

Laredo Independent School District
Katherine F. Tarver Elementary School
2018-2019 Campus Improvement Plan



Mission Statement

K. Tarver Elementary is committed to excellence by empowering students to show respect, responsibility, and resilience by:

"Daring to Dream and Believing to Achieve"

Vision

K. Tarver Elementary will continue to diligently equip our students with the tools and learning experiences necessary to help develop effective skills that will be the driving force that propels them to lifelong success!

Value Statement

At Katherine Tarver Elementary School we believe that...

"High Expectations lead to High Achievement."

Comprehensive Needs Assessment

Demographics

Demographics Summary

DEMOGRAPHICS

K. Tarver's total student population is 513. Ethnic distribution consists of 99% Hispanic.

K. Tarver Elementary Demographic Information

Membership	PK-3	PK-4	Kinder	1 st	2 nd	3 rd	4 th	5 th	Total
LEP	25	49	55	46	53	42	58	28	356
NON-LEP	6	15	12	14	20	27	32	31	157
M1						8	2	1	11
M2						5	5	2	12
Recent Immigrants	1	2	6	4	4	1	2	1	21
Recent Arrivals					1	2			3
AU Units	1	3	1	3	1	7	3	2	21

Special Program Participation

Membership	PK-3	PK-4	Kinder	1 st	2 nd	3 rd	4 th	5 th	Total
SPED	1	5	1	3	6	11	10	10	47
GT			6	1	8	6	8	7	36
Dyslexia					1		5	5	11
Section 504				1			1		2

Economically Disadvantaged: 93.4%

English Language Learner Participants: 70.0%

STAFF QUALITY, RECRUITMENT AND RETENTION

Teachers and Staff:

12.3 years average teaching experience

98% Bilingually Certified

Teachers by Ethnicity and Gender:

33.8% Hispanic

1.0% White

3.3% Males

31.6% Females

Teachers by Highest Degree held:

25.8 % Bachelor's Degree

9.0% Masters Degree

Teachers by Years of Experience:

1.9% Beginning Teachers

3.0% 1-5 Years Experience

5.9% 6-10 Years Experience

19.0% 11-20 Years Experience

5.0% Over 20 Years Experience

Student to Teacher Ratio are as follows:

Pre-Kinder-2nd Grade- 22:1

3rd-5th grade-25:1

Demographics Strengths

K. Tarver provides a well balanced curriculum based on student needs.

Teachers are given the time to desegregate their assessment data (BOY, MOY, EOY) to create individualized educational plans for each student.

Our English Language Learner's are monitored every six weeks by our LPAC Committee to ensure they are on track to meet exit criteria from LISD'S Early Exit Transitional Bilingual Program.

Our Special Education students are also monitored per six weeks based on their Individual Educational Plans.

Gifted and Talented students are taught lessons from the rigorous Prufrock Curriculum.

Pre Kinder teachers use the Center for Improving the Readiness of Children Learning and Education (C.I.R.C.L.E.) curriculum testing results to help them aligned their instruction based on their student needs.

Problem Statements Identifying Demographics Needs

Problem Statement 1: K. Tarver is still struggling to meet the mandated attendance rate of 98%. An attendance plan is in place with goals, strategies, and rewards to encourage students to attend school on a daily basis. **Root Cause:** K. Tarver parents need additional awareness of the impact that occurs when their child is absent, how this affects our campus Average Daily Attendance, and as well as their child's academic progress in the classroom.

Student Academic Achievement

Student Academic Achievement Summary

- **Index 1**

Student Achievement:82%
(Target Score=60)

- **Index 2**

Student Progress:45%
(Target Score=32)

- **Index 3**

Closing Performance Gaps:51%
(Target Score=28)

- **Index 4**

Post-secondary Readiness:46%
(Target Score=12)

STAAR Percent at Approaches Grade Level or Above: All Grades and All Subjects

Reading 79%

Math 85%

Writing 71%

Science 92%

2017 Accountability Rating: Met Standard

Distinction Designation: Academic Achievement in Science

Top 25 Percent: Closing Performance Gaps

Postsecondary Readiness

System Safeguards:

Met Performance Rates: 18/18= 100 %

Met Participation Rates: 10/10 = 100%

Student Academic Achievement Strengths

- *Implementation of the Fundamental 5 for daily delivery of instruction
- *Trailblazer classes in 1st - 5th grade
- *Content area intervention blocks during the regular instructional time
- *Tutors to assist our Special Education students
- *Use of supplemental aids and manipulatives for our regular and special education students
- *RTI Prescriptive extended day Tutorials and Super Saturday Tutorials are being offered
- *TELPAS Tuesday Writing to improve the students writing skills

- *Use of SIOP and Kagan strategies in the classroom
- *Accelerated Reader
- *Sandra Garza math staff development sessions for all 2nd -5th Grade math teachers
- *Bilingual Strategist and Content Area Deans provide teachers with immediate support for all students
- *Use of science lab
- *Use of digital resources/apps and materials to address curriculum and specific student needs in PK-5th
- *Classrooms equipped with wireless Epson projectors, mimios, iPad carts, and iPads
- *Oral Language teacher for all our Recent Immigrant students
- *Weekly Professional Learning Communities to direct and support the improvement of student performance
- *Identification of At-Risk students for special programs
- *Technology integration across the curriculum
- *Gifted and Talented district projects
- *TPRI/Tejas Lee, Rigby, CPALLS, Benchmarks, Campus/District/State assessments

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: K. Tarver Elementary School's 4th Grade reading STAAR score was at 67%. **Root Cause:** In 4th grade, students were deficient in the reading skills due to the fact that we had a novice teacher.

School Processes & Programs

School Processes & Programs Summary

K. Tarver is consistently monitoring instructional effectiveness by analyzing data, engaging in reflective Professional Learning Communities (PLCs) to share best teaching practices, and to continue collaborative planning in order to meet all our student needs. Our campus follows the L.E.A.D. Curriculum created by LISD's Instructional Department. LEAD documents are aligned to the state TEKS and it serves as a tool to guide teacher's instruction. Administration conducts weekly learning walks to ensure that teachers are implementing the LEAD lessons with their daily instruction.

K. Tarver allocates local, state, and federal funds to purchase instructional materials that support scientific research based practices and instructional models for all student populations in all content areas.

District Curriculum Based Assessments and/or benchmarks are provided to teachers to assess student progress every six weeks. Data is gathered and analyzed during PLCs. Interventions and support services are discussed to address the student needs.

School Processes & Programs Strengths

*Use of the LEAD curriculum to guide teacher's instruction

*Accelerated Reader Fun Days

*TELPAS Tuesday

*iPad carts or iPads in Pk-5th Grade classrooms

*Special Education Tutors

*Super Saturday Tutorials

*Professional Learning Communities

*Daily Intervention blocks across content areas

*Student/Teacher/Counselor/Administration goal setting

*Provide professional staff development in the areas of need

*Purchase STAAR related workbooks

*Integrate real-world connection experiences for students in efforts to increase rigor and relevance in instruction and academic excellence (Instructional Field trips)

*RTI Prescriptive after school tutorials

A.U. Units

*Full day Pre Kinder/Kinder program

Station Indicators of Progress

Campus/District/State Assessments (CBAs, Benchmarks, TPRI/Tejas Lee, CPALLS, Rigby, STAAR, TELPAS)

Technology used as a tool to enhance learning in the classroom.

Additional interventions provided by our Instructional Specialist, Oral Language teacher, Content Area Deans and CEI teacher aide

Writing Academies provided to 4th Grade Students

Technology Strengths

Technology Expo Awards

Coaching Videos Available for Sample Lessons

Accessibility to Digital Resources/Apps such as textbooks and online curriculum

Co-Writer for Student Use

Home to School Website rating above 95%

Remind Teacher messages to parents

Teacher iPads 1:1

Gifted and Talented Projects with Technology Integration

Technology Club: Coding Sessions

Minimum of 3 hours per six weeks of Technology Professional Development

2 Computer Labs

1 CEI Computer Lab

Video Conferences/Skype

Trello pages for integration of Technology Lessons per course/subject and per grade level

Use of Promethean Boards by Special Education Teachers

Technician support/work orders quick turnaround

V-Brick daily announcements

School Context and Organization Strengths

Monitoring of school operations, procedures, maintenance, and facilities has yielded positive results in the overall performance of our school.

- CEIC Committees
- V-Brick daily announcement system

- Arrival and Dismissal Procedures
- Calling Logs for Attendance
- Designated duties for all Teachers and Staff
- Professional Learning Communities
- Master Schedules
- Grade Level Planning
- Faculty and Staff Informational Meetings
- Individual Reflective Conferences
- Instructional support from the Instructional Specialist, Technology Trainer, Dyslexia Teacher, Special Education support personnel, Bilingual Strategist, Content Area Deans, and Oral Language teacher
- Self Contained classrooms in grades Pre-K- Kinder
- Trailblazer classes in 1st-5th grade
- Full day Pre Kinder program
- Teacher input in purchasing classroom material
- Teacher input for campus professional development training
- Teacher input in School Community Decision Making Process
- School Events such as Open Houses, Progress/Report Card Days, Family Reading Night, and Parent Chats
- Breakfast in the classroom for Pre-Kinder classes
- CNP After school Dinner for Students
- Designated Parent Conference Area

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: K. Tarver teachers would benefit from more in-district, out-of district, and out of town content area staff development sessions. **Root Cause:** Due to limited district funds, a limited number of staff development sessions were offered this year.

Perceptions

Perceptions Summary

K. Tarver Elementary provides a safe and supportive school culture and climate. Believing, Achieving, and Succeeding is the driving force behind our campus initiatives as we support and empower our students to excel and prepare to become productive citizens of our community. Numerous opportunities to participate in various academic and extracurricular activities are provided.

School Culture and Climate Strengths

Teachers, staff members, and parents serve as positive role models for students. Parents and Students are recognized and partake in campus/district/community events.

*Triple "A" Club

*First Responders Event

*911 Remembrance Day

*Red Ribbon Week

*Career Day

*Rachel's Challenge

*Annual Family Reading Night

*Student of the Month

*Community Leader Presentations

*Laredo Junior Achievement

*Superintendent's Advisory Committee

*National Honor Society Induction Ceremonies

- *Holiday Programs for Parents
- *Honor Choir
- *Theatrical events
- *Sports
- *Green Earth Club activities
- *Book Club for all 3rd and 4th grade students
- *Technology Club for 5th Grade students
- *Top Accelerated Readers per grade level with an end of the year award
- *Perfect Attendance for the Year with an end of the year award
- *Top Honor Roll students in Kinder-5th Grade with an end of the year award
- *Principal's Award Pk-5th Grade
- *Miles of Smiles Dental
- *After School Child Care Program
- *LISD's Flu Clinic
- *End of the Year Awards ceremony
- *WBCA participation
- *Hoops for Heart
- *Relay for Life Cancer Walk
- *License Chemical Dependency Counselor Program for our 5th grade students

- *STAAR Pep Talks and Rally
- *Week of the Young Child: activities
- *Science Fair Participant
- *Reading Fair Participant
- *Autism Awareness event
- *Read Across America
- *Class in Court: County Court at Law II
- *Texas State Aquarium (5th Grade)
- *Bob Bullock Museum in Austin, Texas
- *Texas State Capitol
- *Devine Acres
- *San Antonio Zoo (Attendance)
- *Jett Bowling ("A" Honor Roll)
- *Pee Wee Olympics
- *Special Olympics
- *Robotics Club
- *UIL
- *Bully Busters
- *Chess Club
- *Dance Team

*CNP Menu Advisory Committee

*National Honor Society

*Scripps Spelling Bee District and County

Safety

School Safety is our number one priority. K. Tarver provides all students with a safe and nurturing environment that promotes parent/community engagement, attendance, and character building opportunities for all students.

*Full Time campus security

*LISD Police Officer

*Staff assisting with Traffic Duty

*Daily use of staff identification tags

*RAPTOR Visitor Management System

*Campus cameras

*Exit door alarms

*Monthly fire/lock-down/severe weather campus drills

*Laredo Police Department, Fire Department, Sheriff's Office, Constable's Office, TX DOT Safety Presentations

*Red Ribbon Week

Family and Community Involvement

Throughout the work of our Parent Liaison, we are able to connect and effectively communicate with our parents to keep them informed of the events that

take place in our school.

*SHAC (School Health Advisory Council) monthly meetings

*Parental Involvement Conference

*Digital Textbooks for Parents

*REMIND 101 messages

*Gifted and Talented showcase

*Sport Volunteers

*Monthly Parent Chats

*Home to School Connection: Notes/Newsletters/Monthly Calendar

*Flu Clinic

*"La Chancla" parent meetings

*Reading Family Night

*Extended Library hours (Wed., Thurs, Sat.)

