



**Campus Improvement Plan
School Year: 2019-2020**

SES - SALINAS ELEMENTARY

Principal: Abraham Rodriguez III

Assistant Principals: Jessica Thomas

Mission: Salinas Elementary faculty, staff and students, will focus on rigorous, relevant classroom instruction building positive, proactive relationships with all stake holders.

Vision: Setting the foundation for our future leaders!



Campus Improvement Plan School Year: 2019-2020

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- I. Student Achievement: Provide consistent quality instruction for all students, resulting in improved student**
- II. Safe and Nurturing Environment: Provide a safe, nurturing, positive, and secure learning environment for students and**
- III. Family and Community Engagement: Promote Community partnership and parent involvement.**
- IV. Human Capital: To ensure employee recruitment, development, support and retain effective teachers, principals and support staff.**
- V. Operational Effectiveness and Efficiency: Ensure that the District is fiscally accountable and efficient.**



Campus Improvement Plan School Year: 2019-2020

SES - SALINAS ELEMENTARY

Committee Signatures

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Campus Improvement Plan School Year: 2019-2020			
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Committee Signatures			
Principal: Abraham Rodriguez, III			
SBDM Teachers:			
Elected SBDM Teacher: Dalia Ramirez (Year 2) <i>Dalia Ramirez</i>			
Elected SBDM Teacher: Maria Ibarra (Year 1) <i>Maria Ibarra</i>			
Elected SBDM Teacher: Tanya Nevarez (Year 1) <i>Tanya Nevarez</i>			
Elected SBDM Teacher: Angela Garza (Year 1) <i>Angela Garza</i>			
Elected SBDM Teacher: Leslie Valero (Year 1) <i>Leslie Valero</i>			
Elected SBDM Teacher: Jose Lona (Year 2) <i>José Lona</i>			
Elected SBDM Teacher: Arturo Manzo (Year 2) <i>Arturo Manzo</i>			
Elected SBDM Teacher: Jessica Pena (Year 1) <i>Jessica Pena</i>			
Elected Campus Non-Teaching Professional: Maria Garza (Year 1) <i>Maria Garza</i>			
Elected District Professional: Twila Garza (Year 2)			
Business Member: David Solis -Prime Time Pics (Year 1)			
Parent: Olga Vazquez (Year 1)			



NCLB Comprehensive Needs Assessment 2019-2020

Summary of Priority Needs

SES - SALINAS ELEMENTARY

Chair Persons of CNA campus committees prioritize needs and recommend to SBDM Committee initiatives/strategies/activities that will meet campus needs. SBDM Committee will approve initiatives/strategies/activities that will be placed in Campus Improvement Plan.

Demographic:

Needs :

Provide different ideas on incentives for reading that do not require funds.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

-D.E.A.R time every Friday (30 minutes) All students will have the opportunity to drop everything and read. (No R.T.I or Istation during this time)

-Word of the Week: Word to be displayed on Vbrick, calendar, Marquee

Data Sources :

1) General fund



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School Culture and Climate:

Needs :

Improve parental engagement in the learning process.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

--Once a month have an adult/parent read a story/poem during announcements to promote reading. (Mystery Reader)

Data Sources :

1) Personal/Teacher Experiences



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Curriculum, Instruction & Assessment :

Needs :

- Fidelity to scope and sequence.
- Emphasis on writing fluency and comprehension.
- Grade level meetings which focus on data after every checkpoint. (data digs)
- Establish instructional committee meetings.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

- Reading: Fidelity to STAAR reading Close Reading Strategies. (CLT) and math problem solving strategy. (GET,TEG)
- Campus wide composition writing sessions. (1st-4th 6 weeks)
- Monitor progress for all students.
- Form a campus leadership team to address ways to improve reading and writing. (5 Why's)

Data Sources :

- 1) STAAR data
- 2) TELPAS data
- 3) Istation reports
- 4) Scope and Sequence
- 5) PBIS evaluation data



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School Context and Organization:

Needs :

Needs:

Improve recognition for students, staff and parents.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

- Recognize students via the vbrick system or by broadcasting pictures of students of the month on television monitor.
- Recognize parents and staff member at the student of the month.

