

Livingston Independent School District
Cedar Grove Elementary
2018-2019 Campus Improvement Plan



Mission Statement

"The mission of LISD, in partnership with our families and community, is to provide an exemplary education that prepares students to become successful citizen's".

Vision

Livingston ISD.....Empowering and Inspiring Excellence. We are Lion Country

Value Statement

"Changing the World.....One Child at a Time"

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Cedar Grove Elementary includes a diverse student population of approx 452 students which includes:

- 9.0% African American
- 21.2% Hispanic
- 66.9% White
- 67.2% Socioeconomically disadvantaged
- 23.3% At-Risk

Cedar Grove Eleemntary is a PK - 3rd grade campus with approximately 450 students enrolled. Cedar Grove Elementary faculty and staff elected grade level department chairpersons along with grade level representatives, campus personnel, and parent volunteers, to conducted a comprehensive needs assessment based on the following measures:STAAR data from the other two campuses, System Safeguard data from the other two campuses, current SRA data, I-Station data, EOY results, yearly CBA's, parent involvement policies as well as general and special programs for all students. Currently 67.2% of the students are considered to be economically disadvantaged. All of the teachers on staff have at least 3 years of elementary teaching expirence.

Demographics Strengths

Cedar Grove students showed marked improvement with Reading Mastery / SRA data and with the I-Station data in the area of ELA. Discipline referrals were down 12% from the previous year.

Student Achievement

Student Achievement Summary

STAAR Data – Being a PK-2 campus, Cedar Grove was not subject to the state assessment this past year. According to the 2015 STAAR summary reports from the Texas Education Agency, both campuses met the standard in both reading and math. For End of the Year testing our 2nd grade students scored in the same range as the other two campuses in the district.

Student Achievement Strengths

Students are showing improvements in their reading skills through SRA data and Istation results. Students are steadily progressing through the lessons of the Reading Mastery program.

School Culture and Climate

School Culture and Climate Summary

Cedar Grove Elementary has a positive reputation where students, staff and parents always feel safe and welcome.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

A well trained, highly qualified staff is a critical part of a successful school. New staff members are recruited through job fairs as well as through our district website. New staff go through a week long New Teacher training before the beginning of the school year.

Staff Quality, Recruitment, and Retention Strengths

- All teachers are highly effective/state certified teachers.
- Fully certified teachers are used when possible for long term substitute positions.
- Teachers and staff are involved in inservice opportunities that include team building activities.
- New teachers are supported by mentor teachers as well as their team.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Cedar Grove Elementary classrooms teach the TEA prescribed Texas Essential Knowledge and Skills, and follow district checkpoints and benchmarks. Teachers and Staff have continued building a solid curriculum by grade level and subject area that have examples of questions that cover the rigor that is expected.

Parent and Community Engagement

Parent and Community Engagement Summary

Cedar Grove Elementary has a number of family activities planned throughout the school year.

- Donuts with dad's
- Nacho math night
- Family academic night
- Meet the teacher
- Parent conferences

Technology

Technology Summary

Cedar Grove Elementary will implement a variety of new technology tools including e-beams, document cameras, chromebooks and wireless connections throughout the buliding to enhance and challenge our 21st century learners.

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
- Accountability Distinction Designations
- 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 Released Test Questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)

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
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- School safety data

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
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Revised/Approved: October 10, 2018


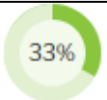
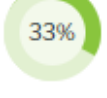
Goal 1: Student Achievement and Post Secondary Success




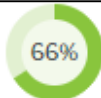




Cedar Grove Elementary will increase the achievement of all students and maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 1: Cedar Grove students will continue to maintain or exceed state average on the STAAR Reading assessment.

