

**Laredo Independent School District**  
**Francisco Farias Elementary School**  
**2018-2019 Campus Improvement Plan**



# Mission Statement

At F. Farias Elementary our mission is to provide all students with a high quality education that enables them to be contributing members of a multicultural pluralistic society. We seek to create an environment that achieves equity for all students and ensures that each student is a successful learner, is fully respected and learns to respect others.

# Vision

F. Farias Elementary is committed to academic excellence and integrity. We provide instruction in a caring, safe and healthy learning environment, responsive to each student, in collaboration with families and community.

# 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.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Francisco Farias Elementary School has an enrollment of 678 students. It is situated in a low socioeconomic area. The majority of our students are Hispanic and participate in the biligual program. Francisco Farias Elementary demographics as of snapshot 2017:

ELL-72.6%

Economic Disadvantaged:-95.3%

At Risk-78.2%

20 GT Participants-4.3%

50 Sp. Ed. Participants-5.6%

Mobility-18.7%

### Enrollment

2015-2016:      2016-2017: 678      2017-2018: 655

Francisco Farias Elementary has experienced a decline in enrollment for the past three years.

### Ethnic Distribution

99.9% Hispanic

0.1% White

### Attendance

2014-2015: 96.2%    2015-2016: 96.5%    2016-2017: 97.1%

Attendance has increased from 96.2% to 97.1%; however, it is a continuous struggle due to lack of parental support. Farias Elementary is utilizing an attendance team to make phone calls to those students that are absent. In addition, student services has been assisting Farias Elementary by assigning the court coordinator to do home visits and referring students to court. Teachers and staff are also responsible for calling and conducting parent conferences. Tardies are also addressed during conferences because it is becoming a daily issue.

#### Mobility Rate

2014-2015: 764

2015-2016: 734

2016-2017: 678

2017-2018: 655

For the past three years, our enrollment has decreased from 734 to 655 causing our mobility to rise from \_\_\_\_\_ to 18.7%. The rise in mobility is due to financial hardships and the fact that most of our community members are not property owners. As a result, families move out of the community.

#### **STAFF QUALITY, RECRUITMENT AND RETENTION**

F. Farias Elementary School will maintain highly qualified teachers and para-professionals that will be provide a rigorous instructional program and increase academic success.

- **Class Size Average by Grade Level: 17.5**

- **Staff Demographics:**

• Teachers	39
• Support Staff (Professional)	6
• Administration	2
• Para-Professionals	12

- **Teachers by Years of Experience:**

- Beginning Teachers = 0
- 1-5 Years Experience = 9
- 6-10 Years Experience = 9
- 11-20 Years Experience = 18
- Over 20 Years Experience = 3

• **TEACHERS BY ETHNICITY AND GENDER:**

- Hispanic 39
- Females 34
- Males 5

- **COMMUNITY:** F. Farias partners with various community members. Campus Educational Improvement Committee members includes a business partner along with a parent member. In addition, Judge Hugo Martinez assists with Literacy with third grade students. F. Farias also provides parenting classes for parents, Junior achievement provides services to Farias students. Miles for Smiles provides dental assistance to students and flu vaccines are offered to students and staff.

**Demographics Strengths**

Farias Elementary promotes prescriptive tutorials for all sub-groups based on assessment data collected throughout the year. Teachers are provided academic data to analyze and to create individualized academic plans to meet the needs of all students. DMAC assessment data bank is used to monitor individual student progress as well as individual groups and sub-groups. Teachers are required to monitor academic progress of all students every three weeks and intervention plans are to be created for those students not meeting academic standards. Conferencing with teachers, parents, students, counselor and administration allows students the opportunity to meet local and state standards.

**Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** F. Farias Elementary School will strive to achieve the 98% mandated district goal. This goal has not been met. As a result, campus administration has implemented an incentive plan to encourage and promote student attendance. **Root Cause:** Even though home visits are conducted for those students that are constantly absent, parents do not place their child's attendance as a priority. Parents lack understanding that attendance has a direct impact in their child's educational success.

## Student Academic Achievement

### Student Academic Achievement Summary

For the 2016 - 2017 school year F. Farias Elementary School met all state standards and indexes.

### INDEXES

	2014-2015	2015-2016	2016-2017
Index I	61%	63%	69%
Index II	43%	45%	44%
Index III	34%	40%	43%
Index IV	14%	30%	46%

### STATE STANDARDS

Subject Area	2015	2016	2017
Reading	61%	55%	62%
Math	47%	67%	77%
Writing	62%	69%	61%

Science

65%

60%

75%

F. Farias Elementary School has implemented a district wide initiative through the creation of trailblazing classrooms from 2nd - 5th. grade accelerated instruction and a rigorous curriculum are provided to prepare students to score at the Meets and Masters level on STAAR. Teachers monitor student progress through local and state assessments (CBA's, Benchmarks, STTAAR, TPRI, Rigby, CPALL's, TELPAS, and LAS). After school tutorials along with Super Saturdays tutorials are available to k-5th grade students throughout the year.

### **Student Academic Achievement Strengths**

The following are F. Farias student's academic strengths:

- Supplemental material, student workbooks, aligned to STAAR tested subjects.
- iPads available to all grade levels
- Projectors in all classrooms
- Manipulatives for all grade levels
- Forde Ferrier professional development

### **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** F. Farias Elementary School lowest STAAR scores were in 4th. grade writing and 4th. grade reading. **Root Cause:** Retaining teachers in 4th. grade has been a problem. For the past five years teachers in that grade level have been replaced almost every year due teachers requesting transfers within the district and outside the district.

## **School Processes & Programs**

### **School Processes & Programs Summary**

F. Farias Elementary School utilizes the LEAD Document created by LISD Curriculum and Instruction Department, which is aligned to State Standards, TEKS. Teachers are required to submit electronic and hard copy of lesson plans on a weekly basis. During grade level meetings, administration conducts brief dialogue with teachers to stay abreast of curriculum presented to students. Administration conducts weekly walk-throughs and formal TTESS classroom observations to monitor curriculum and delivery of instruction. Federal monies are allocated to purchase supplemental instructional materials and to provide staff development to teachers to enhance academic performance to meet local, state, and federal accountability standards.