*Merienda with Mom and Dining with Dad

*Educational Field Trips

*Chess Tournaments

*Skyward On-line registration

*911 Remembrance Ceremony

*WBCA events/participation

*Campus Compact

- *Parent Volunteer luncheon and recognition day
- *H.E.B Read 3 Parent Classes
- *Parent Communication Logs
- *TAMIU Health Center clinics
- *School Messenger
- *LPAC
- *Adult ESL classes
- *Report Card/Progress Report Day
- *Open House
- *Meet the Teacher Night
- *Mother's Day Program
- *Christmas Day Program
- *Student of the Month
- *Grandparents' Day Program
- *diez y seis de septiembre School Program
- *Week of the Young Child Guest Readers and Parent Volunteers
- *Parent Volunteers in the Classroom

Community Partnerships

Community Partners participate in bringing awareness of the different community services available to our parents. It has had a great impact in promoting daily attendance and participation in school events/activities.

*LISD Bilingual Program Adult ESL evening classes

*Skyward Access Training

*H.E.B. Partnership

*Driscoll Health Plan

*Laredo Public Library

*Angel of Hope

*Coat them with Love

*Relay for Life Cancer Walk

*SCAN

*Pillar

*Children's Advocacy Center

*Miles for Smiles Dental

*Laredo Junior Achievement

*Laredo Solid Waste Management Services

*Rio Grande Paseo del Indio

*Planet Dental

*Laredo City Council

*County Court at Law II (Judge Victor Villarreal)

*Webb County Commissioner John Galo

*TX DOT

*Peter Piper Pizza

*Laredo Police Department

*Sheriff's Office

*Constables

*Staff Donations

*Women's City Club

Perceptions Strengths

Parents and students are encouraged to partake in the many activities that K Tarver offers. Every effort is made by our administration, teachers, and staff to provide an environment that is conducive to the positive exchange of communication with our parents. We also keep strong community relationships that help us enrich our students overall school experiences. We've been fortunate to have received community/state donations that have contributed to our students life in and out of school.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: K. Tarver Elementary School needs to create a parent and school partnership that focuses on academics. **Root Cause:** Additional awareness is needed in relaying the impact of parental involvement in academics.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

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

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates data
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group

- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data

- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

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.

Domain I Score will increase







from 48 to 50

(See Plan Addendum)

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

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
System Safeguard Strategy PBMAS 1) K. Tarver teachers will attend in district and out of district high quality professional development sessions on instructional delivery strategies to implement in the classroom	Administration, Instructional Specialist, Budget Committee	Sign-in-sheets, Meeting Agendas, Reconciliation Forms, event calendar and information				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 500.00						

<p align="center">System Safeguard Strategy PBMAS</p> <p>2) K. Tarver will develop and implement a strong coherent and comprehensive professional development program to include scientifically researched based strategies and areas of focus.</p>	<p>Administration, Instructional Specialist</p>	<p>Sign-In Sheets, Meeting Agendas and Evaluations, Staff Development Surveys</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 250.00</p>						
<p align="center">System Safeguard Strategy PBMAS</p> <p>3) Special program teachers will be given the opportunity to attend in district and out of district high quality professional development training to meet the learning needs of all students including English Language Learners, Non-LEPS, Gifted and Talented Learners, and Special Education students as well.</p>	<p>Administration, Special Program Teachers, Budget Committee</p>	<p>Staff Development Abstract, Sign-In Sheets and Agendas</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 250.00</p>						
<p align="center">  = 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 2: LISD will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 45 to 47

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

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
System Safeguard Strategy PBMAS 1) K. Tarver will provide early and immediate interventions for all of our at risk students with the assistance of Instructional Specialist, Oral Language Teacher, classroom teachers from Pre-K through 5th grade, Bilingual Strategist and Content Area Dean.	Administration, Intervention Teachers, District Personnel	DMAC data, Learning Walks, Report Cards, Failure Reports, Progress Reports, Reflective Teacher Feedback				
System Safeguard Strategy PBMAS 2) K. Tarver will provide tutors to help decrease the number of At-Risk students needing extensive interventions.	Administration, Classroom Teachers	Time Sheets, Learning Walks				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 1500.00						
System Safeguard Strategy PBMAS 3) K. Tarver will implement and utilize concept based curriculum to allow gifted and talented students to expand their knowledge in all content areas.	Administration, Classroom Teachers	Lesson Plans, LEAD Document Lessons, Learning Walks				
Funding Sources: 199 - General Fund: GT (PIC 21) - 232.00						
System Safeguard Strategy PBMAS 4) K. Tarver students in Kinder through 5th grade will attend RTI prescriptive tutorials, extended day tutorials, as well as Super Saturdays.	Administrations, Classroom Teachers, Instructional Specialist, Oral Language, CEI Lab Manager	DMAC data, Tutorials, Benchmarks, Campus Data				

<p align="center">System Safeguard Strategy</p> <p align="center">PBMAS</p> <p>5) K. Tarver will continue to ensure that student competence reaches or exceeds grade level standards in reading, writing, mathematics, science, and social studies by :</p> <ul style="list-style-type: none"> *analyzing current data to determine goals that target instruction *provide academic word walls *increase the use of quality hands-on experiments in the science classroom or science lab *use anchor charts to summarize new concepts and lesson vocabulary *participate in hands-on activities, rhymes, and educational games *use of Thinking Maps/Graphic Organizers *use of Foldable *use of Note-taking and Reflective Journals *use of V-Brick to challenge students with curriculum and curriculum based team building competitive games 	<p>Administration, Classroom Teachers</p>	<p>Lesson Plans, Learning Walks, Benchmark and DMAC data</p>				
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 17562.00</p>						
<p align="center">System Safeguard Strategy</p> <p align="center">PBMAS</p> <p>6) K. Tarver will use digital resources and materials to address curriculum and specific student needs in Pre-K -5th Grade such as:</p> <ul style="list-style-type: none"> *Istation *VMath Live *Starfall *Smarty Ants *Headsprout *RAZ Kids *Leaning A-Z *Envision Math *Science Fusion *Headsprout *Edusmart *Tumble Books *Think Central *Mimios *Lexia *Learning.com 	<p>Administration Classroom Teachers Technology Trainers</p>	<p>Lesson Plans, Sign-In Sheets, Technology Schedules, Monthly Priority Progress Reports, Use of Ipad and laptop carts</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 420.00</p>						

<p align="center">System Safeguard Strategy PBMAS</p> <p>7) K. Tarver will provide in district and out of district real world connection experiences and motivational presentations in efforts to increase student academic excellence to places such as:</p> <ul style="list-style-type: none"> *Lamar Bruni Vergara Environmental Center *Republic of the Rio Grande Museum *TAMIU Planetarium *Imaginarium of South Texas * The Alamo *Colleges and Universities *Capitol *Devine Acres Farm *USS Lexington *Zoos *Texas State Aquarium * LBJ Library *Bob Bullock Museum *King Ranch *Masi Mejia Science Field Trips *WBCA Presentations, Festivities, and Pochahontas Council Representatives, etc. 	<p>Administration, Classroom Teachers</p>	<p>Class Rosters, Lesson Plans, Permissions Slips, District Approval Form, Schedule of Activities</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3600.00</p>						
<p align="center">System Safeguard Strategy PBMAS</p> <p>8) K. Tarver will provide opportunities for all students including English Language Learners, At-Risk, Non-LEP, Gifted and Talented, and Special Education to participate in curriculum driven activities and fairs such as:</p> <ul style="list-style-type: none"> *Science Mania Day *Science Fair *Reading Fair *GT Showcase *Social Studies Extravaganza *Math Bee *Spelling Bee *Word /Story Costumes *Writing Fun Day *UIL *National Honor Society *Math Olympics *Extracurricular Activities 	<p>Administration, Instructional Specialist, Classroom Teachers, Designated Sponsors</p>	<p>Lesson Plans, Event Materials, Sign-In Sheets, Permission Slips, Event Schedules</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 250.00</p>						

System Safeguard Strategy PBMAS 9) K. Tarver will purchase instructional resources and materials that support scientific research based practices and instructional models for all student populations in all content areas and as well as furniture needed to meet these needs.	Administration, Classroom Teachers, Budget Committee	Lesson Plans, Learning Walks, Purchase Order Requisition Forms, Campus Needs Assessment				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 7129.00					
System Safeguard Strategy PBMAS 10) K. Tarver will provide opportunities for all students to visit local community establishments as an extension to their classroom lesson.	Administration, Classroom Teachers	Lesson Plans, Sign-In Sheets, Permission Slips				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00					


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 51 to 53 .

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
System Safeguard Strategy PBMAS 1) K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers will purchase instructional supplies to enhance student learning.	Administration, Classroom Teachers, Budget Committee	Lesson plans, Learning Walks, Purchase Orders				
Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - 1500.00						
System Safeguard Strategy PBMAS 2) K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers new to the grade level will attend necessary CIRCLE staff development.	Administration, Classroom Teachers	Learning Walks, Lesson Plans, Student Assessments				
Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - 200.00						
System Safeguard Strategy PBMAS 3) K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers new to the grade level will be provided with the necessary CIRCLE training manual.	Administration, Classroom Teachers	Student Assessments, Lesson Plans, Learning Walks, CIRCLE Curriculum Manual				
Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - 75.00						
System Safeguard Strategy PBMAS 4) K. Tarver will provide and supplement library books that are integrated with the curriculum to enhance student's learning.	Administration, Librarian, and Classroom Teachers	Accelerated Reader results, Lesson plans, Learning Walks, Library/Classroom connection, and Book Inventory Reports				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 300.00, 199 - General Fund: Basic Instruction (PIC 11) - 1043.00						
						

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.

Evaluation Data Source(s) 4:

Summative Evaluation 4:

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 62% to 64%.

Evaluation Data Source(s) 5: TELPAS

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
System Safeguard Strategy PBMAS 1) K. Tarver will utilize the Early Exit Transitional Bilingual Program to exit students from the Bilingual Program.	Administration, Classroom Teachers, Bilingual Strategist	Pre-LAS and LAS Link Scores, Student Rosters, TELPAS Student Data, Bilingual Clerk				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 4000.00						
System Safeguard Strategy PBMAS 2) K. Tarver will follow district/state testing guidelines and testing windows for TPRI/Tejas Lee as well as Rigby Reading Level assessments in grades K-2nd.	Administration and Classroom Teachers	TPRI/Tejas Lee Results, Rigby Results, Learning Walks, Individual student data results, Parent conference sign in sheets, and campus data				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 3000.00						
System Safeguard Strategy 3) K. Tarver will maintain a book inventory that will support the instructional strategies in the classroom.	Librarian, Classroom Teachers, Budget Committee and Library and Media Services Director	Lesson Plans, Learning Walks for Library and Classroom use, Approved purchase orders and inventory reports.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1000.00						

System Safeguard Strategy PBMAS 4) K. Tarver will allocate funds to purchase English and Spanish instructional materials that supports scientific research based practices and instructional models for all student populations and content areas.	Administration, Budget Committee	Test Results, Learning Walks, Purchase Orders, Report Cards, Campus Needs Assessment				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 700.00					
System Safeguard Strategy 5) K. Tarver will implement strategies and/or activities to assist pre-school children in the transition from early childhood programs by allocating funds to purchase English and Spanish instructional materials that support scientific research based practices and instructional materials for all Pre-Kinder bilingual students.	Administration, Budget Committee	Learning Walks, Purchase Orders, Campus Needs Assessment				
	Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - 1000.00					
System Safeguard Strategy PBMAS 6) K. Tarver will ensure that all accommodations and modifications for our ELL and special education populations are met through differentiated instruction, intervention, prescriptive tutorials as well as Saturday tutorials.	Administration, Intervention Support Staff, Classroom Teachers	Lesson Plans, Learning Walks, Data, IEPs, ARD's, Sign-in Sheets, Schedules, Tutorial Lesson Plans, LPAC Decisions				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 4000.00					
7) K. Tarver will pay for the yearly subscription of the Laredo Morning Times.	Administration, Librarian	Current Events, News Updates				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 122.00					

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.

Evaluation Data Source(s) 6:

Summative Evaluation 6:

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 in dual enrollment and/or Advanced Placement coursework on an annual basis.