Evaluation Data Source(s) 1: Third Grade STAAR Reading Assessment Results

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Cedar Grove will follow the LISD board approved aligned, written, taught, and assessed Reading curriculum for grades PK-3.	Campus Principal	Documentation in lesson plans that the curriculum is being taught. TTESS evaluations and walkthrough documentation. Increase in student performance on student assessments.				
2) The Reading Mastery Program (SRA) will be implemented with fidelity.	Campus Principal, AP	Evidence of students progressing through the program / lessons until they are reading at or above 3rd grade level.				
3) The Reading curriculum will be followed according to the developed and approved scope and sequence document to ensure both vertical and horizontal alignment. Teachers will work during weekly PLC meetings to ensure scope and sequence is being followed and that it is appropriately horizontally aligned.	Campus Principal	Documentation in lesson plans that the scope and sequence is being followed. PLC Planning agendas				

4) Provide professional development through PLC meetings on the use and implementation of high yield reading strategies to all teachers across the curriculum; specifically targeting the skills of inferencing, context clues, higher level questioning techniques and vocabulary development.	Campus Principal, AP, & Teachers	Professional Development Plan and agendas. Lesson Plans Walkthroughs that show evidence of high yield reading strategies across the curriculum.				
5) Assessment data will be used to drive instruction and determine appropriate interventions for students while creating TEKS specific tutorial groups. Data will be collected through teacher created unit tests that asses students at the appropriate level.	Teachers, Campus Principal, Assistant Principal	Increase in student performance on STAAR and educational growth.				
6) Mentoring Minds materials will be incorporated into the 1st and 3rd grade classroom curriculum and lessons.	Principal, AP, Teachers	Increase in student performance on assessments. Walkthroughs that show evidence of material and the DOK occurring in the classroom.				
7) Use professional learning communities to review data using Lead4ward reports to monitor and adjust instruction and plan interventions.	Campus principal, AP, Teachers	Increase student performance on assessments with improved reading levels.				
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Goal 1: Student Achievement and Post Secondary Success

Cedar Grove Elementary will increase the achievement of all students and maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 2: Cedar Grove students will continue to maintain or exceed state average on the STAAR Math assessment.

Evaluation Data Source(s) 2: Third Grade Mathematics Assessment Results

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Cedar Grove will follow the LISD board approved aligned, written, taught, and assessed Math curriculum for grades PK-3.	Campus Principal	Documentation in lesson plans that the curriculum is being taught. TTESS evaluations and walkthrough documentation. Increase in student performance on student assessments.				
2) The Mathematics curriculum will be followed according to the developed and approved scope and sequence document to ensure both vertical and horizontal alignment. Teachers will work during weekly PLC meetings to ensure scope and sequence is being followed and that it is appropriately horizontally aligned.	Campus Principal, CAO, Instructional Specialist	Documentation in lesson plans that the scope and sequence is being followed. PLC Planning agendas				
3) Motivational Math supplemental resources will be used for 1st, 2nd & 3rd grade.	Campus Principal, AP, CAO, Instruction Specialist	EOY Assessments, STAAR data				
4) Develop unit assessments to collect data for instructional purposes. Questions will be modeled from questions in Motivation Math. Identify specific skills through the data to spiral those skills for additional practice.	Campus Administration, Teachers	Improved student performance for all students throughout the year.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 1: Student Achievement and Post Secondary Success

Cedar Grove Elementary will increase the achievement of all students and maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 3: Cedar Grove Elementary will maintain rigorous standards of achievement to prepare all students for graduation and post secondary success.

Performance Objective 1f.: Closing Performance Gaps between All Students and All Student groups will be as follows:

Reading:

76 % of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Reading test and 81 % for Level III Advanced.

60 % of African American students will meet Level II Satisfactory for the STAAR Reading test and 65 % for Level III Advanced.

82 % of Hispanic students will meet Level II Satisfactory for the STAAR Reading test and 87 % for Level III Advanced.

Math:

67 % of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Math test and 72 % for Level III Advanced.

60 % of African American students will meet Level II Satisfactory for the STAAR Math test and 65 % for Level III Advanced.

71 % of Hispanic students will meet Level II Satisfactory for the STAAR Math test and 76 % for Level III Advanced.

Evaluation Data Source(s) 3: Third Grade Reading & Math sub population data from the state assessment.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) A Student Intervention Plan (SIP) will be implemented for all struggling students.	Campus Principal, AP, Counselor, Teachers	Students show improvement to close the achievement gap.				
2) The top 20 students for each grade level will be identified for needing RTI interventions in Reading.	Campus Principal, AP, Counselor, Teachers	Data- dis-aggregation on individual students through SIP meetings				
3) The top 20 students for each grade level will be identified for needing RTI interventions in Mathematics.	Campus Principal, AP, Counselor, Teachers	Data- dis-aggregation on individual students through SIP meetings				
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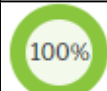

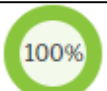

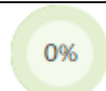

Goal 1: Student Achievement and Post Secondary Success

Cedar Grove Elementary will increase the achievement of all students and maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 4: All Cedar Grove students will receive an average of 75 minutes of music each week to fulfill their fine arts instruction.