Student progress is measured every six weeks through district created CBA's as well as semester benchmarks. This data is used to measure student growth and to provide support and intervention to those students not meeting district and/or state expectations.

### **School Processes & Programs Strengths**

F. Farias Elementary utilizes the following programs

- DMAC Data System
- iPads in PK 3 - 5th. grade
- I Station
- Smarty Ants
- Achiever
- TELPAS Tuesday
- South Texas Curriculum Project aligned to State TEKS
- District LEAD document to guide teacher's instruction
- Accelerated Reader
- Uninterrupted Instruction
- Wordly Wise in 2nd. Grade to enhance vocabulary development
- After School Tuesday - Thursday tutorials 1st - 5th.
- Weekly grade level meetings and collaborative planning
- Prescriptive small group daily intervention

### **Problem Statements Identifying School Processes & Programs Needs**



**Problem Statement 1:** F. Farias Elementary School would benefit from standardized guidelines and across the district instructional materials to address RTI, interventions. **Root Cause:** Lack of standardized classroom instructional materials and RTI instructional materials.

## Perceptions

### Perceptions Summary

F. Farias Elementary School promotes a school culture of high expectations for all learners. In addition, Farias Elementary instills a respectful environment that promotes a positive climate in which all campus personnel feel supported and valued.

## FAMILY AND COMMUNITY ENGAGEMENT

F. Farias Elementary School has the following programs/events to promote literacy for all students and to increase parental involvement:

- Student of the Month Ceremony
- P T C Parent Sessions
- Christmas Program
- End-of-the-Year Award Celebration
- Grandparent's Day
- National Elementary School Honor Society Induction Ceremony
- Open House (twice a year)
- Report Card Nights
- Reading with a Loved One
- Junior Achievement Program
- Family Reading Night
- Extended Library Camps
- Saturday Library Camps
- Book Fair Family Event
- H E B READ 3
- Flu vaccine clinic
- Miles for Smiles Dental Program
- Parent Volunteerr Events and Recognition
- Online registration
- Skyward Parent Communication Portal
- School Marquee
- Basketball, Football

- Chess Club

## **SCHOOL CULTURE AND CLIMATE**

F. Farias Elementary School promotes a strong partnership amongst teachers, students, and parents. Our goal is to educate the whole child in order to strengthen family and community involvement, as well as to promote a sense of belonging and a climate of positive thinking for all teachers, students, staff, and parents. Our school parent liaison recruits parents throughout the year. She plans and organizes weekly and/or monthly parent sessions to involve parents in their child's education. Farias's Counselor follows and conducts lessons on a monthly basis to students to minimize discipline referrals and deter bullying.

### **Perceptions Strengths**

The programs and activities offered at Farias Elementary School strengthen our community engagement and family support. Farias nurtures a positive culture and climate for all stakeholders.

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1:** Even though Farias Elementary School promotes parental involvement, Farias needs to increase their parent participation in their child's education in order to improve student attendance. **Root Cause:** Parents lack of understanding in valuing education maintains them away from the educational setting. Thus, participating in a positive manner in their child's education.

# Comprehensive Needs Assessment Data Documentation

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

# Goals

Revised/Approved: January 18, 2018

**Goal 1: Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.**

**Performance Objective 1:** LISD will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.


Domain I Score will increase

from 72% to \_\_\_\_%.  
(See Plan Addendum)

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p><b>PBMAS</b></p> <p>1) Farias will continue aligning the curriculum by implementing the following: Daily Journal Writing and "Building Academic Vocabulary" through the use of Wordly Wise for Regular, EL, GT, and Special Ed. Learners.</p>	<p>Principal, Assistant Principal, Instructional Specialist, and Classroom Teachers</p>	<p>Increase STAAR Writing score by at least 10%.</p>				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - 20000.00, 482 - Dr. Hochman Grant Fund - 11.00</p>						

<p align="center"><b>PBMAS</b></p> <p>2) Farias will continue implementing LEAD curriculum and utilization of Fundamental Five initiative to improve classroom instruction across grade levels in all content areas from PK - 5th grade. Increase STAAR SCORES to 75+ in all tested areas. Meet expectations in Domain 1 and all Domains including Safeguards in Reading and Math.</p>	Principal, Assistant Principal, Instructional Specialist, and classroom Teachers.	Increase STAAR scores in all subject to meet expectations in Domain 1.				
	Funding Sources: 199 - General Fund: GT (PIC 21) - 136.00					
<p align="center"><b>PBMAS</b></p> <p>3) 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>	Principal, Assistant Principal, and Instructional Specialist, Classroom Teachers	Improve STAAR scores to 75% or better in all tested areas. To meet or surpass STAAR Score for Domain 1.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 15010.00					
<p align="center"><b>PBMAS</b></p> <p>4) Farias 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 State required mandates.</p>	Principal and Assistant Principal	Increase STAAR Scores to meet requirements for Domain 1.				
5) Farias Elementary will participate in the District Spelling Bee to increase spelling/vocabulary skills.	Principal and Assistant Principal	Increase Reading and Writing score by at least 10%.				
6) Farias Elementary will continue implementing LEAD Document Curriculum adhering to time lines and instructional schedule PK-5th grade.	Principal and Assistant Principal	Increase STAAR Reading, Math, Writing, and Science score by at least 10%.				
	Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - 3000.00					
7) Farias Elementary will purchase class/office materials and supplies including toners for the use of classroom and office use as well as for student instruction and assessment.	Principal, Assistant Principal and budget clerk.	Increase STAAR scores in Domain 1.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 2000.00, 211 - ESEA Title I: Improving Basic Program - 1000.00					
<p align="center"><b>PBMAS</b></p> <p>8) Farias will purchase incentives to enhance student academic performance for Bilingual, At-Risk GT, and Special ED. Students</p>	Principal, Assistant Principal, Instructional Specialist	Increase STAAR Reading, Math, Writing, and Science Score by at least 10%.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4000.00					
						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** LISD will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 82 to \_\_\_\_\_.