Evaluation Data Source(s) 7:

Summative Evaluation 7:

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
1) K. Tarver Elementary will participate in TELPAS Tuesday writing collections.	Administration, Teachers, and Bilingual Strategist	Writing Collections				
2) K. Tarver Elementary will hire qualified Bilingual and Special Education tutors to decrease the number of students needing assistance.	Administration, Teachers	List of Tutors provided by Human Resources				

System Safeguard Strategy PBMAS	Administration, Teachers	Student performance data				
3) K. Tarver students will attend RTI prescriptive tutorials, extended day tutorials, as well as Super Saturdays.	Funding Sources: 199 - General Fund: SCE (PIC 30) - 2000.00					
4) K. Tarver at risk students will be provided with interventions from our instructional specialist, oral language teachers, resource teacher, bilingual strategist and CEI Lab Manager	Administration, Teachers	Students performance data				
5) K. Tarver will integrate technology and digital tools and resources to assist our at-risk students	Administration, teachers	Student performance data.				
						

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.

Evaluation Data Source(s) 9:

Summative Evaluation 9:

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 48 to 50.

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
System Safeguard Strategy PBMAS 1) K. Tarver will purchase and implement instructional technology devices for all classrooms such as Mimios, iPad Carts, technology software licenses, etc. and other digital tools that will increase 100% student learning and participation.	Administration, Classroom Teachers, Budget Committee, and Technology Trainer	Purchase Orders, Equipment Sign-Out Logs, Sign-In Sheets, LEAD documents, Technology Calendars, Lesson Plans, Learning Walks, Technology Logs, Digital Reports from Pearson and Think Central				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.33						
System Safeguard Strategy PBMAS 2) K. Tarver will promote creation of student digital products and projects in campus and district based events and activities. Increase usage of digital textbooks for student learning.	Administration, Technology Trainer, Classroom Teachers	Campus based event materials, Tech Expo materials, Think Central and Pearson Reports, and GT Showcase participation.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 400.00						
System Safeguard Strategy PBMAS 3) K. Tarver will maintain and replace inventory software, equipment and books for the library.	Administration, Librarian, IT Technicians, Budget Committee, Library and Media Specialist	Accelerated reader six weeks reports, Library logs/reports, Inventory reports, as well as approved purchase orders.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 420.00						

4) K. Tarver teachers will be provided with staff development sessions to effectively integrate the teaching and learning of technology applications and skills within the curriculum.	Administration, Technology Trainer	Sign-in sheets, Technology Staff Development Calendar				
						


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 98% to 100%.

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) K. Tarver teachers need to complete and submit the STaR Survey.	Administration, Technology Trainer	Student performance data				
2) K. Tarver will provide opportunities for teachers to advance their knowledge and competence in technology and technology integration in the classroom.	Administration, Teachers, Technology Trainer	App usage reports, Student performance data				
3) K. Tarver Teachers will achieve Technology target goals by the end of the year: * Atomic Learning * Apple Teacher Badges * Microsoft Badges	Administration, Technology Trainer	Teacher Hours and Certificates				
4) K. Tarver Teachers will demonstrate technology implementation in their daily instruction.	Administration,	T-TESS Evaluations				
						


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 School through specialized instructional support.

Campus Retention rate will decrease from 52 to 30.

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
1) K. Tarver Elementary teachers will review failure report data and schedule parent conferences.	Administration, Teachers	Failure Reports, Failure Action Plans				
2) K. Tarver Students will be provided with weekly Prescriptive Tutorials.	Administration, Teachers	Student Performance Data				
3) K. Tarver teachers will review student data and create RTI Intervention Plans and Progress Monitor students as needed.	Administration, Teachers, Parents	Progress Monitoring data, Student performance.				
						

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 97.3 to 99.

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
<p>System Safeguard Strategy PBMAS</p> <p>1) K. Tarver will utilize certificates, trophies, and prizes as well as community partnerships to increase the number of students with perfect attendance, accelerated reader points, Honor Roll status, Student of the Month, Honor Society, etc...</p>	Administration, Attendance Team, Classroom Teachers	Campus attendance reports, Accelerated Reader Marking Points Reports, Student Report Cards, and STAAR student data.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						
<p>System Safeguard Strategy PBMAS</p> <p>2) K. Tarver will monitor daily attendance by continuing to use the daily attendance calling logs as means of communication with our parents.</p>	Administration, Classroom Teachers, and Attendance Team	Calling logs and teacher daily attendance reports				
<p>System Safeguard Strategy PBMAS</p> <p>3) K. Tarver will utilize the district truant officer to conduct weekly home visits for students who fail to comply with LISD's attendance policies.</p>	Administration, Attendance Team, and Truant Officer	Teacher referrals, Skyward attendance reports, and Truant Officer home visit logs				
<p>System Safeguard Strategy PBMAS</p> <p>4) K. Tarver will have parent/guardian conferences to address frequent absences not in compliance wit LISD's attendance policies and Truancy Law.</p>	Administration and Counselor	Parent Conferences, Truant Officer reports				

<p align="center">System Safeguard Strategy</p> <p align="center">PBMAS</p> <p>5) K. Tarver will continue to monitor truancy reports and direct all those who are not in compliance with LISD's attendance policies to truancy court.</p>	<p>Administration, Attendance Team, and Truant Officer</p>	<p>Truancy Reports, Skyward Attendance Reports, Attendance Agreement Forms</p>				
<p align="center">System Safeguard Strategy</p> <p align="center">PBMAS</p> <p>6) K. Tarver will continue to follow LISD's tardy and attendance policies and issue out tardy slips accordingly.</p>	<p>Administration and Attendance Team</p>	<p>Skyward Attendance Tardy Reports, Absence and Tardy Slips</p>				
<p align="center">System Safeguard Strategy</p> <p align="center">PBMAS</p> <p>7) Students achieving perfect attendance at the end of each six weeks will have their picture posted on the school's attendance bulletin board. Student's will also receive a certificate for achieving perfect attendance and a medal at the end of the year.</p>		<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.33</p>				
<p align="center">  = 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 2: LISD will meet or decrease its dropout rate as compared to the annual State/Region drop out rates.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

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.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

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 2%to 1%.

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
<p>System Safeguard Strategy PBMAS 1) K. Tarver will train all staff in the CHAMPS Discipline Management program to establish efficient classroom rules and procedures. Students will be provided with motivational quotes during V-Brick announcements.</p>	Administration, Teachers, and Counselor	Administration walks, staff development agendas, and sign in sheets.				

<p align="center">System Safeguard Strategy PBMAS</p> <p>2) K. Tarver will display throughout the campus: * CHAMPS Discipline Management Rules *Positive banner quotes *Bathroom Rules *Cafeteria Rules</p>	<p>Administration, Teachers, and Staff</p>	<p>Discipline Referrals, Incident reports</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.33</p>						
<p align="center">System Safeguard Strategy PBMAS</p> <p>3) K. Tarver will continue to implement LISD's Student Dress Code Policy and Student Code of Conduct.</p>	<p>Administration, Teachers and Staff</p>	<p>Teacher referrals and distribution of Student Code of Conduct Handbooks</p>				
<p align="center">System Safeguard Strategy PBMAS</p> <p>4) K. Tarver will utilize In-School Suspension when necessary.</p>	<p>Administration</p>	<p>Skyward Incident/Discipline Reports, Counselor Referrals, Teacher Referrals, and Parent Conference Forms</p>				
<p align="center">  = 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 5: LISD Police Department will work with all stakeholders to ensure a safe and secure environment.

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
<p>System Safeguard Strategy</p> <p>1) K. Tarver will maintain the employment of the campus assigned security guard and position him/her at the front entrance to the school for all day and evening events held at the campus.</p>	Administration, LISD Police Department	Time sheets and Event logs				
<p>System Safeguard Strategy</p> <p>2) K. Tarver will use the security buzzer system as a means to allow parents and visitors into the campus.</p>	Administration and Office personnel	Visitor logs and camera footage				
<p>System Safeguard Strategy</p> <p>3) K. Tarver will use enforce the Raptor school security procedures by requiring all visitors to show a picture identification card to gain entrance when signing in. K. Tarver will continue to provide maintenance and repair for the Raptor system</p>	Administration and Office Personnel	Visitor logs and camera footage				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 810.00						
<p>System Safeguard Strategy</p> <p>4) K. Tarver will utilize campus cameras to monitor campus activities on a daily basis.</p>	Administration, Office Personnel, and Custodians	Camera footage, Camera updates and maintenance, and inventory sheets				
<p>System Safeguard Strategy</p> <p>5) K. Tarver will utilize camps security doors by rooms 110,111, and 224 to monitor students from leaving the campus and to keep visitors from gaining entrance into the building.</p>	Administration, Custodial Staff, and Teachers	Camera footage, alarm buzzer, and security alarm door key				
<p>System Safeguard Strategy</p> <p>6) K. Tarver will monitor student morning drop off and after school pick up procedures by strategically placing campus personnel in designated areas throughout the campus to monitor safety on school grounds. LISD Police Department will assist with arrival and dismissal procedures.</p>	Administration, Designated Staff members, Security Guard and LISD Police Officers	Administration campus walks, Teacher and Support Staff student rosters, and sign out sheets				

<p align="center">System Safeguard Strategy</p> <p>7) K. Tarver will continue to provide and After School Child Care Program to foster a haven for children's safety and success and purchase necessary supplies.</p>	<p>Administration and Child Care Personnel</p>	<p>Child Care Parent Surveys, Child Care Sign out sheets, and budget allocations</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00</p>						
<p align="center">System Safeguard Strategy</p> <p>8) K. Tarver will conduct mock lock downs and practice fire/severe weather drills as well as lock down procedures to prepare students for safe emergency procedures.</p>	<p>Administration and CERT Team</p>	<p>Safety Logs, Crisis Chart Flip Charts</p>				
<p align="center">System Safeguard Strategy</p> <p>9) K. Tarver will provide the campus with monthly safety updates and provide the Crisis Emergency Response Team (CERT) training to assist in monthly lock down, bomb threats, and severe weather drills.</p>	<p>Administration and CERT Team</p>	<p>Debriefing sessions with CERT Team and meeting agendas</p>				
<p align="center">System Safeguard Strategy</p> <p>10) K. Tarver will continue to train all staff on CPR, AED, and First Aid techniques to continue with their certification.</p>	<p>School Nurse</p>	<p>Sign in logs, certificates, CPR Training schedules</p>				
<p align="center">System Safeguard Strategy</p> <p>11) K. Tarver will implement and enforce safety management procedures such as: *All employees and district personnel to wear their identification tags at all times while working *Employees assigned to assist with various key areas meeting vigilance in order to maintain an overall safe operational building *All students from PK3-K Grade will wear their identification tags at all times while in school.</p>	<p>Administration, Custodial Staff, Teacher and Staff</p>	<p>Administration walks, Monthly Custodial Checklists, Updated ID Employee cards, and student name tags</p>				
<p>12) K. Tarver will equip our campus custodians with the necessary equipment.</p>	<p>Administration, Safety Officer, Head Custodian</p>	<p>Purchase Orders, Inventory</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 300.00</p>						
<p align="center">  = 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 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
<p>System Safeguard Strategy</p> <p>1) K. Tarver will induct 4th and 5th Grade students into the National Honor Society on a yearly basis. Honor Society selection will also be based on four criteria: scholarship (academic achievement), leadership, service, and character.</p>	Administration, Teachers, and Counselor	STAAR scores, Report Card grades				
<p>System Safeguard Strategy</p> <p>2) K. Tarver Honor Society members will partake in campus and community events. The time spent working on these projects contributes towards the monthly service hour requirement.</p>	Administrators, Teachers, and Counselor	Agenda, Sign in sheets, and Schedule of Events				
<p>System Safeguard Strategy</p> <p>3) K. Tarver will provide opportunities to participate in Diversity Awareness activities such as:</p> <ul style="list-style-type: none"> * 16 de septiembre *Autism Awareness Month * Relay for Life * 5 de mayo *Down Syndrome Awareness *Rachel's Challenge Ceremony *Etc. 	Administration, Teachers, and Staff	Schedule of Events, Sign in sheets, Agenda meetings				
<p>System Safeguard Strategy</p> <p>4) K. Tarver will provide students with diverse opportunities to attend and participate in school and community events such as:</p> <ul style="list-style-type: none"> *Laredo Junior Achievement *Bowling Tournament Events *Educational Field Trips *Motivational Talks by Administration and Counselor *Motivational shirts to promote student success in STAAR 	Administration, Teachers, and Counselor	Participation logs, STAAR shirts, Motivational incentives for students				
		Funding Sources: 199 - General Fund: Operating (PIC 99) - 1500.00				

<p align="center">System Safeguard Strategy</p> <p>5) K. Tarver will provide students with the Green Earth Club to promote recycling.</p>	<p>Administration and Club sponsors</p>	<p>Meeting Sign in logs, Events invitation, participation logs and participation certificates</p>				
<p align="center">  = 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 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 150 to 200.

