic Program - \$3000.00							

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue






**Goal 1:** The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 2:** Farias Elementary will provide and facilitate scientifically research-based professional development which will increase student performance to 75% in all areas to meet federal/state standards for all subgroups.

**Evaluation Data Source(s) 2:** Farias Elementary will monitor 100% teacher/student participation in technology training, 100% compliance on implementation of Technology Plan. increase Reading achievement and 100% student/staff training.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) Farias Elementary will continue implementing a professional development program for all teachers/staff to enhance content areas and to meet the needs all student subgroups, ELL, Sp. Ed. Migrant, Immigrant, Title I, and At-Risk, through district, Region I and contracted consultants including attending conferences.</p>	1, 4, 10	Principal, Assistant Principals, Teachers/ Staff	Monitor 100% sign-in logs for professional development				
Funding Sources: 255 - ESEA II, A Training & Recruiting - \$59418.00, 263 - LEP Bilingual Program Fund - \$13553.00, 199 - General Fund: SCE (PIC 30) - \$8000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$2300.00, 199 - General Fund: Bilingual (PIC 25) - \$1000.00, 199 - General Fund: SCE (PIC 30) - \$2500.00, 199 - General Fund: Basic Instruction (PIC 11) - \$17000.00, 211 - ESEA Title I: Improving Basic Program - \$300.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7</p> <p>2) Farias Elementary will provide a schedule of trainings to ensure all professional staff acquires 12 hours of technology applications and assistance in the integration of technology in their lessons. (TIP)</p>	2, 3, 4	Principal, Assistant Principal, Classroom Teachers/ Staff, Technology Trainer, Instructional Specialist	Monitor 100% sign-in logs for professional development Monitor Lesson Plans for evidence of Technology integration				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7</p> <p>3) Farias Elementary will provide training for teachers to ensure proficiency in decision-making and the use of data to improve student achievement.</p>	3, 8, 9, 10	Principal, Assistant Principal, Classroom Teachers/Staff, Support Personnel	Monitor 100% sign-in logs for CEIC meetings once/six weeks Sign-In logs for LCT attendance Meetings once/ six weeks				
<p><b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>4) Farias will promote effective classroom management enhancement through staff development.</p>	3, 4	Principal, Assistant Principal, Teachers/ Staff, Support Personnel	Monitor 100% sign-in logs Classroom Observations Walkthroughs				






 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue

**Goal 1:** The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 3:** By May 2017, Farias Elementary will establish a process for ensuring all support programs are fully implemented to deliver high-quality individualized instruction to meet state/federal standards.

**Evaluation Data Source(s) 3:** Farias Elementary will increase the percentage of students scoring developed in all areas of TPRI to 90% and decrease student retention in first through thirds grade to 8%.

**Summative Evaluation 3:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3</p> <p>1) Farias Elementary will develop a monitoring system to group student populations, ELL, At-Risk, Title I, Migrant, Recent Immigrant and Special Ed., based on state diagnostic assessments to address student's individual needs.</p>	8, 9, 10	Principal, Assistant Principal, Teachers/ Staff, Reading Interventionist	Monitor TPRI and CPALLS: BOY; MOY; EOY				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$232145.00							
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) Farias Elementary will support and provide assessment materials in Pre-K to 5th. grade to monitor student achievement of al student populations, ELL, Sp. ED, At-Risk, Migrant, Title I, and Recent Immigrant.</p>	1, 9	Principal, Assistant Principal, Instructional Specialist	Mastery of CBAs and six weeks grades				
Funding Sources: 224 - IDEA - Part B: Formula Fund - \$110351.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>3) Farias Elementary teachers will actively engage students to develop a lifelong readers and appreciation of literature.</p>	1, 10	Principal, Assistant Principal,	5 walk-throughs per administrator per week to comply with district/campus mandates.				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.**

**Performance Objective 1:** F. Farias Elementary will promote a safe, drug-free environment that is conducive to learning by increasing attendance to 98% and reducing disciplinary referrals by 5%