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

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p><b>PBMAS</b></p> <p>1) Farias will provide prescriptive after school tutorials for K-5th grade from 3:45 - 4:45 p.m. and Super Saturday tutorials from 8:30 - 11:30 a.m. for 3rd. through 5th grade for Regular, ELL, GT, and Special Ed. Learners.</p>	Principal, Assistant Principal, Instructional Specialist	Increase TPRI, Rigby, TELPAS, and STAAR scores by at least 10%.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 30000.00						
<p><b>PBMAS</b></p> <p>2) Farias will hire tutors to provide individualized Reading and Math instruction for K-5th for Regular, Migrant, ELL and Special Ed. Learners.</p>	Principal, Assistant Principal, Instructional Specialist	Increase TPRI, Rigby, TELPAS, and STAAR scores by at least 10%				
<p><b>PBMAS</b></p> <p>3) 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>	Principal, Assistant Principal, Counselor, and Teachers.	Increase TPRI, Rigby, and TELPAS, scores by at least 10%, and to meet State STAAR student progress measures.				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - 82.00						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Domain III Score will increase from 71% to \_\_\_\_\_ .

**Evaluation Data Source(s) 3:** Texas Accountability Reports

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will implement (K-2nd.) the use of the 5 components of reading through the use of Open Court Reading Program to improve reading fluency and comprehension and to identify Tier II students in need of remediation	Principal, Assistant Principal, Instructional Specialist, CEI Lab Manager, an Teachers.	Increase TPRI, Rigby, TELPAS, and STAAR scores to Meets or Masters.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 20000.00						
<b>PBMAS</b> 2) Farias will purchase reading materials (library books) to enhance student academic performance for Regular, ELL, GT, and Special Education learners.	Principal, Assistant Principal, Instructional Specialist, Librarian, and Teachers	Increase literacy and comprehension to meet or surpass District Accelerated Reader goals and average.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 6000.00, 211 - ESEA Title I: Improving Basic Program - 500.00, 199 - General Fund: Basic Instruction (PIC 11) - 1348.00						
3) Farias will participate in Library events (Family Reading Night, Wednesdays Extended day) to promote reading and the Library Media Center will provide equitable access to resources to promote school-wide success.	Principal, Assistant Principal, Librarian, and Teachers.	Increase literacy and comprehension to meet or surpass District accelerated Reader goals and average. In addition through literacy Farias will be able to meet the needs of all student population in order to increase student achievement to Meets or Masters level on STAAR.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 629.00, 199 - General Fund: Basic Instruction (PIC 11) - 500.00						
4) Farias will maintain circulation and inventory software (Alexandria) for the library for Regular, ELL, GT, and Special Ed. Learners.	Principal, Assistant Principal, Librarian	Increase literacy and circulation by at least 10%				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00						
<b>PBMAS</b> 5) Farias will support and provide assessment materials in PK - 5th. grade to monitor student achievement of all students populations, ELL, Sp. ED, At Risk, Migrant, and title I.	Principal, Assistant Principal, Instructional Specialist, and Teachers.	Increase student achievement to MEETS AND MASTERS by 10%.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 7132.00						





= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 4:** LISD will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations. (Domain I & III) (See Plan Addendum)

**Evaluation Data Source(s) 4:** Texas Accountability Reports

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<b>PBMAS</b> 1) STAAR test testers including ELL, Title I, Recent Immigrants, 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).	Principal and Assistant Principal Curriculum Specialist	Advance one English proficiency level on TELPAS				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 17000.00, 199 - General Fund: SCE (PIC 30) - 26231.00					
<b>PBMAS</b> 2) Farias Elementary will purchase bilingual assessment materials to monitor language academic progress.	Principal, Assistant Principal, Teachers, Bilingual Clerk and LPAC Committee.	Increase TELPAS and LAS scores by at least 10%				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 2481.00					

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 5:** LISD will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 69% to \_\_\_\_\_.

**Evaluation Data Source(s) 5:** TELPAS

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 2) Farias Elementary will continue implementing TELPAS Tuesday which requires teachers to have their students write on a given topic and rate the writing samples to improve on the TELPAS writing assessment.	Principal and Assistant Principal Curriculum Specialist and Teachers	Advance one English proficiency level on TELPAS				

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 6:** LISD will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

# of CCMR Indicators met will increase from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 6:** Texas Accountability Reports

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias Elementary will provide GT students with the necessary instructional materials, and teachers will provide a comprehensive professional plan to utilize the TPSP in the classroom to meet district and state requirements.	Principal, Assistant Principal, Technology Trainer, Teachers and Counselor.	Increase academic achievement of 1st - 5th. students and show progress in Domain II of at least 10%, close the achievement.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1800.00						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


**Performance Objective 7:** LISD will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis (High School Only)

Dual Enrollment participation rate will increase from   N/A   to   N/A  .

Advanced Placement participation rate will increase from N/A to N/A.

**Evaluation Data Source(s) 7:** TAPR Report  
PBMAS Report

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will promote college readiness bound students by facilitating institutions of higher learning presentations	Principal, Assistant Principal, Counselor, Instructional Specialist, Teachers	Will provide presentations for the Fall/Spring semester.				
						







**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 8:** LISD will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

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

**Evaluation Data Source(s) 8:** TAPR Reports-STAAR/EOC  
PBMAS Reports

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p><b>PBMAS</b></p> <p>1) Farias will meet state PBMAS standards by assuring bilingual and special education students are monitored to meet state/federal mandates</p>	Principal, Assistant Principal, Instructional Specialist, Teachers	Decrease staging from 1 to 0 in bilingual/special ed.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 9:** LISD will increase the number of earned industry-recognized certifications through participation in CTE program yearly. (High School Only)

Increase industry certificates from \_N/A to \_\_\_N/A\_\_\_.

**Evaluation Data Source(s) 9:** TAPR Report-

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will promote industry/vocational bound students by facilitating various job related presentations. Presentations will be integrated with Career Day.	Principal, Assistant Principal, Counselor	Will Provide Fall or Spring presentations				

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 10:** LISD will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.


Increase Domain I score from 72% to \_\_\_\_\_.