Data Sources :

1) Personal teacher experiences 2) School Map/Physical Environment 3) Informal surveys 4) Employee / school handbook



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Student Achievement:

Needs :

Fidelity to instructional strategies and programs tied to the scope and sequence.
Provide additional staff development in writing.
Additional writing composition opportunities.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

- Continue to align instructional strategies in reading and math.
- Vertical alignment session-coordinator.
- Pen-pal letter writing/ STAAR writing composition every 6 weeks.

Data Sources :

1) STAAR 2) TELPAS 3) Istation 4) CBA's 5) Benchmarks 6) Running Records 7) Weekly Tests 8) A.R. Accelerated Reader



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Staff Quality, Recruitment and Retention:

Needs :

Build teacher capacity through campus staff development.

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

-Integrate learning walks for at minimum a 45 minute lesson. (reading, math)

Data Sources :

1) Teacher qualification -certification data 2) Teacher quality



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Family and Community Involvement:

Needs :

Increase community and parent involvement.

Strategies :

Initiatives/Strategies/Activities (addressing the Identified needs):

-Participate in parenting partners training's and implementation workshops .

Data Sources :

1) Parental involvement



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Technology: Recommendations:

Needs :

- Increase the daily implementation of technology.
- Increase teacher proficiency with instructional technology.
- Create a shared folder of general technology activities

Strategies :

Initiatives/Strategies/Activities (addressing the identified needs):

- Display technology activities weekly through vbrick or on Friday's through the TV's in the cafeteria or entry way.
- Plan once per 6 weeks training's providing for implementation of instructional technology in the classroom.
- Allow teachers to pair up on technology lessons or activities and be able to observe one another as they use technology in their lessons.

Data Sources :

- 1) Grade Level Schedules
- 2) Campus PLC's
- 3) Grade level teacher discussions



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Campus Improvement Plan 2019-2020

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Data Analyzed To Determine Need	TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal	By the year 2021, 90% of the students will reach state standard in reading.
Annual Performance Objective	To increase the percentage of the following student population meeting state standard in Reading STAAR: All students from 76% to 81%; ELL students from 76% to 81%; SE students from 41% to 46%, Migrant students from N/A% to N/A%; 504 students from 49% to 42%; Dyslexia students from 40% to 45%; Homeless students from 100% to 100%. GT students to achieve master level on STAAR or to maintain their level.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Curriculum Assessment Student Support	Active learning	Academic Performance Learning Time	Reading / ELA Science	District: Make minor changes to the Tournament of Academic Champions; Replace the science fair with STREAM fair for the lower grades, add 3rd graders to the writing challenge, add categories to the vocabulary bee.	1 CNA	05/01/2019 PROJECTED COMP. DT 02/03/2020	Participation and completion of event.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
1	All students 1st-5th	Principal Ex. Director Elementary Elementary Coordinator	Human	Benchmark results	STAAR results	

TIA COMPONENTS - SCHOOLWIDE PROGRAM

- | | |
|---|--|
| 1 CNA Comprehensive Needs Assessment | 6 SIPI Strategies to Incr. Parental Inv. |
| 2 RS Reform Strategies | 7 TRAN Transition |
| 3 IHQT Instruction by HQ Teachers | 8 TDMRA Teacher Decision-Making Reg. Assmt |
| 4 HQPD HQ Professional Development | 9 ETAS Eff & Timely Assistance to Students |
| 5 SAHQT Strategies to Attract HQ Teachers | 10 CI Coordination and Integration |

TIA COMPONENTS - TARGETED AREA

- | | |
|---|--|
| 1 PR Use Pgm Resources to meet St stdrs | 5 IHQT Prov Instr by HQ Teachers |
| 2 SIP Incorp into School Impr Plan | 6 HQPD HQ Professional Develp |
| 3 EMIS Use Effec Methods & Instr Stra | 7 SIPI Stra to Incr Parental Involv |
| 4 REP Coord with & supp Reg Edu Pgm | 8 FSLP Coord & Int Fed St & Loc srv & Pgms |



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2	Completion	Curriculum	Active Learning	Academic Performance	Available spiral assessments	District: Give access to all campuses to spiral assessments and data tracking sheets. Phase II Implement year round professional development on effective and routine use of on-line resources	1 CNA 3 FPE	05/01/2019 PROJECTED COMP. DT 02/03/2020	Optional participation/D MAC reports	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Executive Director, Elementary Elementary Instructional Coordinator Elementary Director Principals Principal	Human	Weekly data tracking sheets	End of year data tracking sheets		