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







from 25% to 30%

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
<p>System Safeguard Strategy</p> <p>1) K. Tarver students will participate in yearly University Interscholastic League (UIL) competitions at the elementary level such as:</p> <ul style="list-style-type: none"> *Music Memory *Number Sense *Maps, Charts, and Graphs *Spelling *Writing *Oral Reading *Dictionary skills *Other as available 	Administration, UIL Coaches	Schedule of Events and practice sessions				
<p>System Safeguard Strategy</p> <p>2) K. Tarver students will be given the opportunity to become members of the Honor Choir and participate in annual choir concerts at the district and campus level.</p>	Administration and Music Teacher	Schedule of Events and practice calendar				

<p align="center">System Safeguard Strategy</p> <p>3) K. Tarver students will be given the opportunity to participate in fine arts theatrical productions on a yearly basis. Music teacher will attend staff developments and workshops to attain new information on theatrical productions and music strategies.</p>	<p>Administration and Music Teacher/Sponsor</p>	<p>Calendar of Events and practice schedule</p>				
<p align="center">System Safeguard Strategy</p> <p>4) K. Tarver will implement an extra curricular sports program in conjunction with the Boys and Girls Club of Laredo for students in Pre Kinder to 5th Grade that include: *Flag football *Volleyball *Basketball *Track</p>		<p>Administration, Parent Volunteers, and Teachers</p>	<p>Practice schedules and Event Tournaments</p>			
<p align="center">System Safeguard Strategy</p> <p>5) K. Tarver students will be able to partake in the different after school programs and clubs that promote character and high achievement such as: *Dance Team *Book Club *Techie Club *Bully Busters *Honor Society *Green Earth Club *Chess Club *V-Brick *Scripps Spelling Bee *Library Club *Swimming Classes</p>		<p>Administration and Club Sponsors</p>	<p>Practice schedules, Event schedules, and sign in sheets</p>			
<p align="center">System Safeguard Strategy</p> <p>6) K. Tarver students in 4th and 5th Grade will participate in Intramural district sport events throughout the school year. *Basketball *Football *Soccer *Track</p>		<p>Administration and PE coaches</p>	<p>Practice schedule and Event schedules</p>			

System Safeguard Strategy	Administration and Teachers	Campus Student Data Reports				
<p>7) K. Tarver will utilize certificates, trophies, medals, ribbons, field trips, and other prizes as well as community partnerships to recognize and increase the number of students with high achievement such as but not limited to:</p> <ul style="list-style-type: none"> *Student of the Six Weeks *Honor Roll *Perfect Attendance *Technology *Scholastic Awareness *V-Brick *Accelerated Reader *Accelerated Reader-Millionaires Club *Principal's Award *Spelling Bee *Science Fair *Presidential Awards *GT Awards *Extracurricular Activities 		<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00</p>				
<p style="text-align: center;">  = 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 8: LISD will improve the services provided to address bullying and violence prevention.

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

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

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
System Safeguard Strategy 1) K. Tarver will implement substance abuse prevention programs through Red Ribbon activities, SCAN presentations, Community Agency presentations, Community speakers and LCDC Presentations for our 5th Grade students. The Child Advocacy Center will provide presentations on Child Abuse Awareness Prevention for all students and staff.	Administration and Counselor	Schedule of Presentations, Counseling service logs, Skyward Incident/Discipline reports Sign in sheets, and Meeting Agendas				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00						
System Safeguard Strategy 2) K. Tarver will implement an Anti-Bullying Prevention program through the use of Rachel's Challenge Curriculum promoting Kindness and Compassion, participating in the radKIDS program, having the Bully Buster members monitor the halls to promote a safe and bully free school.	Administration and Counselor	Counseling session logs, Rachel's Challenge Curriculum, student sign in sheets and meeting agendas.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 100.00						
System Safeguard Strategy 3) K. Tarver will provide guest speakers to present on topics such as Bullying, Gang Activities, Drug Awareness, and Domestic Violence.	Administration, Counselor and Nurse	Event flyers, Lesson Plans, Event Invitations, and Sign in sheets				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 100.00						
4) K. Tarver Elementary will allocate funds to the school counselor to attend staff development/workshops to keep updated with current topics.	Administration, Counselor	Sign-in Sheets, Training Agendas				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 200.00						

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

Performance Objective 9: LISD will support students as they transition from Elementary to Middle School (5th-6th).

Evaluation Data Source(s) 9: Counseling Reports

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
System Safeguard Strategy 1) K. Tarver will support our 5th Grade students as they transition to middle school by going on a field trip to visit Lamar Middle School for student orientation.	Administration, Counselor, and Teachers	Lamar Middle School Transitional Meeting and orientation visit				
System Safeguard Strategy 2) K. Tarver school counselor will invite Lamar Middle school counselors to assist our 5th Grade students with their registration process for middle school.	Counselor and Teachers	Schedule of event and registration cards				
3) K. Tarver School will invite the Lamar Middle School band and orchestra for 6th Grade recruitment .	Counselor and Teachers	Event schedule				

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.

Number of parents and community members participating in Site-Based Decision Making committees.







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

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
<p>System Safeguard Strategy</p> <p>1) K. Tarver will provide opportunities for parent participation in school related activities such as Meet the Teacher Night, ARD Meetings, Student of the Month, Report Card Nights, STAAR Meetings, Open Houses, GT Parent Advisory Committee, Title I Parent Advisory Council, Career Awareness Day, HEB Read 3, Progress Report Card Day, CEIC member, and LPAC Committee member.</p>	Administration, Parent Liaison, and Teachers	Agenda of meetings, Sign in sheets. Everything will be kept on file with the Parent Liaison.				
<p>System Safeguard Strategy</p> <p>2) K. Tarver will disseminate information to parents via school messenger, monthly calendars, Remind 101, campus web page, and monthly Home to School Connection campus newsletters.</p>	Administration and Parent Liaison	Monthly calendars, updated campus web page, updated parent phone numbers, and sign in logs				
<p>System Safeguard Strategy</p> <p>3) K. Tarver will continue to increase parental opportunities for 100% participation in school events such as the Reading Family Night, GT showcase, Week of the Young Child, Town Hall Meetings, Wednesday/Thursday AR after school days.</p>	Administration, Parent Liaison, Librarian, and Teachers	Schedule of Events, Community guest list, and sign in sheets				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.33						

<p>System Safeguard Strategy</p> <p>4) K. Tarver will partner with the business community and organizations such as United Way, American Cancer Society-Relay for Life, American Heart Association-Jump Hoops for Heart, and Women's City Club-Pennies for Tennies.</p>	<p>Administration, Teachers, Nurse, and PE Coaches</p>	<p>Event calendar, agendas, and sign in sheets</p>				
<p>System Safeguard Strategy</p> <p>5) K. Tarver will encourage community representatives to participate in career awareness activities.</p>	<p>Administration, Counselor, and Parent Liaison</p>	<p>Event flyers, Lesson Plans, Event Invitations, Sign in sheets</p>				
<p>System Safeguard Strategy</p> <p>6) K. Tarver will promote partnerships with local, community, and business groups to provide students and their families with support services such as SCAN, CAPS, PILLAR, Child Protective Services, Child Advocacy Center, and Laredo Public Library.</p>	<p>Administration, Counselor, and Parent Liaison</p>	<p>Agendas, Invitations, Meeting Sign in sheets</p>				
<p>System Safeguard Strategy</p> <p>7) K. Tarver will provide opportunities for community members to participate in campus based activities such as 911 Remembrance Day, First Responders Day, Flag Day, Autism Awareness Month Activities, and Green Earth Activities.</p>	<p>Administration, Counselor, Teachers, and Club Sponsors</p>	<p>Event Invitations, Calendar of Events, Sign in sheets, and Meeting Agendas</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 100.00</p>						
<p>System Safeguard Strategy</p> <p>8) K. Tarver will implement substance abuse prevention programs through Red Ribbon Week activities, SCAN presentations, Community speakers and LCDC Presentations for 5th Grade. The Child Advocacy Center will provide presentations on Child Abuse Awareness Prevention for all students and staff.</p>	<p>Administration and Counselor</p>	<p>Schedule of Presentations, Counseling service logs, Skyward Incident/Discipline reports, Sign in sheets, and Meeting Agendas</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

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
<p>System Safeguard Strategy</p> <p>1) K. Tarver will increase parent involvement activities and recruitment through utilization of a full time parent involvement liaison person. Parent liaison will attend staff developments and workshops.</p>	Administration and Staffing Committee	Agendas of meetings, Parent volunteer sign in logs of meetings, volunteer recommendation forms				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 100.00						
<p>System Safeguard Strategy</p> <p>2) K. Tarver will continue to offer "Parent Chats" during the Student of the Month monthly ceremonies to keep the parents informed on topics that address student needs.</p>	Administration and Parent Liaison	Meeting agendas, Community guest sign in logs				
<p>System Safeguard Strategy</p> <p>3) K. Tarver will implement an extra curricular parent volunteer program for flag football, volleyball, basketball, and track.</p>	Administration, Team Sponsors, and PE Coaches	Team rosters, sport schedules, and volunteer sign in sheets				
<p>System Safeguard Strategy</p> <p>4) K. Tarver will provide opportunities for families to participate in all district and community events such as the WBCA Parade, WBCA festivities, Annual Parent Conference, Parent Involvement Day, Autism Celebrations, Relay for Life volunteer, Merienda with Mom, and Dining with Dad.</p>	Administration, Parent Liaison, and Teachers	Event schedules, Flyers, Sign in Sheets, Monthly Calendars, and Communication materials				
<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 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 5 to 7.

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) K. Tarver Personnel will receive required trainings during staff development sessions for: * Child Abuse and Neglect * Sexual Harassment * AUP * Employee Handbook * Fraud and Ethics						
2) K. Tarver Elementary personnel will attend Customer Service training on a yearly basis.	School Administration	Sign-in sheets, Staff Development Calendar				
3) K. Tarver Elementary personnel will be honored and recognized throughout the year for the service: *Welcome Back Gathering * Thanksgiving Luncheon * Christmas Posadas * Teacher Appreciation * End of the Year Celebration * Grow and Glow * One hour lunch						

 = 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 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.

Decrease the number of PEG campuses from ____ to _____

Maintain the number of IR Campuses at Zero (0)


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

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
PBMA Reports

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) K. Tarver Teachers and Administration will monitor students CBA;s , Benchmarks, and State Assessments,	Administration, Teachers, Curriculum Deans and Department Supervisors	Student Performance Data				
2) K. Tarver teachers and students will be monitored and assisted by Department Supervisors to ensure TEKS compliance.	Administration, Directors and Supervisors, Teachers	Student Performance Data, Student intervention plans				
						

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 the % of Teacher scoring Proficient or above in all domains on T-TESS from 98% to 100%.

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

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>System Safeguard Strategy</p> <p>1) K. Tarver will collaborate with Human Resources Department in the recruitment and hiring of 100% highly effective teachers and para-professionals by participating in job fairs and new employee orientation.</p>	Administration and Staffing Committee	Title I Allocations, Sign-In Sheets, Position Assignment Letters				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1784344.00, 199 - General Fund: SCE (PIC 30) - 127853.00, 199 - General Fund: SCE Pre K (PIC 34) - 159470.00						
<p>System Safeguard Strategy</p> <p>PBMAS</p> <p>2) K. Tarver will use the Staffing Committee to interview and hire highly qualified bilingual teachers for Pre-Kinder through fifth grade.</p>	Administration and Staffing Committee	Sign-in Sheets, Bilingual Certification				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 46877.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 4530.00						
<p>System Safeguard Strategy</p> <p>3) In order to enhance and improve learning for all our Gifted and Talented students, K. Tarver will collaborate with the Human Resource Department to hire qualified Gifted and Talented teachers.</p>	Administration and Staffing Committee	Sign-in Sheets, Gifted and Talented Certification				
Funding Sources: 199 - General Fund: GT (PIC 21) - 60041.00						
<p>System Safeguard Strategy</p> <p>PBMAS</p> <p>4) In order to enhance and improve the academic learning of our Special Education students, K. Tarver will collaborate with Human Resource Department to hire highly effective Special Education teachers.</p>	Administration and Staffing Committee	Sign-in Sheets, Special Education Certification				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - 335989.00, 435 - SSA Regional Day School - Deaf - 2014.00						

System Safeguard Strategy 5) K. Tarver will collaborate with Human Resource Department to hire 100% highly effective para-professionals including office staff, custodians, nurses and administrators.	Administration and Staffing Committee	Time Sheets and Annual Evaluations				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 617552.00					
System Safeguard Strategy 6) In order to enhance and improve learning for all of our Pre-Kinder students, K. Tarver will collaborate with the Human Resources Department to hire highly effective Pre-Kinder teachers.	Administration and Staffing Committee	Sign-in Sheets, Teacher Certification				
	Funding Sources: 199 - General Fund: Basic Instruction PreK (PIC 32 - 217622.00					
System Safeguard Strategy 7) K. Tarver will collaborate with the Department of Human Resources to use Title 1 and other Federal grant allocations to hire highly effective professionals and para - professionals.	Administration, Staffing Committee, and Human Resource Department	Sign-in Sheets, Interview List				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 235080.00, 224 - IDEA - Part B: Formula Fund - 131620.00, 255 - ESEA II, A Training & Recruiting - 2.00, 263 - LEP Bilingual Program Fund - 80365.00					
System Safeguard Strategy 8) K. Tarver will allocate funds to help pay for substitutes to support curriculum and instruction.	Administration and Staffing Committee	Sign-in Sheets, Substitute Lists				

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.