**Evaluation Data Source(s) 10:** Staff Development Calendar/Sign In Sheets

**Summative Evaluation 10:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias Elementary will implement the use of iPads in PK - 5th for Regular, ELL, GT, and Special Ed. students to support student academic success including technology applications.	Principal, Assistant Principal, Instructional Specialist, Technology Trainer	Increase all technology and academic skills by at least 10%				
Funding Sources: 180 - E-Rate Fund - 127942.00						
2) Farias Elementary will maintain circulation and inventory software (Alexandria) for the library for Regular, ELL, GT, and Special Ed. Students..	Principal, Assistant Principal, and Librarian	Increase circulation by at least 10%				
<b>PBMAS</b> 3) Farias Elementary will focus on Regular, ELL, GT, and Special Ed. Students by providing prescriptive, small group reading, math and Science intervention strategies through the use of various teaching materials: V-Math (3rd - 5th). Brainchild (2nd - 5th) Lexia/RTI (K-5th). Headsprout (PK3 & PK4), and Smarty Ants (K-2nd). Frog Street (K).	Principal, Assistant Principal, Teachers, Instructional Specialist, Technology Trainer.	Increase overall academic progress in PK - 5th grade by at least 10%.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 9000.00						
<b>PBMAS</b> 4) Farias Elementary will continue implementing a professional Development program for all teachers/staff to enhance content areas and to meet the needs of all students populations; GT, ELL, Sp. ED, Migrant, Immigrants, Title 1, and At-Risk, through District, Region I, Forde & Ferrier, and contracted consultants including attending state and national Conferences.	Principal, Assistant Principal, Instructional Specialist, Teachers, and Technology Trainer	Increase teacher proficiency skills by at least 10%				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 15500.00, 199 - General Fund: Basic Instruction (PIC 11) - 1500.00, 211 - ESEA Title I: Improving Basic Program - 3500.00						



5) Campus Trainer and Instructional Specialist will model lessons integrating curriculum technology applications.	Principal, Assistant Principal, Instructional Specialist, Teachers, and Technology Trainer	Increase teacher proficiency skills by at least 10%				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 500.00						
						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 11:** LISD will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 11:** STaR Survey

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias Elementary will ensure that all teachers attend technology trainings to comply with the minimum of 12 hours of technology applications in the integration of technology applications and skills into their daily lessons.	Principal, Assistant Principal, Instructional Specialist, Technology trainer	Increase teacher proficiency skills by at least 10%				







**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 12:** LISD will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 12:** Failure Reports

**Summative Evaluation 12:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p><b>PBMAS</b></p> <p>1) 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 2019 school year including hiring high quality tutors.</p>	<p>Principal, Assistant Principal, Instructional Specialist, and Teachers.</p>	<p>Retentions will decrease from 10% - 7%</p>				
<p>Funding Sources: 211 - ESEA Title I: Improving Basic Program - 2000.00</p>						
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>						

**Goal 2: Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.**







**Performance Objective 1:** LISD will increase meet and/or exceed State/Region attendance rates on a yearly basis.

Campus will maintain or increase attendance rate from \_\_\_\_ to \_\_\_\_

**Evaluation Data Source(s) 1:** Attendance Reports

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias Elementary will implement an incentive program that will improve attendance for all populations.	Principal, Assistant Principal, Phone Call Team, Teachers	Attendance will improve by at least 1.5%				
2) Farias Elementary will monitor daily attendance and tardiness for all student populations through the display of Attendance Flags identified with 100%.	Principal, Assistant Principal, Phone Call Team, Teachers	Attendance will improve by at least 1.5%				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.


**Performance Objective 2:** LISD will meet or decrease its dropout rate as compared to the annual State/Region drop our rates. (Secondary Schools Only)

District dropout rate will decrease from \_\_\_N/A\_\_\_ to \_\_\_N/A\_\_\_.

Campus will maintain or decrease dropout rate from \_\_\_N/A\_\_\_ to \_\_\_N/A\_\_\_.

**Evaluation Data Source(s) 2:** TAPR Report  
PEIMS Submission Report

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will promote attendance by monitoring daily student attendance.	Principal, Assistance Principal, Counselor, Attendance Team	Review daily attendance reports and district attendance report.				
2) Farias will support participation in club activities to promote interest in attending school.	Principal, Assistant Principal and club sponsors.	Review club activity participation on a six weeks basis.				
						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 3:** LISD will increase the number of students who graduate on time, with college readiness distinctions.

District and Campus graduation rate for All Students, Hispanic, ECD, ELL and SpED will increase. (See plan addendum)

Number of student with distinctions will increase


from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 3:** Counseling Reports

TAPR Report

PEIMS Submission Report

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Farias will promote graduation aspirations by encouraging student achievement on STAAR mastery level.	Principal, Assistant Principal, Counselor, Teacher	Increase the number of students achieving Mastery Level on STAAR.				
						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 4:** LISD will implement a districtwide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

# of Discipline referrals will decrease from \_\_\_\_ to \_\_\_\_

# of Discretionary placements at alternative campuses will decrease for:







All Students from \_\_\_\_ to \_\_\_\_ and

Special Ed. Students from \_\_\_\_ to \_\_\_\_

**Evaluation Data Source(s) 4:** 425 Report

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will promote effective classroom management enhancement through staff development to reduce discipline referrals and to reinforce positive behavior.	Principal, Assistant Principal, Counselor and Teachers	Reduce the number of discipline referrals by 5%				
2) Farias will provide information sessions from the Student Code of Conduct Handbook for parents, students, and staff.	Principal, Assistant Principal, Counselor and Teachers	Reduce the number of discipline referrals by 5%				
3) Farias will require the implementation of the district's Comprehensive Behavior Management Plan. CHAMPS in every classroom	Principal, Assistant Principal, Counselor, Teachers	Reduce the number of discipline referrals by 5% and promote a positive learning environment.				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 5:** LISD Police Department will work with all stakeholders to insure a safe and secure environment. (District Only)

# of Incidents and Citations will decrease from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 5:** Police Reports on case numbers for the year.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will utilize and enforce district and campus security procedures (RAPTOR) for all visitors, staff and students.	Principle, Assistant Principal, Office Personnel	Prevent unwelcomed visitors to enter the campus. 100% of visitors will obtain a visitor's tag.				