Evaluation Data Source(s) 4: Grade Distribution Report

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The music program will be provided for each student on a daily / weekly rotation during their PE/Music time	Principal, AP, Music Teacher	Students exhibit mastery of the Music Curriculum				
2) After school tutorials Monday - Thursday. Mon, Tues will be for Reading and Wed, Thur will be for Math.	Admin Team, 3rd grade teachers	Students CBA ,Mock & STAAR scores improve.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						




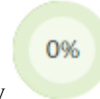

Goal 1: Student Achievement and Post Secondary Success

Cedar Grove Elementary will increase the achievement of all students and maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 5: Implement a Student Intervention Plan for 3rd Grade STAAR

Evaluation Data Source(s) 5:

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) After school tutorials using STAAR Ready, Performance Coach, Countdown to STAAR and Motivational Reading	3rd Grade Teachers, Principal, AP, Counselor,	Students meet or exceed the the passing standard for STAAR				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 2: Fiscal Responsibility

Livingston ISD will maintain efficient and effective fiscal management of resources and operations to maximize learning for all students.

Performance Objective 1: Develop and implement a budgeting process that aligns district and building level resources to curricular goals and strategic priorities, utilizes systematic cost benefit analysis to ensure expenditures are producing desired results in all programs, capital projects and effective and efficient operations.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Maintain high academic results by implementing a needs-based budget.	Campus Principal, Campus Secretary, CFO, Director of Purchasing, Business Office	Needs -based budget developed and implemented. Student Progress Data				
2) Implement long-range revenues and budget plans	Campus Principal, CAC,	Future Needs Assessment developed from the Campus Advisory Committee				
3) Monitor student growth and provide input if needed to the district in order to adjust the implementation of the timeline for capital projects as appropriate.	Campus Principal	Student Data Campus Budget				
4) Follow administrative regulations regarding equitable distribution of revenue for all campuses, based on demonstrated needs to ensure equal access for all student success.	Campus Principal	Administrative regulation developed, published and implemented				
5) Campus Principal and budget secretary will closely monitor campus budget to ensure funds spent are in alignment with the campus needs and campus plan.	Campus Principal, Campus Secretary	Campus budget developed and needs documented in campus plan.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students

Performance Objective 1: Strengthen recruitment, selection and staffing policies to attract the most highly qualified personnel.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure that 100% of all professional and paraprofessional staff have the appropriate certification and are highly qualified.	Campus Principal, Director of Personnel	Assurance form submitted to TEA shows 100% of all professional and paraprofessional staff are highly qualified.				
2) Continue to support district's "Grow Your Own Educator Program" and help to expand fundraising efforts.	Campus Principal, Director of Personnel	Fundraising plans developed to encourage participation in the program.				
3) Encourage student teachers at CGE to seek employment with the district by recruiting them and referring them to the Superintendent, Director of Personnel and CAO.	Campus Principal, District Administrators	List of events, sign-in sheets, recruitment of quality student teachers, interest survey results				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

Goal 3: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students

Performance Objective 2: Quality professional development will be used to increase staff effectiveness and student achievement.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop and implement professional development plan that: supports district and campus goals and priorities: supports the curriculum management plan: supports campus improvement plan: is inclusive of a budget that is adequate to support the professional growth of the campus	Campus Principal, CAO District Administrators	Professional Development Plan developed and implemented				
2) Provide professional development for all teachers and instructional support on instructional differentiation PK-3.	Campus Principal, CAO Instructional Specialist	PD agendas Sign-in sheets Lesson Plans Walk Throughs				
3) Provide professional development in the effective use of curriculum guides, data collection and analysis through the use of Lead4Ward strategies.	Campus Principal, CAO, Instruction Specialist, Teachers	Registration and interaction with Lead4ward				
4) Use TTESS appraisal data and walkthrough data to determine professional development needs and subsequent instructional improvement needs.	Campus Principal, AP	Completed TTESS documents and follow up staff development for instructional needs				
5) Encourage staff to complete on-line staff development modules for compliance training requirements for all campus employees.	Campus Principal, AP, CAO COO, Director of Personnel Director of Technology	Completed Modules				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Recruitment, Development, and Retention of Staff
 Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students