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.

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
<p>System Safeguard Strategy 1) K. Tarver will be equipped with furniture, technology equipment, technology software, toner for printers, and audio visual equipment in order to enhance the instructional programs in all content areas.</p>	Administration, Librarian, Technology Trainer	Purchase Orders, Inventory, Comprehensive Needs Assessment, Budget Allocations, Campus Budget Report				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.33, 211 - ESEA Title I: Improving Basic Program - 4647.00						
<p>System Safeguard Strategy 2) K. Tarver will purchase consumables, manipulatives, and instructional items in efforts to help facilitate the process of utilizing, managing, interpreting, and disseminating instructional resources, data, and related materials.</p>	Administration, Budget Committee, Teachers, and Campus Clerk	Purchase Orders, Inventory, Campus Needs Assessment, Budget Allocations, Campus Budget Report				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 12599.00, 482 - Dr. Hochman Grant Fund - 20.00						
<p>System Safeguard Strategy 3) Budget and monitor fund allocations from special programs (Bilingual, Special Education, Gifted and Talented, Economically Disadvantaged, Regular, etc.) when ordering instructional material for all content areas to meet district finance deadlines.</p>	Administration, Budget Committee, Campus Clerk, and Teachers	Special Program Budget Reports, Budget Allocations, Comprehensive Needs Assessment, Purchase Orders, and Inventory				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - 84.00						

System Safeguard Strategy 4) K. Tarver will pay and maintain the copier rental service.	Administration, Office Staff, and Campus Clerk	Receipts, Maintenance Reports				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 6153.00					
System Safeguard Strategy 5) K. Tarver will conduct fundraising events to obtain funds to buy necessary items for the campus.	Administration	Purchase Orders and Receipts				

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 campus meets its objectives.

Evaluation Data Source(s) 5:

Summative Evaluation 5:

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 3 to 1.

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) 1)) K. Tarver will limit foods of minimal nutritional value to three days per year (Halloween, Christmas, and Valentine's).	Administration, Cafeteria Staff, Classroom Teachers, Parent Liaison, Event Coordinators	Nutritional Guidelines Policy, Letters/Monthly Calendars to Parents, School Breakfast and Lunch Menus				
2) 2) K. Tarver's Pre-Kindergarten classes will participate in the Breakfast in the Classroom as well as the Family Style Lunch Program	Administration, Cafeteria Staff, and Classroom Teachers	Pre-K Nutritional Guidelines Policy, School Letters/Monthly Calendars to Parents, School Breakfast and Lunch Menus				

3) K. Tarver will meet the needs of students requiring a special diet.	Administration, School Nurse, and Classroom Teachers, Cafeteria Staff	Child Nutrition Forms and Doctor's Orders				
4) K. Tarver will continue to participate in the Fresh Fruit and Vegetable Program, the District Food Tasting Expo as well as E-MAC (Elementary Menu Advisory Committee), Be a Star Nutrition Contest, CNP Puppet Show.	Administration, Child Nutrition Program, Cafeteria Staff, and Classroom Teachers	Fresh Fruit and Vegetable Calendar and Newsletter				
5) K. Tarver will meet the needs of all students participating in the breakfast and lunch program by purchasing adequate resources, furniture and equipment.	Administration, Child Nutrition Program, Cafeteria staff, and K. Tarver Faculty and Staff	Will be following the Child Nutrition Polices and Guidelines				
6) K. Tarver will provide annual health screenings for students in Pre-K - 5th Grade as required by the state	Administration and School Nurse	Screening logs, Doctor referrals, and School Health Information				
7) K. Tarver will provide the state required health and physical education curriculum for all students and staff. The school nurse will attend staff developments and workshops to attain new information.	Administration, PE Coaches, PE Teacher Aides, School Nurse, and P.E. Directors	Learning walks, Lesson plans, and Nurse referrals				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 200.00					
8) K. Tarver will continue to promote and provide the annual district flu clinic for all our students.	Administration, School Nurse, District Health Director	Sign in sheets, flyers, Remind 101				
9) K. Tarver will continue to provide campus health talks for the community.	Administration, Nurse, PE Coach, Counselor, Parent Liason	Invitations, Sign-in Sheets, Evaluation Sheets, Flyers, Remind 101				
10) K. Tarver will provide opportunities for students to participate in campus and district based activities that promote general health and active lifestyles such as Field Day, Swimming Classes, Fitness Gram, Character Education, Miles for Smiles, Tots to Teens Dentistry, Intramural Tournament Events, Tennis Clinics - 4th and 5th Grade, and Jumps Hoops for Heart	Administration, P.E. Coaches, Teachers, School Nurse	Schedules, Lesson Plans, Communication Materials, Remind 101 and Flyers				
11) K. Tarver will provide opportunities for employees to participate in district and campus health screenings.	District Personnel and Campus Administrators	Event Schedules, Sign-in sheets, and Communication Materials				
12) K. Tarver will continue to promote health and wellness for employees by providing campus and district fitness activities such as Walk to be Fit during staff development, water aerobics, bowling, District sport tournaments, and K. Tarver STEPS Challenge	Administration and Coaching Staff	Event Schedules, Calendars, Communication Materials, Goal Setting charts, and pedometers				
13) K. Tarver will provide staff members with information on nutrition and healthy habits to maintain a healthy lifestyle.	School Nurse	Informational pamphelts				

14) K. Tarver will continue to provide training to campus faculty and staff on: CPR, AED, First Aid, Fire Drills and Lock Down procedures, plus Monthly Safety Updates	Administration, CERT TEAM, School Nurse	Agendas, Monthly Calendar of Events, Sign in Sheets				
15) K. Tarver students who attend any afterschool tutorials and any extra curricular objectives will participate in the Afterschool Dinner Program	Administration, Teachers, Club Sponsors, CNP Personnel	Sign-in sheets, Rosters				
						

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
<p>System Safeguard Strategy</p> <p>1) K. Tarver will submit on-line work orders to Division of Operations to purchase janitorial supplies to comply with monthly cleanliness and maintenance evaluations to ensure safety and pay for janitorial services.</p>	Administration and Head Custodian	Compliance with Work Order Requests, Monthly Maintenance Evaluations, and Inventory Supply Lists				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 13691.00						
<p>System Safeguard Strategy</p> <p>2) K. Tarver will implement and monitor safety procedures and utilize and or purchase safety equipment for daily custodial operations to maintain an effective operational building.</p>	Administration, Head Custodian and Custodial Staff	List of Safety Procedures and Equipment				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1069.00						
<p>System Safeguard Strategy</p> <p>3) K. Tarver designated staff will attend district safety meetings and inform all campus staff about current safety issues, procedures, and instructional methods in order to provide an atmosphere conducive to learning.</p>	Administration, Designated Safety Officer, Head Custodian	Meeting Agendas, Safety Notes, and Sign-in sheets				
<p>System Safeguard Strategy</p> <p>4) K. Tarver's Safety Information Center with the material Data Safety Sheets will be maintained in a centralized location and updated as per district policy and procedures.</p>	Administration, Head Custodian, and Custodial Staff	List of safety equipment and procedures (Right to Know Information Center) found in RM107K001				
<p>System Safeguard Strategy</p> <p>5) K. Tarver's Facilities Team will conduct a needs assessment to identify specific needs for our campus on a monthly basis.</p>	Administration and Head Custodian	Agenda, Notes, and Sign-in Sheets				

<p align="center">System Safeguard Strategy</p> <p>6) K. Tarver will pay and maintain the building utilities such as telephone services, water, and sewage, sanitation service, and electricity.</p>	<p>Administration and Custodial Staff</p>	<p>Monthly bills and receipts</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 118398.00</p>						
<p align="center">System Safeguard Strategy</p> <p>7) K. Tarver will maintain building improvement and wiring on campus to be at 100% compliance with school maintenance.</p>	<p>Administration, Technology/IT and Custodial Staff</p>	<p>Work order submission and completion</p>				
<p>Funding Sources: 180 - E-Rate Fund - 55005.00</p>						
<p align="center">System Safeguard Strategy</p> <p>8) K. Tarver will provide faculty and staff with proper training, procedures, and guidelines provided by the Fixed Assets Department. K. Tarver will monitor fixed assets and a police report will be made for any item not accounted for.</p>	<p>All K. Tarver Staff</p>	<p>Agenda, Training Video, Fixed Assets Guidelines and Procedures handouts, Sign-in sheets, Classroom inventory sheets, police reports (if applicable), Transfer/Disposal form and Workflow Application Form</p>				
<p align="center">System Safeguard Strategy</p> <p>9) K. Tarver will reduce the dollar amount paid for lost textbooks by conducting textbook inventory checks three times per year.</p>	<p>Administration and Classroom Teachers</p>	<p>Textbook Inventory Sheets per teacher, Student Book Cards, and Parent/Teacher conference logs</p>				
<p align="center">System Safeguard Strategy</p> <p>10) K. Tarver will purchase telephones for the classrooms to maintain communications with all stakeholders.</p>	<p>Administration and Budget Committee</p>	<p>Budget Reports, Purchase Orders, Classroom Needs Assessment</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1061.35</p>						
<p align="center">  = 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 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 22 to 1. in PK-4th Grade.

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
<p>System Safeguard Strategy PBMAS</p> <p>1) K. Tarver will provide staff development in the areas of Discipline Management, Technology, Special Education, Gifted and Talented, Bilingual Education, Effective Instructional Strategies, Dyslexia/Section 504, Response to Intervention, Motivation, LEAD Documents, Rigor and Relevance, TPRI/TEJAS LEE, CIRCLE, CPALLS, and STAAR.</p>	Administration	Sign-in Sheets, Learning Walks, Staff Development Calendar, Agendas				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 500.00						
<p>System Safeguard Strategy PBMAS</p> <p>2) K. Tarver will participate in mandated in-district and out of district staff development training, seminars, workshops, and conferences to improve the quality of instruction in all academic areas.</p>	Administration	Sign-in Sheets, Learning Walks, Staff Development Calendar				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 700.00						
<p>System Safeguard Strategy PBMAS</p> <p>3) In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.</p>	Administration	Registration Forms, Workflow Documentation, and Conference Documentation				

<p align="center">System Safeguard Strategy PBMAS</p> <p>4) In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.</p>	Administration	Registration Forms, Workflow Documentation, and Conference Documentation				
<p align="center">System Safeguard Strategy PBMAS</p> <p>5) In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.</p>	Administration	Registration Forms, Workflow Documentation, and Conference Documentation				
<p align="center">System Safeguard Strategy PBMAS</p> <p>6) K. Tarver administration will conduct frequent learning walks resulting in feedback towards academic improvement on their T-TESS (Texas Teacher Education and Support System).</p>	Administration	Learning Walks, T-TESS Rubric				
<p align="center">System Safeguard Strategy PBMAS</p> <p>7) The Differentiated Instructional Specialist will model lessons using LEAD Documents, effective instructional strategies, and lessons. The district Content Area Deans will model lessons using LEAD Documents, effective strategies, and lessons.</p>	Instructional Specialist, Curriculum Area Deans	Learning Walks, Lesson Plans, LEAD documents, Teacher Schedule, Learning Walk documentation				
<p align="center">System Safeguard Strategy PBMAS</p> <p>8) K. Tarver will implement a mentoring program to assist new teachers with instructional strategies to improve student achievement. K. Tarver will continue to provide TXBess Training as directed by HR for experienced teachers to become effective mentors for new teachers.</p>	Administration, Instructional Specialist, TXBess Mentor	Sign-in sheets, Observation logs, lesson plans, TXBess Training, Scorable documentation forms				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 500.00						
<p align="center">System Safeguard Strategy PBMAS</p> <p>9) K. Tarver will participate in TAMIU student teacher program.</p>	Administration, TAMIU Student Teachers, K. Tarver Teacher Mentors	List of student teachers				
<p align="center">System Safeguard Strategy PBMAS</p> <p>10) K. Tarver will collaborate with Human Resources Department to finalize a Needs Assessment for projected campus personnel.</p>	Administration and Human Resource Department	Human Resources Needs Assessment				