**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 6:** LISD will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I.e, National Honor Society, Student Council, or other organizations that are civic oriented)

**Evaluation Data Source(s) 6:** Membership reports

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias Elementary will purchase instructional supplies for office, coaches, nurse, counselor, and librarian to instruct, reward, motivate and enhance/or assess student learning/health/fitness and character education	Principal, Assistant Principal, Coaches, Nurse, Counselor, Librarian and Teachers.	To increase and engage students in school/community activities.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 3500.00						
2) Farias will promote active participation in National Honor Society & Spelling Bee.	Principal, Assistant Principal, Counselor, NHS Sponsor.	Increase student participation by 10%				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 550.00						
						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 7:** LISD will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, JROTC, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.

# of students that participate in at least 1 activity


from \_\_\_\_\_ to \_\_\_\_\_

% of student body populations that participates in at least 1 activity

from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 7:** Participation reports

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will promote extra curricular activities for all students such as UIL, Technology Club, Code Club, Chess Club, Library Club, Choir and sports	Principal, Assistant Principal, Counselor, Librarian, Technology Trainer, Coaches	Increase student participation by 10%				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00, 199 - General Fund: Operating (PIC 99) - 3750.00						
						


**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 8:** LISD will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 8:** Counseling Reports  
Discipline Report (425)

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will provide training on the Campus Crisis Emergency Response Team (CERT); fire drills, lock down, bomb threat, and natural disasters.	Principal, Assistant Principal, CERT, and Teachers	Improve timing when conducting drills to remain below the two minutes.				
2) Farias will implement programs such as RadKids, 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.	Principal, Assistant Principal, Teachers, Counselor	Farias will maintain a safe, secure and healthy learning environment for all students and employees.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 750.00						
3) Farias 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.	Principal, Assistant Principal, Counselor, Teachers	Farias will maintain a safe, secure and healthy learning environment for all students and employees.				
						







**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 9:** LISD will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary by increasing number of transition activities from \_\_\_\_ to \_\_\_\_.

**Evaluation Data Source(s) 9:** Counseling Reports  
CIA Agendas

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will partner with institutions of higher ed. and middle school to ease transition from elementary to middle school and for career college preparation.	Principal, Assistant Principal, Counselor	Promote a smooth transition from elementary to middle school and higher education setting.				
2) Farias will partner with Head Start to provide/assist preschool children transition from early childhood programs to elementary school.	Principal, Assistant Principal, Counselor	Community partnerships will increase by 10%				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

### Goal 3: Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 1:** LISD will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Increase number of parents and community members participating in Site-Based Decision Making committees from \_\_\_\_ to \_\_\_\_.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings form \_\_\_\_ to \_\_\_\_.

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

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will continue to recognize students through the student of the month ceremony to increase self-esteem and parental involvement. Also will continue with an awards program for parental participation.	Principal, Assistant Principal, Counselor, Teachers, Parent Liaison	Increase the number of parents attending informative meetings.				
2) Farias will continue promoting parent sessions through district social worker to increase parenting skills and school involvement so that parents can assist can assist teachers to reinforce instruction for student success	Principal, Assistant Principal, Teachers, Counselor	Maintain daily communication with parents throughout the year.				
<b>PBMAS</b> 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)	Principal, Assistant Principal, Counselor, Teachers, and Parent Liaison	Maintain daily communication with parents throughout the year.				
4) Farias Elementary will continue providing an After School Daycare program to assist working parents.	Principal, Assistant Principal, Daycare provider	Maintain daily communication with parents throughout the year.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00						

**Goal 3:** Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 2:** LISD will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.







Parent volunteers will increase from \_\_\_\_\_ to \_\_\_\_\_

Volunteer Hours will increase from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 2:** Volunteer Report

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will purchase light snacks and refreshments during school functions events to increase parental involvement.	Principal, Assistant Principal, Parent Liaison	Parent volunteers will increase by 10%				
2) Farias will continue to provide a yearly luncheon for all parent volunteers to recognize their continued support; in addition, they will received a certificate of acknowledgement for their commitment to our school.	Principal, Assistant Principal, Parent Liaison	Parent volunteers will increase by 10%				
3) Parent liaison will continue to coordinate parent sessions to increase parenting skills and school involvement.	Principal, Assistant Principal, Parent Liaison	Parent volunteers will increase by 10%.				
4) Farias will continue to establish community partnerships with HEB.	Principal, Assistant Principal, Parent Liaison	Community partnership will increase by 10%				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


**Goal 4: Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.**

**Performance Objective 1:** LISD will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Campuses will increase the number of employee appreciation activities from \_\_\_\_\_ to \_\_\_\_\_.

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will continue to promote a monthly merienda to improve employee morale.	Principal, Assistant Principal	Administration will promote a positive culture for all stakeholders.				
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	Principal, Assistant Principal	Administration will promote a positive culture for all stakeholders..				
3) Farias will continue honoring employees during Teacher's Appreciation Week with a breakfast and luncheon.	Principal, Assistant Principal	Administration will promote a positive culture for all stakeholders.				
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** LISD will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal and district performance mandates, operations and initiatives, as reviewed annually by District Level Administration.

Maintain the number of PEG campuses at 0.

Maintain the number of IR Campuses at Zero (0)

Maintain the number of Targeted (Focus) campuses at Zero (0).

Reduce the number of Additional Targeted Support campuses from 5 to 3.







Maintain the number of Comprehensive Support (Priority) campuses at Zero (0).

Maintain or Improve staging on PBMAS from 1 to 0 in Bilingual, CTE, SpEd, and ESSA.

**Evaluation Data Source(s) 2:** TAPR Reports

PBMAs Reports

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p><b>PBMAS</b></p> <p>1) Farias will support district/state/ federal mandates to meet TEA accountability status</p>	Principal, Assistant Principal	Decrease staging from 1 to 0 in Bilingual and Special Ed.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						



**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 3:** LISD will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all district/Campus level departments.