**Evaluation Data Source(s) 1:** By May 2017, F. Farias Elementary will have a cumulative attendance rate of 98%.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) Farias Elementary will implement an incentive program that will improve attendance for all populations.</p>	1, 2, 10	Principal, Assistant Principal	Daily Attendance Logs, Attendance Reports, Truant Officer reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2000.00							
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>2) Farias will monitor daily attendance and tardiness for all student populations through the display of Attendance Flags identified with 100% on time attendance</p>	1, 10	Principal, Assistant Principal, Phone Call Team,	Daily Attendance Logs, Truant Officer Reports Attendance Reports				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) Farias will recognize classrooms with 100% attendance on a weekly basis through the use of an attendance flag displayed outside the classroom and in a bulletin board in the hallway</p>		Principal, Assistant Principal, Classroom Teachers, Attendance Clerk, Support personnel.	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>4) Farias will provide information sessions from the Student Code of Conduct handbook for parents, students, and staff</p>	6, 10	Principal, Assistant Principals, Classroom Teachers, Counselors	Distribute handbooks to 100% of student population				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>5) Farias will add higher speed wiring for a more faster and improved internet access to improve academic performance in Technology applications</p>	10	Technology Department Principal, Assistant Principal	Completion of wiring services				
Funding Sources: 180 - E-Rate Fund - \$127942.00							
							

**Goal 2:** The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 2:** By May 2017, Farias Elementary will support District's Safety Policies and will ensure efficient supervision and safety for all personnel and facilities by reducing incident reports.

**Evaluation Data Source(s) 2:** Farias Elementary will provide 100% staff training on safety procedures including but not limited to practice evacuation drills.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Farias will provide training on the Campus Crisis Emergency Response Team (CERT); lock down, bomb threat, and natural disasters.	1, 4	Principal, Assistant Principal, Safety Committee, Counselor, and Custodians	Log of Monthly evacuations as per district policy				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00							
<p><b>Critical Success Factors</b> CSF 5</p> 2) Farias will utilize and enforce district and campus security procedures for all visitors, staff, and students.	4, 10	Principal, Assistant Principal, Safety Committee, Security Guard, and Office Personnel	Monitor usage of RAPTOR Security System				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$2250.00							
<p><b>Critical Success Factors</b> CSF 5</p> 3) Farias Elementary will enforce drop off and pick up zones to be used by students and parents. Transportation will be provided to those students that reside within a designated dangerous zone	4, 10	Principal, Assistant Principal, Security Guard, Custodians, and Support Personnel	School Map will be distributed at the beginning and middle of the school year to all parents.				
<p><b>Critical Success Factors</b> CSF 2 CSF 3</p> 4) Farias Elementary will review (monthly) incident reports and the CEIC will recommend safe school practices as needed	4, 10	Principal, Assistant Principal, Custodians, Safety Committee, and CEIC chairpersons	CEIC will review and assess safe school practices on a six weeks basis.				

<b>Critical Success Factors</b> CSF 6  5) Farias will monitor safety procedures, maintain and utilize safety equipment for daily custodial operations and will provide janitorial supplies to maintain a healthy, safe and clean environment.	10	Principal, Assistant Principal, Head Custodian and Staff	Review monthly custodial check-off list and Material usage log				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$17792.00, 199 - General Fund: Operating (PIC 99) - \$83.00						






 = Accomplished
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 2:** The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 3:** Farias Elementary will decrease discipline referrals by 5% by the end of 2016 - 2017 school year.

**Evaluation Data Source(s) 3:** Discipline reports will be decreased by 5% and will be evidenced on 425 PEIMS Disciplined Report.