Performance Objective 3: Competitive compensation packages, a quality professional development program, Professional Learning Communities and opportunities for teacher leader roles will be implemented

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Support and encourage collegiality through Professional Learning Communities	Campus Administrators	Sign-in sheets from PLC meetings				
2) Promote the district's plan to offer full day Pre-Kindergarten to employee's children	Campus Administrators	Number of Employee's children enrolled in the PK program				
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





Goal 4: Parents and Community

Livingston ISD will work jointly with parents and the community to maximize learning for all students through collaborative partnerships and unity of purpose

Performance Objective 1: Parent and community engagement and partnerships will increase facilitating district and community pride.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Administer district wide parent survey in October and April to gain input on parent satisfaction or concerns with the school district and campus.	District Administrators, Campus Principals	Survey Administered				
2) Expand the use of social media as a highly effective communication and marketing tool. Enhance the use of Facebook through teacher homepages for homework and upcoming assignments or activities.	Campus Principal, AP, Teachers, Parent Representative on CAC	Social Media analytical trends by week, month and year				
3) Sustain a parent representative on the campus advisory committee that includes community members and parents.	Campus administration, CAC members	Sign in sheets for CAC meetings				
<p>Critical Success Factors CSF 5 CSF 6</p> 4) Continue parent and community outreach programs and student transition programs, parent conference day in Oct., parent education classes, Family Learning Nights, mentor programs, meet the teacher night in Aug., day care visits, Head Start tour of the campus. Invitations to all students activity days for parents and grandparents	Campus Administration	List of all parent opportunities offered and sign in sheets for participation				
5) Ensure all publications and official communications are in English and Spanish.	Campus Administration, Director of Communications	Publications and materials are distributed in English and Spanish.				
6) Continue to solicit participation in our Parent Teacher Organization and organize events such as the Fall Festival/ 50's Day and all Fundraising events.	Campus Administration, Teachers					








Goal 5: Safe Schools



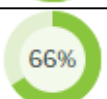


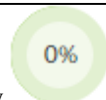

LISD will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

Performance Objective 1: The Safe Schools Plan will be implemented with fidelity throughout the district with resources and training focused on safety and security will be provided.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Maintain the LISD Safe Schools Committee and the Campus Emergency Operations Team to review and make recommendations for the Safe School Plans.	Campus Administrators, COO, Superintendent	Agenda and Plans, Sign in sheets from meetings and information discussed.				
2) Conduct a Safe Schools Audit on the campus every three years.	COO, Campus Administrators, Safe Schools Auditor	Updated Safe Schools Plan that addresses items contained in the Safe Schools Audit. Individual Evacuation Plans for handicapped students and staff.				
3) Update students, parents, faculty and staff annually on District's and Campus Student Code of Conduct.	Campus Administrators and COO	Dates and Times, Agendas with attendance sheets				
4) HB 1942 requires that the District improvement plan include the policies and procedures that concern bullying, as adopted by the LISD Board. The following LISD Board Policies relate to bullying: FDB;FO;FFH;FFI;FNC:FNG;and FOF. Procedures addressing bullying are located on the LISD website. In addition, staff development regarding bullying has been provided to all campus and administrators through the online Safe Schools Training. District policies and procedures will be reviewed and revised, if appropriate, to ensure compliance with the new legislation.	Campus Administrators, COO, Teachers & Staff	Policy developed and adopted. Professional Development conducted				
5) Involve parents and community members in supporting a safe school environment through the district's SHAC Committee.	Campus Administration	SHAC committee suggestions are reviewed and implemented when and where appropriate				

6) Coordinate Emergency Operations Plans with local emergency agencies.	Campus Administrators, COO	Meet once per year with local emergency agencies to review plan. Agenda and minutes provided.				
7) Implement a campus Multi-hazard operation plan for incidences of inclement weather, fire drills, flooding, and evacuations.	Campus Administration, COO	Record of Drills				
8) Continue to improve campus safety and security through safety mechanisms and technologies.	Campus Administrators, COO, Director of Technology	Based on the findings of the safety audit, develop a list of needs including cameras and locked doors with restricted access.				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 5: Safe Schools


LISD will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

Performance Objective 2: Students and staff will have the opportunity to engage in or learn about fitness activities.