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3	Completion	Curriculum	Active Learning	Academic Performance	Reading, math , writing, science	District: Provide co-teaching training for teaching in 3rd-5th.	1 CNA	05/01/2019 PROJECTED COMP. DT 02/03/2020	Co-teaching classrooms at every campus	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
3	3rd-5th grades	Principals, Ex. Director Elem., Elem. Director, Elem. Coordinator	Human	Benchmark results	STAAR results	



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4	Completion	Curriculum	Active Learning	Academic Performance	All content areas.	District: Require vertical alignment meetings at least twice a semester part of the matrix.	1 CNA	07/01/2019 PROJECTED COMP. DT 06/01/2020	Vertical alignment meetings, sign in sheets and agendas.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
				FORMATIVE	SUMMATIVE	
4	ALL = All Students	Principal, Ex. Director for Elem. Ed. , classroom teacher	Human	Walkthroughs	TTESS Summative	



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5	Completion	Instruction, Curriculum and Assessment, Student support	Active learning	Academic Performance Learning Time Teacher quality	English, Reading	District : Align ESL component activities (including Listening and Speaking) embedded in scope and sequence with ELAR textbook adoption.	1 CNA	07/01/2019	Scope and sequence, classroom observations, lesson plans	
							PROJECTED COMP. DT	05/04/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
5	EI students	Director of the Bilingual Department, LPAICS, Bilingual teachers	Human	PLC's, classroom walkthroughs.	EOY DMAC walkthrough report.		



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6	Completion	Curriculum	Active Learning	Academic performance, learning time, teacher quality	ELAR	District : Provide training on new ELAR TEKS and new adoption for all teachers with additional training and support provided for identified campuses based on performance	1 CNA	08/05/2019 PROJECTED COMP. DT 05/19/2020	ERO sign in's and surveys	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
6	Pk-5th grade teachers	Staff Dev. Director, Executive Director Elem. Ed.	Human	Benchmark results	STAAR results	



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7	SPED	Curriculum, Instruction, and Assessment	Targeted professional development, Monitoring student progress	Teacher quality, Academic Performance	All content	District: (Elem, Middle, and High school) SPed Phase II-Implement year round professional development on effective and routine use of on-line resources.	1 CNA	08/05/2019 PROJECTED COMP. DT 04/08/2019	ERO sign in sheets, walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
7	SPED students	Executive Directors for special education, Elem., Middle, High, SPED Directors	Human	Benchmark results	STAAR results		



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8	SPED	Parents and community	Parent Engagement	Family/Community support	Parental Involvement	District: Elem, Middle, High School) Phase II- Conduct a series of parent sessions on a variety of special ed. topics. (guardianship, transition, instruction, behavior, communication)	3 FPE	08/05/2019	Sign in sheets	
								PROJECTED COMP. DT		
								05/04/2020		

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9	Completion	Curriculum Assessment Instruction Student Support	Targeted Professional Development (PD) with Support	Academic Performance Learning Time Teacher Quality	All content	District: (Elem, Middle, High) Training for teachers in Student Growth Measure and its alignment to TTESS.	1 CNA	08/05/2019 PROJECTED COMP. DT 05/04/2020	ERO sign in sheets, Walkthroughs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION		STATUS REPORT
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9	All Teachers	Director of Staff Development, HR representatives, Campus Principals	Human	Walkthroughs	Summative Evaluations	



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10	State Assessment	Instructional and curriculum and assessment	Rigor and relevance	Monitoring student progress	Elem. & Middle school	District: Provide instructional technology training quarterly providing IFP and MLD training modules	1 CNA	07/08/2019 PROJECTED COMP. DT 06/08/2020	ERO sign in sheets; STAAR data	

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10	Elementary and Middle school	CT Director, Professional development Director	Human	Benchmark results	STAAR results	



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11	State Assessment	Curriculum Assessment Instruction	Daily Monitoring of Student Progress	Academic Performance	Reading / ELA Math Science	Campus: Grade level meetings focused on data obtained from DMAC reports for CBA's, benchmarks and checkpoints to adapt instructional methods.	1 CNA	09/02/2019 PROJECTED COMP. DT 06/15/2020	Grade level sign in sheets	

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11	ALL = All Students	Teachers, Principal, Assistant Principal	Human	Benchmark results	STAAR results	