**Summative Evaluation 3:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Farias will require the implementation of the district's Comprehensive Behavior Management Plan, CHAMPS in every classroom.</p>	4, 10	Principal, Assistant Principals, Classroom Teachers, Behavior Specialist, Counselors	Classroom Observation for evidence of CHAMPS implementation Walkthroughs 5/week / Administrator				
<p><b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>2) Farias will implement programs (radKids, Rachael's Challenge) that will instill compassion and caring to prevent bullying/gang activity and provide a drug-free (Red Ribbon Week), positive atmosphere conducive to learning for all students.</p>	4, 10	Principal, Assistant Principal, Classroom Teachers/Staff, P. E. Staff/ Counselors	Sign-Ins of Trainings and Activities Walkthroughs				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00							
<p><b>Critical Success Factors</b> CSF 5</p> <p>3) Farias Elementary faculty and staff will receive training from district and Child Advocacy center on child abuse and neglect procedures, policy, and reporting to address the needs of all students including homeless.</p>	4, 5, 10	Principal, Assistant Principal, Teachers, Counselors	Sign-Ins of Trainings -- 100% attendance per session.				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.**






**Performance Objective 1:** Farias Elementary will continue to promote and increase parental involvement by 5%.

**Evaluation Data Source(s) 1:** Farias Elementary will demonstrate a 5% increase in parental involvement based on previous year's data.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Farias Elementary will continue an awards program for parental participation</p>	6	Principal, Assistant Principal, Parent Liaison	Parent Sign-In Logs				
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) Farias will continue promoting parent sessions through district social worker to increase parenting skills and school involvement so that parents can assist teachers to reinforce instruction for student success.</p>	1, 4, 6	Principal, Assistant Principal, Parent Liaison	Parent Sign-In Logs				
<p><b>Critical Success Factors</b> CSF 3 CSF 5</p> <p>3) Farias will disseminate/discuss academic information with parents and communicate important information regarding students academic achievement including STAAR results and school activities (every month).</p>	4, 6	Principal, Assistant Principal, Classroom Teachers/Staff, and Parent Liaison	Parent Sign-In Logs				
<p><b>Critical Success Factors</b> CSF 5</p> <p>4) Farias Counselors will continue to recognize students through student of the month ceremony to increase self-esteem and parent involvement.</p>	6, 9, 10	Principal, Assistant Principal, Counselors, Parent Liaison	Parent Sign-In Logs				
<p><b>Critical Success Factors</b> CSF 5</p> <p>5) Farias will purchase light snacks and refreshments during school functions/events to increase parental involvement.</p>	6, 10	Principal, Assistant Principal, Parent Liaison, Counselors	Parent Sign-In Logs				
Funding Sources: 211 - ESEA Title I: Improving Basic Program							




<p align="center"><b>Critical Success Factors</b> CSF 5</p> <p>6) Farias Elementary will continue providing an After School Daycare program to assist working parents.</p>	6	Principal, Assistant Principal, Classroom Teacher/s	Parent Sign-In Logs that show attendance				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00							
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 3:** The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

**Performance Objective 2:** Farias Elementary will increase its community partnership by 3%

**Evaluation Data Source(s) 2:** Farias Elementary will use previous year's data to demonstrate a 3% increase of community partnerships

**Summative Evaluation 2:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Farias will implement a community partnerships with community businesses and community representatives.	1, 10	Principal, Assistant Principals	Sign-In logs				
2) Farias will partner with institutions of higher ed. & other organizations to ease transition and for career/ college preparations.	3, 10	Principal, Assistant Principal, Counselors, & Classroom Teachers/Staff	Monitor Sign-In logs				
3) Farias will partner with Head Start to provide/assist preschool children transition from early childhood programs to elementary.	7	Principal, Assistant Principal, Counselors, Parent Liaison	Sign-In Logs				
							

**Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.**

**Performance Objective 1:** By 2017 75% of Farias Elementary staff will have completed training in American Heart Association First Aid and Heartsaver CPR.

**Evaluation Data Source(s) 1:** Farias Elementary will have 75% of its staff trained.

**Summative Evaluation 1:**


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Farias & Health Related Services will identify and provide awareness/training sessions on health related topics. (CPR/CPI procedures)	4, 10	Principal, Assistant Principal, Health Related Services.	Monitor Sign-In Logs for complete training sessions				
2) Farias staff & students will participate in programs/activities that promote health and wellness.	4, 10	Principal, Assistant Principal,	Fitness Gram Testing Teacher Walkthroughs				
<b>Critical Success Factors</b> CSF 5 3) Farias Elementary will provide students and staff the opportunity to participate in district wide Flu Vaccine Clinic.	4, 10	Principal, Assistant Principals, Nurse	Review and submit all sign-in attendance of clinic				
							

**Goal 4:** The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

**Performance Objective 2:** Farias Elementary will promote a safe, sanitary and healthy environment for all students and staff.