 = 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 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
System Safeguard Strategy PBMAS 1) K. Tarver will continue to monitor student data and make data driven decisions to provide adequate interventions.	Administration and Teachers	Assessment Data, TAPR , and Intervention plans				
System Safeguard Strategy PBMAS 2) K. Tarver will continue to increase parental involvement in students academic goals.	Administration, Teachers, and Parents	Assessment Data, Failure Report Data				
System Safeguard Strategy PBMAS 3) K. Tarver will continue to use digital resources in the area of reading and math to meet the needs of all students.	Administration, Technology Trainer, Teachers	Digital resources, Reading Assessment Data and Math Assessment Data				
System Safeguard Strategy PBMAS 4) K. Tarver teachers will engage in Collaborative Planning sessions to monitor student assessment progress.	Administration, Teachers	PLC grade level meeting agenda, Vertical Team Planning sessions				
						

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) K. Tarver will continue to support District Customer Service trainings by sending staff as applicable and available.	Administration, District Personnel	Training sign-ins				
2) K. Tarver will follow-up with employees who attended to get feedback and implement any new information gathered.	Administration, District Personnel	Training sign-ins				
3) K. Tarver will work together as a team to come up with Key Customer Service expectations that must be adhered to all times.	Administration, District Personnel	Training sign-ins				



✔ = 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 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
<p>System Safeguard Strategy 1) LISD Human Resource Department will provide teachers with review sessions to assist them with their certification requirements.</p>	Administration and Human Resources Department	Training session schedule				
<p>System Safeguard Strategy 2) K. Tarver will provide first year teachers with a TXBess mentor or buddy.</p>	Administration, TXBess campus contact representative, Human Resource Department	List of campus TXBess certified Teachers				

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

System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	K. Tarver teachers will attend in district and out of district high quality professional development sessions on instructional delivery strategies to implement in the classroom
1	1	2	K. Tarver will develop and implement a strong coherent and comprehensive professional development program to include scientifically researched based strategies and areas of focus.
1	1	3	Special program teachers will be given the opportunity to attend in district and out of district high quality professional development training to meet the learning needs of all students including English Language Learners, Non-LEPS, Gifted and Talented Learners, and Special Education students as well.
1	2	1	K. Tarver will provide early and immediate interventions for all of our at risk students with the assistance of Instructional Specialist, Oral Language Teacher, classroom teachers from Pre-K through 5th grade, Bilingual Strategist and Content Area Dean.
1	2	2	K. Tarver will provide tutors to help decrease the number of At-Risk students needing extensive interventions.
1	2	3	K. Tarver will implement and utilize concept based curriculum to allow gifted and talented students to expand their knowledge in all content areas.
1	2	4	K. Tarver students in Kinder through 5th grade will attend RTI prescriptive tutorials, extended day tutorials, as well as Super Saturdays.
1	2	5	K. Tarver will continue to ensure that student competence reaches or exceeds grade level standards in reading, writing, mathematics, science, and social studies by : *analyzing current data to determine goals that target instruction *provide academic word walls *increase the use of quality hands-on experiments in the science classroom or science lab *use anchor charts to summarize new concepts and lesson vocabulary *participate in hands-on activities, rhymes, and educational games *use of Thinking Maps/Graphic Organizers *use of Foldable *use of Note-taking and Reflective Journals *use of V-Brick to challenge students with curriculum and curriculum based team building competitive games
1	2	6	K. Tarver will use digital resources and materials to address curriculum and specific student needs in Pre-K -5th Grade such as: *Istation *VMath Live *Starfall *Smarty Ants *Headsprout *RAZ Kids *Leaning A-Z *Envision Math *Science Fusion *Headsprout *Edusmart *Tumble Books *Think Central *Mimios *Lexia *Learning.com
1	2	7	K. Tarver will provide in district and out of district real world connection experiences and motivational presentations in efforts to increase student academic excellence to places such as: *Lamar Bruni Vergara Environmental Center *Republic of the Rio Grande Museum *TAMIU Planetarium *Imaginarium of South Texas * The Alamo *Colleges and Universities *Capitol *Devine Acres Farm *USS Lexington *Zoos *Texas State Aquarium * LBJ Library *Bob Bullock Museum *King Ranch *Masi Mejia Science Field Trips *WBCA Presentations, Festivities, and Pochahontas Council Representatives, etc.

Goal	Objective	Strategy	Description
1	2	8	K. Tarver will provide opportunities for all students including English Language Learners, At-Risk, Non-LEP, Gifted and Talented, and Special Education to participate in curriculum driven activities and fairs such as: *Science Mania Day *Science Fair *Reading Fair *GT Showcase *Social Studies Extravaganza *Math Bee *Spelling Bee *Word /Story Costumes *Writing Fun Day *UIL *National Honor Society *Math Olympics *Extracurricular Activities
1	2	9	K. Tarver will purchase instructional resources and materials that support scientific research based practices and instructional models for all student populations in all content areas and as well as furniture needed to meet these needs.
1	2	10	K. Tarver will provide opportunities for all students to visit local community establishments as an extension to their classroom lesson.
1	3	1	K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers will purchase instructional supplies to enhance student learning.
1	3	2	K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers new to the grade level will attend necessary CIRCLE staff development.
1	3	3	K. Tarver Pre-Kinder 3 and Pre-Kinder 4 teachers new to the grade level will be provided with the necessary CIRCLE training manual.
1	3	4	K. Tarver will provide and supplement library books that are integrated with the curriculum to enhance student's learning.
1	5	1	K. Tarver will utilize the Early Exit Transitional Bilingual Program to exit students from the Bilingual Program.
1	5	2	K. Tarver will follow district/state testing guidelines and testing windows for TPRI/Tejas Lee as well as Rigby Reading Level assessments in grades K-2nd.
1	5	3	K. Tarver will maintain a book inventory that will support the instructional strategies in the classroom.
1	5	4	K. Tarver will allocate funds to purchase English and Spanish instructional materials that supports scientific research based practices and instructional models for all student populations and content areas.
1	5	5	K. Tarver will implement strategies and/or activities to assist pre-school children in the transition from early childhood programs by allocating funds to purchase English and Spanish instructional materials that support scientific research based practices and instructional materials for all Pre-Kinder bilingual students.
1	5	6	K. Tarver will ensure that all accommodations and modifications for our ELL and special education populations are met through differentiated instruction, intervention, prescriptive tutorials as well as Saturday tutorials.
1	8	3	K. Tarver students will attend RTI prescriptive tutorials, extended day tutorials, as well as Super Saturdays.
1	10	1	K. Tarver will purchase and implement instructional technology devices for all classrooms such as Mimios, iPad Carts, technology software licenses, etc. and other digital tools that will increase 100% student learning and participation.
1	10	2	K. Tarver will promote creation of student digital products and projects in campus and district based events and activities. Increase usage of digital textbooks for student learning.
1	10	3	K. Tarver will maintain and replace inventory software, equipment and books for the library.

Goal	Objective	Strategy	Description
2	1	1	K. Tarver will utilize certificates, trophies, and prizes as well as community partnerships to increase the number of students with perfect attendance, accelerated reader points, Honor Roll status, Student of the Month, Honor Society, etc...
2	1	2	K. Tarver will monitor daily attendance by continuing to use the daily attendance calling logs as means of communication with our parents.
2	1	3	K. Tarver will utilize the district truant officer to conduct weekly home visits for students who fail to comply with LISD's attendance policies.
2	1	4	K. Tarver will have parent/guardian conferences to address frequent absences not in compliance with LISD's attendance policies and Truancy Law.
2	1	5	K. Tarver will continue to monitor truancy reports and direct all those who are not in compliance with LISD's attendance policies to truancy court.
2	1	6	K. Tarver will continue to follow LISD's tardy and attendance policies and issue out tardy slips accordingly.
2	1	7	Students achieving perfect attendance at the end of each six weeks will have their picture posted on the school's attendance bulletin board. Student's will also receive a certificate for achieving perfect attendance and a medal at the end of the year.
2	4	1	K. Tarver will train all staff in the CHAMPS Discipline Management program to establish efficient classroom rules and procedures. Students will be provided with motivational quotes during V-Brick announcements.
2	4	2	K. Tarver will display throughout the campus: * CHAMPS Discipline Management Rules *Positive banner quotes *Bathroom Rules *Cafeteria Rules
2	4	3	K. Tarver will continue to implement LISD's Student Dress Code Policy and Student Code of Conduct.
2	4	4	K. Tarver will utilize In-School Suspension when necessary.
2	5	1	K. Tarver will maintain the employment of the campus assigned security guard and position him/her at the front entrance to the school for all day and evening events held at the campus.
2	5	2	K. Tarver will use the security buzzer system as a means to allow parents and visitors into the campus.
2	5	3	K. Tarver will use enforce the Raptor school security procedures by requiring all visitors to show a picture identification card to gain entrance when signing in. K. Tarver will continue to provide maintenance and repair for the Raptor system
2	5	4	K. Tarver will utilize campus cameras to monitor campus activities on a daily basis.
2	5	5	K. Tarver will utilize campus security doors by rooms 110,111, and 224 to monitor students from leaving the campus and to keep visitors from gaining entrance into the building.
2	5	6	K. Tarver will monitor student morning drop off and after school pick up procedures by strategically placing campus personnel in designated areas throughout the campus to monitor safety on school grounds. LISD Police Department will assist with arrival and dismissal procedures.

Goal	Objective	Strategy	Description
2	5	7	K. Tarver will continue to provide and After School Child Care Program to foster a haven for children's safety and success and purchase necessary supplies.
2	5	8	K. Tarver will conduct mock lock downs and practice fire/severe weather drills as well as lock down procedures to prepare students for safe emergency procedures.
2	5	9	K. Tarver will provide the campus with monthly safety updates and provide the Crisis Emergency Response Team (CERT) training to assist in monthly lock down, bomb threats, and severe weather drills.
2	5	10	K. Tarver will continue to train all staff on CPR, AED, and First Aid techniques to continue with their certification.
2	5	11	K. Tarver will implement and enforce safety management procedures such as: *All employees and district personnel to wear their identification tags at all times while working *Employees assigned to assist with various key areas needing vigilance in order to maintain an overall safe operational building *All students from PK3-K Grade will wear their identification tags at all times while in school.
2	6	1	K. Tarver will induct 4th and 5th Grade students into the National Honor Society on a yearly basis. Honor Society selection will also be based on four criteria: scholarship (academic achievement), leadership, service, and character.
2	6	2	K. Tarver Honor Society members will partake in campus and community events. The time spent working on these projects contributes towards the monthly service hour requirement.
2	6	3	K. Tarver will provide opportunities to participate in Diversity Awareness activities such as: * 16 de septiembre *Autism Awareness Month * Relay for Life * 5 de mayo *Down Syndrome Awareness *Rachel's Challenge Ceremony *Etc.
2	6	4	K. Tarver will provide students with diverse opportunities to attend and participate in school and community events such as: *Laredo Junior Achievement *Bowling Tournament Events *Educational Field Trips *Motivational Talks by Administration and Counselor *Motivational shirts to promote student success in STAAR
2	6	5	K. Tarver will provide students with the Green Earth Club to promote recycling.
2	7	1	K. Tarver students will participate in yearly University Interscholastic League (UIL) competitions at the elementary level such as: *Music Memory *Number Sense *Maps, Charts, and Graphs *Spelling *Writing *Oral Reading *Dictionary skills *Other as available
2	7	2	K. Tarver students will be given the opportunity to become members of the Honor Choir and participate in annual choir concerts at the district and campus level.
2	7	3	K. Tarver students will be given the opportunity to participate in fine arts theatrical productions on a yearly basis. Music teacher will attend staff developments and workshops to attain new information on theatrical productions and music strategies.
2	7	4	K. Tarver will implement an extra curricular sports program in conjunction with the Boys and Girls Club of Laredo for students in Pre Kinder to 5th Grade that include: *Flag football *Volleyball *Basketball *Track