Evaluation Data Source(s) 2:

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will receive physical education instruction daily and grade level appropriate TEKS will be taught	Campus Administrators	Lesson Plans Walk Throughs				
2) The school will provide at least two community education programs related to wellness and physical education. (Jingle Fun Run, Health Fair, Healthy Texas Week	PE Teacher Campus Administrators	Student participation in community events				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue



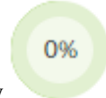

Goal 6: Technology

Livingston ISD will provide technology infrastructure, tools and solutions to meet the administrative requirements of the District and to maximize learning for all students.

Performance Objective 1: Technological systems and processes will be implemented that maximizes teaching and learning, enhances professional practices, provides seamless technology integration and learning opportunities Pre-K-12, supports administrative and operational functions and provides a supportive infrastructure.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Ensure all Technology Applications TEKS are implemented and integrated into the curriculum by grade level and are horizontally and vertically aligned	Campus Administrators, Teachers, Computer Aide, Technology Director	Curriculum guides are integrated with Technology Application TEKS				
2) Apply technology across the curriculum and implement as appropriate the use of project based learning, flipped instruction, Google for classroom work and web based lessons aligned to TEKS and online curriculum.	Campus Administrators, Teachers, Computer Aide	Lesson Plans Walk Throughs Google use and evidence of flipped classrooms				
3) Provide professional development that includes effective and seamless integration of technology into teaching and learning, promoting digital citizenship and internet safety with the use of Google resources.	Campus Principal, AP, Teachers, CAO	Agendas and sign in sheets from professional development days are available for review				
4) Build money from within campus budget to support campus technology needs. (E-Beams, Projectors, Document cameras)	Campus Principal, Technology Director, Teachers	Campus budget includes monies for technology based on teacher/classroom needs.				
5) Utilize Eduphoria to provide teachers and administrators with fingertip access to student data and master lessons	CAO, Campus Administrators, Technology Director	Online student data access and master lessons are available to all instructional staff on campus				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

Goal 7: Communication

Livingston ISD will promote and enhance two way communication among our staff and our community to maximize the success of all students.

Performance Objective 1: Develop and implement effective and timely internal and external communication processes and opportunities.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide effective, clear and timely communication (English and Spanish) regarding District and campus programs, meetings, activities, operations and leadership within and among all departments and schools through a variety of media including the LISD website, Facebook, Twitter, blogs, newsletters, e-mail, newspapers and radio.	Director of Communication, Campus Administration	Communication surveys and archives of communication items are available for review.				
2) Solicit comments and suggestions through internal and external surveys regarding enhancing communication and the most effective means of communication.	Director of Communication Administrators	Communication surveys				
3) Maintain, publish and train personnel on District procedures for communicating activities, events, weather/natural disasters, urgent, non life threatening situations, disaster/life threatening situations and other special circumstances.	COO Director of Communication Administrators	Published district procedures, training logs, agendas and sign in sheets are available for review.				
4) Develop a media communication plan and protocol and train all staff.	Director of Communication Administrators	Plan developed, protocol developed, professional development conducted.				



Goal 8: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Goal 9: Fiscal Responsibility

Livingston ISD will maintain efficient and effective fiscal management of resources and operations to maximize learning for all students.

Goal 10: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students.

Goal 11: Parents and Community

Livingston ISD will work jointly with parents and the community to maximize learning for all students through collaborative partnerships and unity of purpose.

Goal 12: Safe Schools

LISD will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

Goal 13: Technology

Livingston ISD will provide technology infrastructure, tools and solutions to meet the administrative requirements of the District and to maximize learning for all students.

Goal 14: Communication

Livingston ISD will promote and enhance two way communication among our staff and our

community to maximize the success of all students.

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 1: Increase the percentage of all LISD students passing the STAAR Reading assessment at the Level II met standard from 64% to 71%. Level III Advanced will increase from 12% to 16%.

Evaluation Data Source(s) 1: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 1:

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 2: Increase the percentage of all LISD students passing the STAAR Writing assessment at the Level II met standard from 57% to 66%. Level III Advanced will increase from 8% to 13%.

Evaluation Data Source(s) 2: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 2:

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 3: Increase the percentage of all LISD students passing the STAAR Math assessment at the Level II met standard from 63% to 70%. Level III Advanced will increase from 10% to 15%.