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12	State Assessment	Curriculum Assessment Instruction	Active Learning	Academic Performance	Reading / ELA	PLC Wednesday's to review of instructional strategies and resources from the scope and sequence. Learning walks- 1 per 6 weeks for 45 min.	1 CNA	09/02/2019 PROJECTED COMP. DT 05/29/2020	Grade level sign in sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
12	All students	Principal, teachers	Human	TTESS walkthrough feedback	TTESS summative observations	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.2 Student Achievement: Provid consistent quality instruction for all students, resultig in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of the students will reach state standard in math.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Math STAAR: All students from 88% to 93% ;ELL students from 88% to 93%; SE students from 62% to 67%, Migrant students from N/A% to N/A%.; 504 students from 73% to 78%; Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment Instruction	Active Learning Daily Monitoring of Student Progress	Academic Performance	Reading / ELA Math Science ELL	(Campus) Targeted tutorials At Risk, Special Education, ELL and 504 identified students. Teacher progress monitoring, Walkthroughs and Observations by Administrators.	1 CNA	10/07/2019 PROJECTED COMP. DT 05/04/2020	Student sign in sheets.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

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Long Range Goal By the year 2021, 90% of the students will reach state standard in math.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Math STAAR: All students from 88% to 93% ;ELL students from 88% to 93%; SE students from 62% to 67%, Migrant students from N/A% to N/A%.; 504 students from 73% to 78%; Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
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INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
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1	SE = Special Education 504 = Section 504 At-Risk	Principal Teachers	Title III- Extra Duty Pay: \$ Pending amt. State Compensatory Funds: Tutorials \$ 8,559.00 State Comp. FTE \$86,850.19 FTE'S 5 Title I Reading workbooks STAAR Master, Forde Ferrier and Kamico \$13,226.00 Title I Extra duty pay: \$ 12,000.00 Title I Extra duty pay: \$3,000.00 Testing Asst. Title I \$7,144.00 AR for Prekinder thru 5th Title I \$10,516.00 -Istation Reading intervention teacher: \$79,028.00 IDEA-B Sp.Ed. units \$ AI-RTI Tutorials \$ 5,000.00 Class size Reduction teacher: \$ Pending	Benchmark scores.	STAAR results.		
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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.2 Student Achievement: Provid consistent quality instruction for all students, resultig in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of the students will reach state standard in math.
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INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Data Systems	Data Systems	Monitoring Process	Academic Performance Learning Time Family / Community Support	Math	Campus: Provide staff development for teachers through region service center. PLC's	1 CNA	08/19/2019 PROJECTED COMP. DT 05/29/2020	Professional development sign in sheets.	.100%

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT
2	ALL = All Students	Principal Teachers	Human	Benchmark results	STAAR results.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.2 Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of the students will reach state standard in math.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Math STAAR: All students from 88% to 93%; ELL students from 88% to 93%; SE students from 62% to 67%; Migrant students from N/A% to N/A%; 504 students from 73% to 78%; Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	State Assessment	Curriculum Assessment Instruction Student Support	Daily Monitoring of Student Progress Data Driven / Timely / Targeted Support Data-Driven Decision-Making	Academic Performance	Reading / ELA Math Science ELL	Campus: Initiate an electronic student progress monitoring system.	2 CIP	09/02/2019 PROJECTED COMP. DT 05/29/2020	Chrome book assessment charts.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
3	ALL = All Students	Teachers Principal Assistant Principal	Human	STAAR benchmark results	STAAR results	No Progress



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.3 Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of students will reach state standard in science.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Science STAAR: All students from 79% to 84%; ELL students from 77% to 82%; SE students from 40% to 45%, Migrant students from N/A to N/A%.; 504 students from 60% to 65% Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment Completion	Curriculum Assessment Instruction Student Support	Ongoing Monitoring of Instruction by Administrators	Academic Performance Teacher Quality	Science	Campus: Integration of one technology based academic activity in science weekly. (Scopes)	1 CNA	09/02/2019 PROJECTED COMP. DT 05/04/2020	Agenda's and sign in sheets.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	ALL = All Students	Principal, teachers, Assistant principals.	Human	Administrator walkthroughs	TTESS formative evaluation.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.3 Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of students will reach state standard in science.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Science STAAR: All students from 79% to 84%; ELL students from 77% to 82%; SE students from 40% to 45%, Migrant students from N/A to N/A%.; 504 students from 60% to 65% Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Curriculum Assessment Instruction Student Support	Extended Learning Opportunities	Academic Performance	Science	Purchase STAAR Kamico science practice workbooks for 4th and 5th grade teachers.	2 CIP	09/02/2019	P.O. requisition	
								PROJECTED COMP. DT 05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Teachers Principal	Title I - \$11,000.00	Benchmark results	STAAR results		