Goal	Objective	Strategy	Description
2	7	5	K. Tarver students will be able to partake in the different after school programs and clubs that promote character and high achievement such as: *Dance Team *Book Club *Techie Club *Bully Busters *Honor Society *Green Earth Club *Chess Club *V-Brick *Scripps Spelling Bee *Library Club *Swimming Classes
2	7	6	K. Tarver students in 4th and 5th Grade will participate in Intramural district sport events throughout the school year. *Basketball *Football *Soccer *Track
2	7	7	K. Tarver will utilize certificates, trophies, medals, ribbons, field trips, and other prizes as well as community partnerships to recognize and increase the number of students with high achievement such as but not limited to: *Student of the Six Weeks *Honor Roll *Perfect Attendance *Technology *Scholastic Awareness *V-Brick *Accelerated Reader *Accelerated Reader-Millionaires Club *Principal's Award *Spelling Bee *Science Fair *Presidential Awards *GT Awards *Extracurricular Activities
2	8	1	K. Tarver will implement substance abuse prevention programs through Red Ribbon activities, SCAN presentations, Community Agency presentations, Community speakers and LCDC Presentations for our 5th Grade students. The Child Advocacy Center will provide presentations on Child Abuse Awareness Prevention for all students and staff.
2	8	2	K. Tarver will implement an Anti-Bullying Prevention program through the use of Rachel's Challenge Curriculum promoting Kindness and Compassion, participating in the radKIDS program, having the Bully Buster members monitor the halls to promote a safe and bully free school.
2	8	3	K. Tarver will provide guest speakers to present on topics such as Bullying, Gang Activities, Drug Awareness, and Domestic Violence.
2	9	1	K. Tarver will support our 5th Grade students as they transition to middle school by going on a field trip to visit Lamar Middle School for student orientation.
2	9	2	K. Tarver school counselor will invite Lamar Middle school counselors to assist our 5th Grade students with their registration process for middle school.
3	1	1	K. Tarver will provide opportunities for parent participation in school related activities such as Meet the Teacher Night, ARD Meetings, Student of the Month, Report Card Nights, STAAR Meetings, Open Houses, GT Parent Advisory Committee, Title I Parent Advisory Council, Career Awareness Day, HEB Read 3, Progress Report Card Day, CEIC member, and LPAC Committee member.
3	1	2	K. Tarver will disseminate information to parents via school messenger, monthly calendars, Remind 101, campus web page, and monthly Home to School Connection campus newsletters.
3	1	3	K. Tarver will continue to increase parental opportunities for 100% participation in school events such as the Reading Family Night, GT showcase, Week of the Young Child, Town Hall Meetings, Wednesday/Thursday AR after school days.
3	1	4	K. Tarver will partner with the business community and organizations such as United Way, American Cancer Society-Relay for Life, American Heart Association-Jump Hoops for Heart, and Women's City Club-Pennies for Tennies.

Goal	Objective	Strategy	Description
3	1	5	K. Tarver will encourage community representatives to participate in career awareness activities.
3	1	6	K. Tarver will promote partnerships with local, community, and business groups to provide students and their families with support services such as SCAN, CAPS, PILLAR, Child Protective Services, Child Advocacy Center, and Laredo Public Library.
3	1	7	K. Tarver will provide opportunities for community members to participate in campus based activities such as 911 Remembrance Day, First Responders Day, Flag Day, Autism Awareness Month Activities, and Green Earth Activities.
3	1	8	K. Tarver will implement substance abuse prevention programs through Red Ribbon Week activities, SCAN presentations, Community speakers and LCDC Presentations for 5th Grade. The Child Advocacy Center will provide presentations on Child Abuse Awareness Prevention for all students and staff.
3	2	1	K. Tarver will increase parent involvement activities and recruitment through utilization of a full time parent involvement liaison person. Parent liaison will attend staff developments and workshops.
3	2	2	K. Tarver will continue to offer "Parent Chats" during the Student of the Month monthly ceremonies to keep the parents informed on topics that address student needs.
3	2	3	K. Tarver will implement an extra curricular parent volunteer program for flag football, volleyball, basketball, and track.
3	2	4	K. Tarver will provide opportunities for families to participate in all district and community events such as the WBCA Parade, WBCA festivities, Annual Parent Conference, Parent Involvement Day, Autism Celebrations, Relay for Life volunteer, Merienda with Mom, and Dinning with Dad.
4	3	1	K. Tarver will collaborate with Human Resources Department in the recruitment and hiring of 100% highly effective teachers and para-professionals by participating in job fairs and new employee orientation.
4	3	2	K. Tarver will use the Staffing Committee to interview and hire highly qualified bilingual teachers for Pre-Kinder through fifth grade.
4	3	3	In order to enhance and improve learning for all our Gifted and Talented students, K. Tarver with collaborate with the Human Resource Department to hire qualified Gifted and Talented teachers.
4	3	4	In order to enhance and improve the academic learning of our Special Education students, K. Tarver will collaborate with Human Resource Department to hire highly effective Special Education teachers.
4	3	5	K. Tarver will collaborate with Human Resource Department to hire 100% highly effective para-professionals including office staff, custodians. nurses and administrators.
4	3	6	In order to enhance and improve learning for all of our Pre-Kinder students, K. Tarver will collaborate with the Human Resources Department to hire highly effective Pre-Kinder teachers.
4	3	7	K. Tarver will collaborate with the Department of Human Resources to use Title 1 and other Federal grant allocations to hire highly effective professionals and para - professionals.

Goal	Objective	Strategy	Description
4	3	8	K. Tarver will allocate funds to help pay for substitutes to support curriculum and instruction.
4	4	1	K. Tarver will be equipped with furniture, technology equipment, technology software, toner for printers, and audio visual equipment in order to enhance the instructional programs in all content areas.
4	4	2	K. Tarver will purchase consumables, manipulatives, and instructional items in efforts to help facilitate the process of utilizing, managing, interpreting, and disseminating instructional resources, data, and related materials.
4	4	3	Budget and monitor fund allocations from special programs (Bilingual, Special Education, Gifted and Talented, Economically Disadvantaged, Regular, etc.) when ordering instructional material for all content areas to meet district finance deadlines.
4	4	4	K. Tarver will pay and maintain the copier rental service.
4	4	5	K. Tarver will conduct fundraising events to obtain funds to buy necessary items for the campus.
4	7	1	K. Tarver will submit on-line work orders to Division of Operations to purchase janitorial supplies to comply with monthly cleanliness and maintenance evaluations to ensure safety and pay for janitorial services.
4	7	2	K. Tarver will implement and monitor safety procedures and utilize and or purchase safety equipment for daily custodial operations to maintain an effective operational building.
4	7	3	K. Tarver designated staff will attend district safety meetings and inform all campus staff about current safety issues, procedures, and instructional methods in order to provide an atmosphere conducive to learning.
4	7	4	K. Tarver's Safety Information Center with the material Data Safety Sheets will be maintained in a centralized location and updated as per district policy and procedures.
4	7	5	K. Tarver's Facilities Team will conduct a needs assessment to identify specific needs for our campus on a monthly basis.
4	7	6	K. Tarver will pay and maintain the building utilities such as telephone services, water, and sewage, sanitation service, and electricity.
4	7	7	K. Tarver will maintain building improvement and wiring on campus to be at 100% compliance with school maintenance.
4	7	8	K. Tarver will provide faculty and staff with proper training, procedures, and guidelines provided by the Fixed Assets Department. K. Tarver will monitor fixed assets and a police report will be made for any item not accounted for.
4	7	9	K. Tarver will reduce the dollar amount paid for lost textbooks by conducting textbook inventory checks three times per year.
4	7	10	K. Tarver will purchase telephones for the classrooms to maintain communications with all stakeholders.
4	8	1	K. Tarver will provide staff development in the areas of Discipline Management, Technology, Special Education, Gifted and Talented, Bilingual Education, Effective Instructional Strategies, Dyslexia/Section 504, Response to Intervention, Motivation, LEAD Documents, Rigor and Relevance, TPRI/TEJAS LEE, CIRCLE, CPALLS, and STAAR.
4	8	2	K. Tarver will participate in mandated in-district and out of district staff development training, seminars, workshops, and conferences to improve the quality of instruction in all academic areas.

Goal	Objective	Strategy	Description
4	8	3	In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.
4	8	4	In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.
4	8	5	In order to enhance and improve learning for all students, administration will attend district or out of district workshops and staff developments.
4	8	6	K. Tarver administration will conduct frequent learning walks resulting in feedback towards academic improvement on their T-TESS (Texas Teacher Education and Support System).
4	8	7	The Differentiated Instructional Specialist will model lessons using LEAD Documents, effective instructional strategies, and lessons. The district Content Area Deans will model lessons using LEAD Documents, effective strategies, and lessons.
4	8	8	K. Tarver will implement a mentoring program to assist new teachers with instructional strategies to improve student achievement. K. Tarver will continue to provide TXBess Training as directed by HR for experienced teachers to become effective mentors for new teachers.
4	8	9	K. Tarver will participate in TAMIU student teacher program.
4	8	10	K. Tarver will collaborate with Human Resources Department to finalize a Needs Assessment for projected campus personnel.
4	9	1	K. Tarver will continue to monitor student data and make data driven decisions to provide adequate interventions.
4	9	2	K. Tarver will continue to increase parental involvement in students academic goals.
4	9	3	K. Tarver will continue to use digital resources in the area of reading and math to meet the needs of all students.
4	9	4	K. Tarver teachers will engage in Collaborative Planning sessions to monitor student assessment progress.
4	11	1	LISD Human Resource Department will provide teachers with review sessions to assist them with their certification requirements.
4	11	2	K. Tarver will provide first year teachers with a TXBess mentor or buddy.

State Compensatory

Personnel for Katherine F. Tarver Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Analicia Briggs	Teacher Pre Kinder 3	34	0.5
Annabelle Martinez	Teacher Pre Kinder 4	34	0.5
Arturo Rossell	Attendance Officer	34	0.20
Brenda Hernandez	Teacher Assistant PK4	34	0.5
Cynthia Tobias	Teacher Assistant Pre K 4	34	0.5
Deborah Narvaez`	Teacher Pre Kinder 4	34	0.5
Dulce Gonzalez	Teacher Pre Kinder 3	34	0.5
Edith Nuno	Library Assistant	30	1.0
None	Campus Reading Interventionist	30	1.0
Paula Escamilla	Teacher Assistant (Kinder)	30	1.0
Sonia Garcia	Teacher Pre Kinder 4	34	0.5
Teresa Reyes	Counselor	30	0.5
Victor Ramirez Martinez	Computer Lab Manager	30	1.0

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

K. Tarver's needs assessment is the blue print to the creation of our Campus Improvement Plan. Our plan was modified in March with teacher and staff input to mirror our school's vision and mission statements. Members had a voice in deciding what is needed at the campus to maintain it's level of academic achievement through the use of classroom programs and resources in order to diligently equip our students with the tools and learning experiences necessary to help develop effective skills that will be the driving force that propels them to lifelong success.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

K. Tarver's Campus Improvement Plan was developed by our grade level teachers, teacher assistants, support personnel, parents, and community stakeholders. We used multiple measures and available data tools to identify strengths and weakness in our campus. K. Tarver's CEIC (Campus Education Improvement Committee) committee reviewed, modified, and approved the Comprehensive Needs Assessment for the next school year 2018-2019. Our campus needs, assessment data, and goals for the next school year are subject to on-going and modifications as the school year progresses or as needed.

2.2: Regular monitoring and revision

The Campus Improvement Plan is a working document that is regularly monitored and occasionally revised. Campus/district programs, strategies, as well as resources available are revised as needed. As data and scores are gathered throughout the year they are also included and become part of the document. Formative revisions are done four times during the school year (November, March, June, and August).

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

Our parents and community stakeholders have the school's Campus Improvement Plan available to them in our school's website. It is written in a format and language that can be understood by all. A copy of the CIP is also located in the Principal's office for viewing.

2.4: Opportunities for all children to meet State standards

K. Tarver Elementary provides a rigorous curriculum for all students. Our teachers follow the districts LEAD document to provide their instruction. Daily and weekly monitoring of instruction occurs to ensure that all students are given the opportunity to learn and participate. Students are also provided with

instructional interventions during the day as well as extended day/week tutorials to reach high levels of performance.

2.5: Increased learning time and well-rounded education

K. Tarver Elementary School provides a safe and and supportive school culture and climate. Numerous opportunities to participate in various academic and extracurricular activities are provided. Teachers, staff members, and parents serve as positive role models as they empower our students to excel and prepare them to become productive citizens in our community.