Evaluation Data Source(s) 3: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 3:

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 4: Increase the percentage of all LISD students passing the STAAR Social Studies assessment at the Level II met standard from 55% to 65%. Level III Advanced will increase from 6% to 12%.

Evaluation Data Source(s) 4: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 4:

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 5: Increase the percentage of all LISD students passing the STAAR Science assessment at the Level II met standard from 68% to 74%. Level III Advanced will increase from 8% to 13%.

Evaluation Data Source(s) 5: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 5:

Goal 15: Student Achievement and Post Secondary Success

Livingston ISD will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Performance Objective 6: Closing Performance Gaps between All Students and student groups will be as follows:

Reading:

63% of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Reading test.

55% of African American students will meet Level II Satisfactory for the STAAR Reading test.

65% of Hispanic students will meet Level II Satisfactory for the STAAR Reading test.

Writing:

59% of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Writing test.

56% of African American students will meet Level II Satisfactory for the STAAR Writing test.

59% of Hispanic students will meet Level II Satisfactory for the STAAR Writing test.

Math:

62% of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Math test.

53% of African American students will meet Level II Satisfactory for the STAAR Math test.

64% of Hispanic students will meet Level II Satisfactory for the STAAR Math test.

Social Studies:

56% of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Social Studies test.

57% of African American students will meet Level II Satisfactory for the STAAR Social Studies test.

58% of Hispanic students will meet Level II Satisfactory for the STAAR Social Studies test.

Science:

64% of Economically Disadvantaged students will meet Level II Satisfactory for the STAAR Science test.

57% of African American students will meet Level II Satisfactory for the STAAR Science test.

63% of Hispanic students will meet Level II Satisfactory for the STAAR Science test.

Evaluation Data Source(s) 6: Evaluate success using Texas Academic Performance Report (TAPR), TEA State Accountability Summary Ratings and data generated thru district purchased (ESC contracted) software. Evaluate success of curriculum refinement and reinforcement with the curriculum audit recommendations.

Summative Evaluation 6:

Goal 16: Fiscal Responsibility

Livingston ISD will maintain efficient and effective fiscal management of resources and operations to maximize learning for all students.

Performance Objective 1: Develop and implement a budgeting process that aligns district and building level resources to curricular goals and strategic priorities, utilizes systematic cost benefit analysis to ensure expenditures are producing desired results in all programs, capital projects and effective and efficient operations.

Evaluation Data Source(s) 1: Feedback from campuses utilized to evaluate satisfaction with, facilities management, preventative maintenance, transportation, food service, technology and efficient use of budget monies to achieve goals set by LISD stakeholders.

Implementation of priority cycle for preventative maintenance for LISD Physical Plant, Transportation, Food Service and Technology.

Implementation of replacement cycle for LISD Physical Plant, Transportation, Food Service and Technology.

Summative Evaluation 1:

Goal 17: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students.

Performance Objective 1: Strengthen recruitment, selection and staffing policies to attract the most highly qualified personnel.

Evaluation Data Source(s) 1: 100% of all teaching positions will be filled with highly qualified/certified teachers. Documentation from the 2016-2017 TAPR report will show criteria met for highly qualified teachers in LISD.

Competitive salary schedule completed by LISD and reviewed in a timely manner to address an increasingly challenging workforce market.

Increase teacher retention percentages.

Anticipate openings and align recruitment plans to those challenges.

Summative Evaluation 1:

Goal 17: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students.

Performance Objective 2: Quality professional development will be used to increase staff effectiveness and student achievement.

Evaluation Data Source(s) 2: Staff development evaluations are positive and indicate training was beneficial.

STAAR/EOC and national assessment scores increase indicating the benefits of highly trained teachers.

Eduphoria Downey walk through and T-TESS walk through documentation will reflect an increase in instructional pedagogy and teacher effectiveness.

Summative Evaluation 2:

Goal 17: Recruitment, Development, and Retention of Staff

Livingston ISD will employ, develop and retain highly qualified staff to maximize learning for all students.

Performance Objective 3: Competitive compensation packages, a quality professional development program, Professional Learning Communities and opportunities for teacher leader roles will be implemented

Evaluation Data Source(s) 3: Implement a competitive salary schedule, review as needed to address an increasingly challenging workforce market.