Increase Teacher Retention Rate  
from \_\_\_\_\_ to \_\_\_\_\_







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

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

**Evaluation Data Source(s) 3:** T-TESS Reports  
T-PESS Reports

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 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	Principal, Assistant Principal	Administration will promote a positive culture for all stakeholders..				
2) Farias will collaborate with institutions of higher education through mentoring programs TxBESS.	Principal, Assistant Principal	Farias administration will support teacher professional growth to support campus initiatives.				
3) Farias will recruit highly qualified teachers/staff that will undergo certification through a university or college. Farias will encourage professional development to help support and maintain highly qualified teachers.	Principal, Assistant Principal	Farias administration will support teacher professional growth to support campus initiatives.				

 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 4:** LISD will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

LISD will maintain FIRST Rating.


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

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

Reduce the percent of campuses and departments that are in non-compliance with CH (Local) Policy.

**Evaluation Data Source(s) 4:** Budget Reports  
Corrective Action Plans

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias CEIC Budget Committee will meet twice a year to target school initiatives for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners	Principal, Assistant Principal	Farias will align 100% of campus expenditures to the Comprehensive Needs Assessment and Campus Improvement Plan.				
2) Farias CEIC Budget Committee will meet twice a year to review budget expenditures in all line items. In addition Budget Committee will ensure that bookkeeping procedures are maintain as per district guidelines and will provide training on monetary procedures to all staff members.	Principal, and Assistant Principal	Farias will utilize 100% of the budget accordingly and will monitor and conduct audits to ensure all funds are being used accordingly and all invoices are cleared.				
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.


**Performance Objective 5:** LISD will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.

The district will maintain an Unmodified Opinion in the Annual Financial Report.(District )

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

**Evaluation Data Source(s) 5:** Audit Report  
Comprehensive Annual Financial Report (CAFR)

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will maintain accurate yearly inventory of fixed assets.	Principal and Assistant Principal	Farias will achieve 100% in the inventory.				
2) Farias will maintain a bi-yearly inventory and accountability of textbooks.	Principal, Assistant Principal	Maintain 100% of all textbooks in the inventory.				
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 6:** LISD will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from \_\_\_\_\_ to \_\_\_\_\_.

The number of employees that participate in district health and wellness initiatives will increase from \_\_\_\_\_ to \_\_\_\_\_.

Increase the number of students getting the flu shot from \_\_\_\_ to \_\_\_\_\_


**Evaluation Data Source(s) 6:** Workman's Compensation Reports

Blue Cross/Blue Shield Data

Flu Report

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 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.	Principal, Assistant Principal, Custodial Staff.	Decrease the number of accidents by 10% and maintain a healthy learning environment.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 300.00						
2) Farias will review (monthly) incident reports and the CEIC will recommend safe school practices as needed.	Principal, Assistant Principal, Farias Faculty and Staff and CEIC	Decrease the number of accidents by 10%.				
3) Farias & Health Related Services will Identified and provide awareness /training sessions on health related topics (CPR/CPI procedures).	Principal, Assistant Principal, Nurse	Increase the number of employees that participate in health initiatives by 5%				
4) Farias will provide students and staff the opportunity to participate in district wide Flu Vaccine.	Principal, Assistant Principal, Nurse	Increase the number of students getting the flu shot by 10%.				
5) Farias students will participate in activities that promote health and wellness (Fitness Gram Test).	Principal, Assistant, Principal, and Coaches	100% of the students will be tested and results should increase by 10% from beginning to end.				
6) Farias will provide a safe/healthy environment by purchasing supplies needed to maintain a sanitary environment including hand sanitizers	Principal, Assistant Principal	Farias will maintain a safe, secure and healthy learning and working environment for all students and employees.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 500.00						

7) Farias will ensure students nutritional needs are met on a daily basis with the exception of the 3 FMNV exemption days.	Principal, Assistant Principal, Teachers.	Farias will maintain a safe, secure and healthy learning and working environment for all students and employees.				
8) Farias will ensure that janitorial supplies including dust /mop services are provided to keep our campus safe and sanitized at all times.	Principal, Assistant Principal, Custodians	Farias will maintain a safe, secure, and healthy learning and working environment for all students and employees.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 19389.00						
9) Farias will provide electricity to ensure a safe and comfortable learning environment.	Principal, Assistant Principal	Farias will maintain a safe, secure, and healthy learning and working environment for all students and employees				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 140524.00						
10) Farias will provide water and sewage services to maintain a safe and healthy environment.	Principal, Assistant Principal	Farias will maintain a safe, secure, and healthy learning and working environment for all students and employees.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 12770.00						
11) Farias will provide sanitation services to maintain a safe and healthy environment	Principal, Assistant Principal	Farias will maintain a safe, secure, and healthy learning environment for all students and employees.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 2957.00						
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 7:** LISD will maintain a safe and secure environment by increasing response time and completion of all work orders.

The number of work orders will decrease from \_\_\_\_ to \_\_\_\_

**Evaluation Data Source(s) 7:** Work Order System reports

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Farias will work with Division of Operations to ensure all work orders are completed on a timely manner.	Principal, Assistant Principal, Head Custodian	Decrease work orders response time and completion by at least 10%.				

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 8:** Develop and maintain a staffing plan that utilizes data drive decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from   0   to   0  .

**Evaluation Data Source(s) 8:** Master Schedule, Staffing Reports, Waiver Requests

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will utilize the district pay grade scale to maximize faculty and staff salaries by employee classification.	Principal, Assistant Principal	Review 100% of teacher qualifications with Human Resources and review years of service to match pay scale.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2081947.00, 199 - General Fund: GT (PIC 21) - 83779.00, 199 - General Fund: Special Education (PIC 23) - 432479.00, 199 - General Fund: Bilingual (PIC 25) - 102926.00, 199 - General Fund: SCE (PIC 30) - 106298.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 236648.00, 199 - General Fund: SCE Pre K (PIC 34) - 167769.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 13097.00, 199 - General Fund: Operating (PIC 99) - 614468.00, 211 - ESEA Title I: Improving Basic Program - 238595.00, 224 - IDEA - Part B: Formula Fund - 101529.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 13792.00, 435 - SSA Regional Day School - Deaf - 667.00						
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 9:** LISD schools will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

**Evaluation Data Source(s) 9:** STAAR Data

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias will monitor all student groups, Regular, ELL, At-Risk, GT, Sp. Ed. and Economic Disadvantaged to meet performance standards on STAAR.	Principal, Assistant Principal, Instructional Specialist, and Teachers.	Farias will meet performance standards on a yearly basis.				