**Evaluation Data Source(s) 2:** Farias Elementary will demonstrate a safe, sanitary and healthy environment increase through weekly monitoring by campus administration, teachers, and custodians.

**Summative Evaluation 2:**






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Farias will provide a safe/healthy environment by purchasing supplies needed to maintain a sanitary environment.</p>	1, 10	Principal, Assistant Principals	Teacher Walkthroughs, Observations				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$1023.00, 199 - General Fund: Operating (PIC 99) - \$17020.00, 199 - General Fund: Operating (PIC 99) - \$2957.00, 199 - General Fund: Operating (PIC 99) - \$149108.00, 199 - General Fund: Operating (PIC 99) - \$1000.00							
2) Farias Elementary will ensure student nutritional needs are met on a daily basis with the exception of the 3 FMNV Exemption Days.	1, 10	Principal, Assistant Principals	Teacher Walkthroughs, Observations Monitor all designated events				
3) Farias will continue implementing and promoting a safety program by conducting required drills of evacuation and conducting safety meeting on a regular basis as scheduled.	1, 10	Principal, Assistant Principals	Sign-In Logs for 100% participation Monthly Fire Drills Logs				
							

**Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.**

**Performance Objective 1:** By the end of the 2016 - 2017 school year, Farias Elementary will have fully implemented an effective accountability system and comply with financial requirements by 100%.

**Evaluation Data Source(s) 1:** Farias Elementary will ensure that all requirements are adhered to and that lines of communication remain open to accomplish campus goals and objectives.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 3</p> <p>1) Farias will implement a needs assessment process and provide training on monetary procedures to staff members.</p>	1, 10	Principal, Assistant Principal, Bookkeeper	Monitor and conduct audits to ensure all funds are being used accordingly and all invoices are cleared.				
<p><b>Critical Success Factors</b> CSF 3</p> <p>2) Farias will maintain bookkeeping procedures as per district guidelines and will provide training on monetary procedures to all staff members.</p>	1, 10	Principal, Assistant Principal, Bookkeeper	Monitor and conduct audits to ensure all funds are being used accordingly and all invoices are cleared.				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							






**Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.**

**Performance Objective 1:** Farias Elementary will comply 100% with the ESEA Act -- hiring and maintaining of highly qualified professionals and instructional aides and provide retention strategies.

**Evaluation Data Source(s) 1:** Farias Elementary will comply with 100% highly qualified staff mandate.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>1) Farias Administration will support and communicate a clear vision and expectations to all staff to ensure student success.</p>	4, 5	Principal, Assistant Principals	Sign-In Logs for attendance and participation in different committees				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Farias Elementary will recognize and maintain highly qualified teachers/instructional aides: Teacher of the Year Para-Professional of the Year Golden Apple Teacher of the year Teacher of the Month</p>	5	Principal, Assistant Principals	Annual Surveys E-Chalk Updates				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$200.00							
<p><b>Critical Success Factors</b> CSF 6</p> <p>3) Farias Elementary will continue to promote a monthly merienda to improve employee morale.</p>	5	Principal, Assistant Principals, Classroom Teachers/Staff	100% participation and attendance Sign-In Logs				
<p><b>Critical Success Factors</b> CSF 5 CSF 7</p> <p>4) Farias Elementary will collaborate with institutions of higher education through mentoring programs TxBESS and Job Fairs.</p>	3, 5	Principal, Assistant Principals, Teachers/ TxBESS Mentors	Monitor teacher mentors to have 100% participation in TxBESS.				
<p><b>Critical Success Factors</b> CSF 7</p> <p>5) Farias Elementary will encourage professional development to help support and maintain highly qualified teachers.</p>	3, 4, 5	Principal, Assistant Principals, Classroom Teachers/staff	Professional Development Certificates				