Encourage and support teachers and paraprofessionals seeking additional certifications.

Summative Evaluation 3:

Goal 18: Parents and Community

Livingston ISD will work jointly with parents and the community to maximize learning for all students through collaborative partnerships and unity of purpose.

Performance Objective 1: Parent and community engagement and partnerships will increase facilitating district and community pride.

Evaluation Data Source(s) 1: Community leaders and parents verbalize positive support for the district and the district initiatives.

Encourage and facilitate community involvement in the schools and school involvement in the community are productive and build opportunities for sharing of ideas and creating a sense of pride.

Summative Evaluation 1:

Goal 19: Safe Schools

LISD will strive to ensure a safe and orderly environment conducive to learning for all students and staff.

Performance Objective 1: The Safe Schools Plan will be implemented with fidelity throughout the district and resources and training focused on safety and security will be provided.

Evaluation Data Source(s) 1: Safety and Security Continuous Improvement Plan developed.

All staff trained at each site to enact crisis management plan.

Evaluate the effectiveness of the LISD online Bullying reporting system.

Provide training to district administrators to ensure proper procedures are followed to address bullying and harassment incidents.

Summative Evaluation 1:

Goal 20: Technology

Livingston ISD will provide technology infrastructure, tools and solutions to meet the administrative requirements of the District and to maximize learning for all students.

Performance Objective 1: Technological systems and processes will be implemented that maximizes teaching and learning, enhances professional practices, provides seamless technology integration and learning opportunities Pre-K-12, supports administrative and operational functions and provides a supportive infrastructure.

Evaluation Data Source(s) 1: Timeline implemented for expanding and staying current with technology; T-TESS/Eduphoria Downey walk through documentation of increased classroom utilization of technology.

Students regularly access a variety of digital devices.

Replacement cycle created with plans for implementation; frequent review and cost projections included.

Summative Evaluation 1:

Goal 21: Communication

Livingston ISD will promote and enhance two way communication among our staff and our community to maximize the success of all students.

Performance Objective 1: Develop and implement effective and timely internal and external communication processes and opportunities.

Evaluation Data Source(s) 1: Community involvement in the schools and school involvement in the community are productive and build opportunities for sharing of ideas and creating a sense of pride.

Celebrate and communicate the achievements of all students and staff through all media.

Community leaders and parents verbalize support for district.

Parents demonstrate an increased connection with the school and this has a positive effect on student success in school.

LISD Director of Communications consistently showcases LISD in the media.

Summative Evaluation 1:

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
4	1	4	Continue parent and community outreach programs and student transition programs, parent conference day in Oct., parent education classes, Family Learning Nights, mentor programs , meet the teacher night in Aug., day care visits, Head Start tour of the campus. Invitations to all students activity days for parents and granparents

State Compensatory

Budget for Cedar Grove Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
211	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$205,478.25
6100 Subtotal:		\$205,478.25
6200 Professional and Contracted Services		
211	6216 Professional Services - Locally Defined	\$5,825.00
6200 Subtotal:		\$5,825.00
6300 Supplies and Services		
211	6311 Gasoline and Other Fuels for Vehicles	\$28,500.00
6300 Subtotal:		\$28,500.00
6400 Other Operating Costs		
211	6410 Travel, Subsistence and Stipends	\$2,500.00
6400 Subtotal:		\$2,500.00
6600 Capital Outlay Accounts		
211	6631 Buses and Vehicles	\$0.00
6600 Subtotal:		\$0.00

Personnel for Cedar Grove Elementary:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Bonnie Golsby	ISS Aide	Comp Ed	1.0
Kim Cobb	Resource Teacher	Comp Ed	1.0
Lucia Newman	Attendance Clerck	Comp Ed	1.0
Martha Gregorczyk	Counselor Secretary	Comp Ed	1.0
Michelle Brooks	Support Staff - Special Ed	Comp Ed	1.0
Tracy Ludewig	Counselor	Comp Ed	1.0

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Angela Speaks	Classroom Teacher	Title I	1.0
Chelsea Broyles	PK Teacher	Title I	.5
Cynthia McDaniel	PK Teacher	Title I	.5
Jenny Bush	Reading Specialist	Title I	.25
Savannah Tucker	Classroom Teacher	Title I	1.0
Susan Miksch	PK Teacher	Title I	.5