**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 10:** LISD will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

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

**Evaluation Data Source(s) 10:** Customer Service Training Sign-In Sheets

**Summative Evaluation 10:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Farias personnel will receive customer service training.	Principal, Assistant Principal	Sign in sheets from district training.				

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 11:** LISD will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from \_\_\_\_ to \_\_\_\_

The teacher passing rate on certification attempts will increase from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 11:** Certification Reports

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Farias will send new teachers to all certification training to support and increase the teacher passing rate. Support novice teachers in completing certification requirements	Principal, Assistant Principal	Review all teacher certifications and ensure requirements are met. Increase teacher passing rate.				

## Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Farias will continue aligning the curriculum by implementing the following: Daily Journal Writing and "Building Academic Vocabulary" through the use of Wordly Wise for Regular, EL, GT, and Special Ed. Learners.
1	1	2	Farias will continue implementing LEAD curriculum and utilization of Fundamental Five initiative to improve classroom instruction across grade levels in all content areas from PK - 5th grade. Increase STAAR SCORES to 75+ in all tested areas. Meet expectations in Domain 1 and all Domains including Safeguards in Reading and Math.
1	1	3	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	4	Farias 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 State required mandates.
1	1	5	Farias Elementary will participate in the District Spelling Bee to increase spelling/vocabulary skills.
1	1	6	Farias Elementary will continue implementing LEAD Document Curriculum adhering to time lines and instructional schedule PK-5th grade.
1	1	8	Farias will purchase incentives to enhance student academic performance for Bilingual, At-Risk GT, and Special ED. Students
1	2	1	Farias will provide prescriptive after school tutorials for K-5th grade from 3:45 - 4:45 p.m. and Super Saturday tutorials from 8:30 - 11:30 a.m. for 3rd. through 5th grade for Regular, ELL, GT, and Special Ed. Learners.
1	2	2	Farias will hire tutors to provide individualized Reading and Math instruction for K-5th for Regular, Migrant, ELL and Special Ed. Learners.
1	2	3	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 will purchase reading materials (library books) to enhance student academic performance for Regular, ELL, GT, and Special Education learners.
1	3	3	Farias will participate in Library events (Family Reading Night, Wednesdays Extended day) to promote reading and the Library Media Center will provide equitable access to resources to promote school-wide success.
1	3	4	Farias will maintain circulation and inventory software (Alexandria) for the library for Regular, ELL, GT, and Special Ed. Learners.
1	3	5	Farias will support and provide assessment materials in PK - 5th. grade to monitor student achievement of all students populations, ELL, Sp. ED, At Risk, Migrant, and title I.

Goal	Objective	Strategy	Description
1	4	1	STAAR test testers including ELL, Title I, Recent Immigrants, 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	4	2	Farias Elementary will purchase bilingual assessment materials to monitor language academic progress.
1	6	1	Farias Elementary will provide GT students with the necessary instructional materials, and teachers will provide a comprehensive professional plan to utilize the TPSP in the classroom to meet district and state requirements.
1	10	1	Farias Elementary will implement the use of iPads in PK - 5th for Regular, ELL, GT, and Special Ed. students to support student academic success including technology applications.
1	10	3	Farias Elementary will focus on Regular, ELL, GT, and Special Ed. Students by providing prescriptive, small group reading, math and Science intervention strategies through the use of various teaching materials: V-Math (3rd - 5th). Brainchild (2nd - 5th) Lexia/RTI (K-5th). Headsprout (PK3 & PK4), and Smarty Ants (K-2nd). Frog Street (K).
1	10	4	Farias Elementary will continue implementing a professional Development program for all teachers/staff to enhance content areas and to meet the needs of all students populations; GT, ELL, Sp. ED, Migrant, Immigrants, Title 1, and At-Risk, through District, Region I, Forde & Ferrier, and contracted consultants including attending state and national Conferences.
1	10	5	Campus Trainer and Instructional Specialist will model lessons integrating curriculum technology applications.
1	12	1	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 2019 school year including hiring high quality tutors.
2	1	1	Farias Elementary will implement an incentive program that will improve attendance for all populations.
2	6	2	Farias will promote active participation in National Honor Society & Spelling Bee.
2	7	1	Farias will promote extra curricular activities for all students such as UIL, Technology Club, Code Club, Chess Club, Library Club, Choir and sports
3	1	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)
4	8	1	Farias will utilize the district pay grade scale to maximize faculty and staff salaries by employee classification.

## Campus Funding Summary

<b>180 - E-Rate Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	10	1	E-Rate		\$127,942.00
<b>Sub-Total</b>					\$127,942.00
<b>199 - General Fund: Basic Instruction (PIC 11)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	Copier Rental	199-11-6264-00-105-9-11-000	\$7,251.00
1	1	3	General Supplies	199-11-6399-99-105-9-11-INS	\$7,759.00
1	1	8	Incentives/Awards for Participation	199-11-6499-44-105-9-11-000	\$4,000.00
1	3	2	Reading Materials Library	199-12-6329-20-105-9-11-000	\$1,348.00
1	3	3	Reading Materials	199-11-6329-00-105-9-11-000	\$500.00
1	3	4	Library Alexandria License	199-12-6249-00-105-9-11-LIC	\$840.00
1	3	5	General Supplies	199-11-6399-00-105-9-11-000	\$7,132.00
1	6	1	Regional Ed. Services	199-13-6239-00-105-9-11-000	\$1,800.00
1	10	4	Consulting Services	199-13-6291-00-105-9-11-000	\$1,500.00
2	7	1	Transportation	199-11-6494-00-105-9-11-000	\$1,000.00
4	8	1	Payroll Costs		\$2,081,947.00
<b>Sub-Total</b>					\$2,115,077.00
<b>199 - General Fund: Operating (PIC 99)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	7	Furniture (Adm)	199-23-6644-00-105-9-99-000	\$2,000.00
2	6	1	General Supplies	199-23-6399-00-105-9-99-000	\$3,500.00
2	6	2	Dues	199-36-6495-00-105-9-99-000	\$550.00
2	7	1	General Supplies	199-36-6399-00-105-9-99-000	\$750.00
2	7	1	Extra Curriculum Travel	199-36-6412-00-105-9-99-000	\$1,000.00
2	7	1	Transportation	199-36-6494-00-105-9-99-000	\$2,000.00