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

At K. Tarver Elementary, administration and the campus leadership team (Instructional Specialist and teachers) review and desegregates student performance data by six weeks. During collaborative planning sessions teachers are able to analyze their data and provide feedback on intervention programs their students will benefit from. RTI (Response to Intervention), Special Education referrals, as well as Dyslexia/Section 504 recommendations are made at this time as well as parent conferences on student progress are set up. Students experiencing difficulty mastering academic standards are given the following interventions: daily content area interventions, small group instruction, differentiated instruction, extended day/week tutorial classes, computer assisted technology instruction, as well as other classroom accommodations by the teacher.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

At K. Tarver Elementary parents participate in developing the Parent and Family Engagement Policy. Feedback is considered in creating the yearly Parent, Teacher and Student Compact. Our Compact is then distributed to all our parents in English and Spanish in a monthly parent meeting held at the beginning of the school year.

3.2: Offer flexible number of parent involvement meetings

A variety of informational meetings at the campus/district level are held for our parents to attend. Our campus/district also offer our parents a variety of training sessions during the school year for them to partake in. K. Tarver disseminates information to parents on a monthly basis through the use campus newsletters, monthly calendar of events, announcements via our school messenger, campus and events on our campus web page, and during student of the month ceremonies. All communication to parents is given in English and Spanish.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Adriana Valadez	Teacher Assistant PK 3	24	1.0
Maria Guerrero	Campus Techn. Trainer: .5 per campus	24	0.5
Maria Paz	Health Assistant	24	0.4
Martha Leal	CEI Lab Manager	24	1.0
Melissa Serrano	Interv/Diff Instructional Specialist	24	1.0
New	Parental Involvement Liaison	24	1.0
Vacancy	Teacher Assistant PK 3	24	1.0

Campus Education Improvement Committee

Committee Role	Name	Position
Administrator	Sara Montemayor	Principal
Administrator	Maria Moreno	Assistant Principal
Instructional Specialist	Melissa Serrano	Instructional Specialist
Classroom Teacher	Griselda Sandoval	Curriculum Chairperson
Classroom Teacher	Sara Herrera	Staffing Chairperson
Classroom Teacher	Kristian Resendez	School Organization Chairperson
Classroom Teacher	Nancy Solis	Staff Development Chairperson
Classroom Teacher	Silvia Benavides	Planning Chairperson
Classroom Teacher	Amalia Cruz	Budget Chairperson
Business Representative	Michelle Gonzales	Business Representative
Parent	Heather Hernandez	Parent

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	7	7	Supplies	180-81-6249-00-107-9-99-E15	\$1,174.00
4	7	7	Capita Outlay	180-81-6626-00-107-9-99-E15	\$53,831.00
Sub-Total					\$55,005.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Region I Staff Development	199-13-6239-00-107-9-11-000	\$250.00
1	1	3	Region I Staff Development	199-13-6239-00-107-9-11-000	\$250.00
1	2	6	Purchase Digital Resources	199-12-6249-00-107-9-11-LIC	\$420.00
1	2	7	Student Travel-Out of Town	199-11-6494-00-107-9-11-000	\$3,600.00
1	2	9	STAAR Workbooks	199-11-6399-99-107-99-11-INS	\$7,129.00
1	2	10	Student Travel-No Lesson	199-11-6412-00-107-9-11-000	\$1,000.00
1	3	4	Purchase Library Books	199-12-6329-20-107-9-11-000	\$1,043.00
1	10	1	General Supplies (Regular Budget)	199-11-6399-00-107-9-11-000	\$1,061.33
1	10	3	Contract Maintenance and Repair Alexandria (Regular Budget)	199-12-6249-00-107-9-11-LIC	\$420.00
2	1	1	Awards and Incentives	199-11-6499-44-107-9-11-000	\$2,000.00
2	1	6	Purchase Tardy Slips (Regular Budget)	199-11-6399-00-107-9-11-000	\$1,061.33
2	4	2	General Supplies (Regular Budget)	199-11-6399-00-107-9-11-000	\$1,061.33
2	7	7	Incentives/Awards for Participation (Regular Budget)	199-11-6499-44-107-9-11-000	\$2,000.00
3	1	3	General Supplies (Regular Budget)	199-11-6399-00-107-9-11-000	\$1,061.33
4	3	1	Payroll-Teachers/Nurses	6100	\$1,784,344.00
4	4	1	General Supplies (Regular Budget)	199-11-6199-00-107-9-11-000	\$1,061.33
4	4	4	Copier Rental (Fixed)	199-11-6264-00-107-9-11-000	\$6,153.00
4	7	10	Telephone purchase (Regular Budget)	199-11-6399-00-107-9-11-000	\$1,061.35
4	8	2	Teacher Out of District Travel (Regular Budget)	199-13-6411-00-107-9-11-000	\$700.00

					Sub-Total	\$1,815,677.00
199 - General Fund: Operating (PIC 99)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
1	2	8	General supplies (UIL, Sports, Spelling Bee) (Regular Budget)	199-36-6399-00-107-9-99-000	\$250.00	
1	10	2	Other Operating Expenses (UIL, Sports, Spelling Bee) (Regular Budget)	199-11-6499-00-107-9-99-000	\$400.00	
2	1	7	Administrator Office Supplies (Regular Budget)	199-23-6399-00-107-9-99-000	\$1,000.00	
2	5	7	AFT School Day Care General Supplies (Fixed)	199-61-6399-99-107-9-99-AFT	\$1,000.00	
2	5	12	Safety Supplies	199-52-6399-00-107-9-99-000	\$300.00	
2	6	4	Transportation (Students) (Regular Budget)	199-36-6494-00-107-9-99-000	\$1,500.00	
2	8	1	Administration Office Supplies (Regular Budget)	199-23-6399-00-107-9-99-000	\$1,000.00	
2	8	2	Counselor General Supplies (Regular Budget)	199-23-6311-00-107-9-99-000	\$100.00	
2	8	3	Counselor General Supplies (Regular Budget)	199-31-6399-00-107-9-99-000	\$100.00	
3	1	7	Counselor General Supplies (Regular Budget)	199-31-6311-00-107-9-99-000	\$100.00	
4	3	5	Payroll-Adm./Nurses	Payroll 6100	\$617,552.00	
4	7	1	Janitorial Supplies (Fixed)	199-51-6317-99-107-9-99-000	\$13,691.00	
4	7	2	Janitorial Mop Services (Fixed)	199-51-6249-99-107-9-99-000	\$1,009.00	
4	7	2	Janitorial Supplies (Fixed)	199-51-6317-90-107-9-99-000	\$60.00	
4	7	6	Electricity Services (Fixed)	199-51-6259-00-107-9-99-000	\$108,086.00	
4	7	6	Water Services (Fixed)	199-51-6255-00-107-9-99-000	\$7,355.00	
4	7	6	Sanitation Services (Fixed)	199-51-6255-01-107-9-99-000	\$2,957.00	
					Sub-Total	\$756,460.00
199 - General Fund: Special Education (PIC 23)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
4	3	4	Payroll-SPED	6100	\$335,989.00	
4	4	3	Special Ed Incentives and Awards (Fixed) (Regular Budget)	199-11-6399-00-107-9-23-000	\$84.00	
					Sub-Total	\$336,073.00
199 - General Fund: Bilingual (PIC 25)						

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	5	Bilingual General Supplies (Bilingual Budget)	199-11-6399-00-107-9-25-000	\$17,562.00
1	5	1	Testing Materials (Bilingual Budget)	199-11-6339-00-107-9-25-000	\$4,000.00
1	5	3	Library Books, Magazines, Newspaper (Bilingual Budget)	199-12-6329-20-107-9-25-000	\$1,000.00
1	5	4	Reading Materials (Bilingual)	199-11-6329-00-107-9-25-000	\$700.00
1	5	6	Teacher Extra Duty Pay (Bilingual Budget)	199-11-6119-20-107-9-25-000	\$4,000.00
4	3	2	Payroll-Bilingual	Payroll 6100	\$46,877.00
Sub-Total					\$74,139.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	GT Supplies (Regular Budget)	199-11-6399-00-107-9-21-000	\$232.00
4	3	3	Salaries-Payroll GT Teachers	6100	\$60,041.00
Sub-Total					\$60,273.00
199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	5	Pre Kinder instructional material (Bilingual Budget)	199-11-6399-00-107-9-35-PK4	\$1,000.00
4	3	2	Salaries-Payroll-Bilingual PK	6100	\$4,530.00
Sub-Total					\$5,530.00
199 - General Fund: Basic Instruction PreK (PIC 32)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	6	Salaries-Payroll-PK	6100	\$217,622.00
Sub-Total					\$217,622.00
199 - General Fund: SCE Pre K (PIC 34)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	General Supplies PK 3 and 4 (State Compensatory)	199-11-6399-00-107-9-34-PK4	\$1,500.00
1	3	2	Travel Out of District Pre Kinder 3 and 4	199-13-6411-00-107-9-34-PK4	\$200.00
1	3	3	General Supplies PK 3 &4 Manual (State Compensatory)	199-13-6399-00-107-9-34-PK4	\$75.00
4	3	1	Salaries-Payroll-St. Comp-T/TA	Payroll 6100	\$159,470.00

					Sub-Total	\$161,245.00
199 - General Fund: SCE (PIC 30)						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
1	1	1	Travel Out of District (In-service Training) (State Compensatory)	199-13-6411-00-107-9-30-000	\$500.00	
1	2	2	Tutors (State Compensatory)	199-11-6129-00-107-9-30-TUT	\$1,500.00	
1	3	4	Reading Materials (State Compensatory)	199-11-6329-00-107-9-30-000	\$300.00	
1	5	2	Substitutes for Testing (State Compensatory)	199-11-6112-15-107-9-30-000	\$3,000.00	
1	8	3	Extra Duty Pay (State Compensatory)	199-11-6119-20-107-9-30-000	\$2,000.00	
4	3	1	Salaries-Payroll, T, Att. Officer	Payroll 6100	\$127,853.00	
4	4	2	General Supplies (Instructional) (State Compensatory)	199-11-6399-00-107-9-30-000	\$12,599.00	
4	8	1	Extra Duty Pay (State Compensatory)	199-13-6119-20-107-9-30-000	\$500.00	
4	8	8	Extra Duty Pay Staff Development (State Compensatory)	199-13-6119-20-107-9-30-000	\$500.00	
					Sub-Total	\$148,752.00
211 - ESEA Title I: Improving Basic Program						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
1	5	7	Newspaper	211-12-6329-00-107-9-30-000	\$122.00	
2	5	3	Raptor Supplies	211-52-6399-00-107-9-30-000	\$300.00	
2	5	3	Raptor Maintenance/Repair	211-52-6249-00-107-9-30-000	\$510.00	
2	7	3	Music Staff Dev.	211-13-6399-00-107-9-30-000	\$200.00	
2	8	4	Counselor Staff Dev.	211-31-6411-00-107-9-30-000	\$200.00	
3	2	1	Liaison Staff Dev.	211-61-6411-00-107-9-30-000	\$100.00	
4	3	7	Payroll-Teachers for ESSA	6100	\$235,080.00	
4	4	1	Toners for Teachers	211-199-6399-00-107-930-000	\$4,647.00	
4	6	7	Nurse Staff Dev.	211-33-6411-00-107-9-30-000	\$200.00	
					Sub-Total	\$241,359.00
224 - IDEA - Part B: Formula Fund						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
4	3	7	Payroll-SPED	Payroll 6100	\$131,620.00	

					Sub-Total	\$131,620.00
255 - ESEA II, A Training & Recruiting						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
4	3	7	Payroll-Class Size Reduction		Payroll 6100	\$2.00
					Sub-Total	\$2.00
263 - LEP Bilingual Program Fund						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
4	3	7	Immigrant/LEP Program		Payroll 6100	\$80,365.00
					Sub-Total	\$80,365.00
435 - SSA Regional Day School - Deaf						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
4	3	4	Payroll-Regional Day School for the Deaf		Payroll 6100	\$2,014.00
					Sub-Total	\$2,014.00
482 - Dr. Hochman Grant Fund						
Goal	Objective	Strategy	Resources Needed		Account Code	Amount
4	4	2	Dr. Hochman Grant		482-11-6399-00-1079-11-002	\$16.00
4	4	2	Dr. Hochman Grant		482-11-6399-00-107-9-11-FY7	\$2.00
4	4	2	Dr. Hochman Grant		482-11-6399-01-107-9-11-FY7	\$2.00
					Sub-Total	\$20.00
					Grand Total	\$4,086,156.00