<p align="center"><b>Critical Success Factors</b> CSF 7</p> <p>6) Farias Elementary will recruit highly qualified teachers/staff that will undergo certification through a university or college.</p>	3, 4, 5	Principal, Assistant Principals, CEIC	Documentation of CEIC Personnel Committee of participation in the hiring of new teachers.				
<p align="center"><b>Critical Success Factors</b> CSF 7</p> <p>7) Farias Elementary will encourage professional development to help support and maintain highly qualified teachers.</p>	3, 4, 5	Principal, Assistant Principals, Classroom Teachers/staff	Professional Development Certificates				
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.**

**Performance Objective 1:** By May 2017, Farias Elementary will support LISD's Fixed Assets/Custodial Service Department in conjunction with an annual inventory and reconcile equipment purchases to maintain 100% accuracy.

**Evaluation Data Source(s) 1:** Farias Elementary will strive for 100% of protective equipment usage, reduction of workers compensation, and maintain a clean and inviting building.

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Farias Elementary will maintain accurate yearly inventory of fixed assets.	1, 10	Principal, Assistant Principal, Head Custodian/Technology Trainer	Monitor and review 100% of inventory and monthly custodial check off list.				
2) Farias Elementary will maintain a bi-yearly inventory and accountability of textbooks.	10	Principal, Assistant Principal, and Classroom Teachers	Conduct 100% of all textbooks inventory in December and May.				
<p style="text-align: center;"><b>Critical Success Factors</b> CSF 6</p> 3) Farias will maintain a clean and inviting facility.	10	Principal, Assistant Principal, Head Custodian, Classroom Teachers/Staff	Weekly Walkthroughs				
							




**Goal 7:** The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

**Performance Objective 2:** Farias Elementary staff will receive door replacements as part of capital improvement plan.

**Evaluation Data Source(s) 2:** Completion of the installation of door replacements.

**Summative Evaluation 2:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Farias Elementary will work with Division of Operations to ensure that door replacements are purchased and installed.		Division of Operations Campus Principal					
							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Farias Elementary will continue implementing LEAD curriculum and utilization of Superintendent's Super Eight Initiative to improve classroom instruction across grade levels in all content areas from K- 5th. grade. Increase STAAR scores to 75% in all tested areas. Meet expectations in all 4 Indexes including Safeguards in Reading and Math.
1	1	2	Farias will continue aligning the curriculum by implementing the following: Voc. and Writing Day, Fabulous Reading Day; Magnificent Math Day; and Wacky Science Day.
1	1	3	STAAR test testers including ELL, Title I, Recent Immigrant, Migrant, Sp. Ed., and At Risk will meet passing standards through the implementation of instructional strategies teaching materials. (Tutorials, CSR Teacher, Small group instruction and computer based programs)
1	1	4	Farias will implement an Accelerated Instructional Plan for students in need of remediation and interventions to decrease the number of retentions at the end of 2015 school year including hiring high quality tutors.
1	1	5	Farias will continue prescriptive after-school/ Super Saturday tutorials for at risk students to improve STAAR scores in all tested areas.
1	1	6	Farias Elementary will implement the use of the 5 Components of Reading to identify Tier II students in need of remediation and to promote Guided reading in K - 2nd. grade students
1	1	10	Farias Leadership Curriculum Team (LTC) will meet every month to monitor implementation of differentiated curriculum, rigor and relevance lessons, STAAR strategies and to ensure grade-level alignment for all student groups.
1	1	11	Farias Elementary will monitor on-going assessments and utilize data to guide instruction for all students: PK - 5th. grade; CBAs, Benchmarks, MClass, TPRI, STAAR, TELPAS, Bilingual Assessment (LAS), Six Weeks Grades and District and State required mandates
1	3	1	Farias Elementary will develop a monitoring system to group student populations, ELL, At-Risk, Title I, Migrant, Recent Immigrant and Special Ed., based on state diagnostic assessments to address student's individual needs.
1	3	2	Farias Elementary will support and provide assessment materials in Pre-K to 5th. grade to monitor student achievement of al student populations, ELL, Sp. ED, At-Risk, Migrant, Title I, and Recent Immigrant.