2	8	2	Incentives/Awards	199-31-6499-44-105-9-99-000	\$750.00
3	1	4	General Suplies	199-61-6399-99-105-9-99-AFT	\$1,000.00
4	6	1	General Supplies	199-52-6399-00-105-9-99-000	\$300.00
4	6	6	Flu Janitorial Supplies	199-51-6317-99-105-9-99-FLU	\$500.00
4	6	8	Jan. Dust/Wet Mop Serv	199-51-6249-99-105-9-99-000	\$1,208.00
4	6	8	Janitorial Supplies	199-51-6317-99-105-9-99-000	\$18,114.00
4	6	8	Jan. Dust/Wet Mop Serv.	199-51-6317-90-105-9-99-000	\$67.00
4	6	9	Electtricity	199-51-6259-00-105-9-99-000	\$140,524.00
4	6	10	Water & Sewage	199-51-6255-00-105-9-99-000	\$12,770.00
4	6	11	Sanitation Serv.	199-51-6255-01-105-9-99-000	\$2,957.00
4	8	1	Payroll Costs		\$614,468.00
<b>Sub-Total</b>					<b>\$802,458.00</b>

**199 - General Fund: Special Education (PIC 23)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	General Supplies	199-11-6399-00-105-9-23-000	\$82.00
4	8	1	Payroll Costs		\$432,479.00
<b>Sub-Total</b>					<b>\$432,561.00</b>

**199 - General Fund: Bilingual (PIC 25)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	General Supplies	199-11-6399-00-105-9-25-000	\$16,000.00
1	4	1	Travel	199-13-6411-00-105-9-25-000	\$1,000.00
1	4	2	Testing Materials	199-11-6339-00-105-9-25-000	\$2,481.00
4	8	1	Payroll Costs		\$102,926.00
<b>Sub-Total</b>					<b>\$122,407.00</b>

**199 - General Fund: GT (PIC 21)**

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	General Supplies	199-11-6399-00-105-9-21-000	\$136.00
4	8	1	Payroll Costs		\$83,779.00

					<b>Sub-Total</b>	\$83,915.00
<b>199 - General Fund: Bilingual Pre K (PIC 35)</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>		<b>Amount</b>
1	1	6	General Supplies	199-11-6399-00-105-9-35-000		\$3,000.00
4	8	1	Payroll Costs			\$13,097.00
					<b>Sub-Total</b>	\$16,097.00
<b>199 - General Fund: Basic Instruction PreK (PIC 32)</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>		<b>Amount</b>
4	8	1	Payroll Costs			\$236,648.00
					<b>Sub-Total</b>	\$236,648.00
<b>199 - General Fund: SCE Pre K (PIC 34)</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>		<b>Amount</b>
4	8	1	Payroll Costs			\$167,769.00
					<b>Sub-Total</b>	\$167,769.00
<b>199 - General Fund: SCE (PIC 30)</b>						
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>		<b>Amount</b>
1	1	1	General Supplies	199-11-6399-00-105-9-30-000		\$20,000.00
1	2	1	Extra Duty Pay	100-11-6119-20-105-9-30-000		\$30,000.00
1	3	1	General Supplies	199-11-6399-00-105-9-30-000		\$20,000.00
1	3	2	Reading Materials	199-12-6329-00-105-9-30-000		\$6,000.00
1	4	1	General Supplies	199-11-6399-00-105-9-30-000		\$26,231.00
1	10	3	Contracted Services	199-11-6249-00-105-9-30-000		\$9,000.00
1	10	4	Travel	199-13-6411-00-105-9-30-000		\$1,000.00
1	10	4	Regional Ed. Services	199-13-6239-00-105-9-30-000		\$2,500.00
1	10	4	Consulting Services	199-13-6291-00-105-9-30-000		\$12,000.00
4	8	1	Payroll Costs			\$106,298.00
					<b>Sub-Total</b>	\$233,029.00
<b>211 - ESEA Title I: Improving Basic Program</b>						

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	General Supplies	211-11-6399-99-105-9-30-000	\$1,000.00
1	3	2	Reading Materials	211-11-6329-00-105-9-30-000	\$500.00
1	3	3	Incentives /Awards for Participation	211-12-6499-44-105-9-30-000	\$629.00
1	10	4	Regional Ed.. Services	211-13-6239-00-105-9-30-000	\$1,000.00
1	10	4	Consulting Services	211-13-6291-00-105-9-30-000	\$2,500.00
1	10	5	Travel O/D	211-31-6411-00-105-9-30-000	\$500.00
1	12	1	Extra Duty Pay	211-13-6119-20-105-9-30-000	\$2,000.00
4	8	1	Payroll Costs		\$238,595.00
<b>Sub-Total</b>					\$246,724.00
<b>224 - IDEA - Part B: Formula Fund</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	1	Payroll Cost		\$101,529.00
<b>Sub-Total</b>					\$101,529.00
<b>255 - ESEA II, A Training &amp; Recruiting</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	1	Payroll Cost		\$1.00
<b>Sub-Total</b>					\$1.00
<b>263 - LEP Bilingual Program Fund</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	1	Payroll Cost		\$13,792.00
<b>Sub-Total</b>					\$13,792.00
<b>435 - SSA Regional Day School - Deaf</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	1	Payroll Cost		\$667.00
<b>Sub-Total</b>					\$667.00
<b>482 - Dr. Hochman Grant Fund</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount



1	1	1	General Supplies		\$11.00
<b>Sub-Total</b>					\$11.00
<b>Grand Total</b>					\$4,700,627.00