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.4 Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, AYP Data, PBMAS, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of the students will reach state standard in writing/ELA.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Writing STAAR: All students from 62% to 67%; ELL students from 62% to 67%; SE students from 22% to 27%, Migrant students from N/A% to N/A%.; 504 students from 36% to 41%; Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Curriculum Assessment Instruction Student Support	Active Learning Extended Learning Opportunities	Academic Performance	Reading / ELA	Campus: Initiate a campus-wide writing program. Pen pal writing. (Campus)	1 CNA	08/19/2019 PROJECTED COMP. DT 05/29/2020	Collection of writing samples.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	ALL = All Students	Teachers Writing Instructional Committee Administration	Human	CBA assessment composition ratings.	STAAR writing results.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Goal 1.4 Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TAPR Report, Campus Data Profile, AYP Data, PBMAS, TELPAS, STAAR
Long Range Goal By the year 2021, 90% of the students will reach state standard in writing/ELA.
Annual Performance Objective To increase the percentage of the following student population meeting state standard in Writing STAAR: All students from 62% to 67%; ELL students from 62% to 67%; SE students from 22% to 27%, Migrant students from N/A% to N/A%.; 504 students from 36% to 41%; Homeless students from 100% to 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Curriculum Assessment Instruction	Alignment – TEKS / Vertical / Horizontal	Academic Performance	Reading / ELA	Campus: Campus wide writing initiative. Topic based composition every 6 weeks. (1-4)	1 CNA	09/02/2019 PROJECTED COMP. DT 02/03/2020	Display of top writer	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Teachers, principal, assistant principal	Human	Progress on CBA and benchmark assessments.		EOY STAAR results.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01 - Student Achievement: Provide consistent quality instruction for all students, resulting in improved student achievement.
Data Analyzed To Determine Need TELPAS Ratings
Long Range Goal By the year 2021, 45% of the E.L students will reach state standards in Reading, 45% in Writing, 45% in Listening, 45% in Speaking. Increase the percentage of E.L. students meeting advanced and advanced high on the T.E.L.P.A.S from 58 % to 63 %.
Annual Performance Objective To increase the percentage of EL Students meeting progress from 42% to 47% and EL students attaining Advanced High Composite rating from 18% to 23%. For reclassification purposes, the percentage of students obtaining AH in listening from 35% to 40%, speaking from 15% to 20%, reading from 22% to 27%, and writing from 28% to 32%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Student Support	Target Professional Development	Academic Performance Learning Time	All Contents	District: Implement the Communities of UNITED 4 Bilingual Education (CUBE) to inform the parents, Family and Community about Best Practices to assist their child develop English Language Acquisition (District)	3 FPE	08/05/2019 PROJECTED COMP. DT 06/03/2019	Power point presentation. Invitation/flyer, sign in sheet	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	Community	Director of the Bilingual Department LAPICS Title III	Human	Classroom observations, State Assessments, ERO Sign - In sheets, Agenda's	TELPAS	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

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Data Analyzed To Determine Need TELPAS Ratings
Long Range Goal By the year 2021, 45% of the E.L students will reach state standards in Reading, 45% in Writing, 45% in Listening, 45% in Speaking. Increase the percentage of E.L. students meeting advanced and advanced high on the T.E.L.P.A.S from 58 % to 63 %.
Annual Performance Objective To increase the percentage of EL Students meeting progress from 42% to 47% and EL students attaining Advanced High Composite rating from 18% to 23%. For reclassification purposes, the percentage of students obtaining AH in listening from 35% to 40%, speaking from 15% to 20%, reading from 22% to 27%, and writing from 28% to 32%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Instruction, Curriculum and Assessment, Student Support	Active Learning	Academic Performance, Learning time	All content areas	District: Incorporate Spanish novel studies in Dual classrooms	1 CNA	09/02/2019	DL LOTE Assessment Results/Credits, Classroom observations	
								PROJECTED COMP. DT 05/04/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	Dual Classrooms	Director of Bilingual Department, ELEM., LAPICS, LPAC Administrator, Dual teachers	Human	Lesson Plans, classroom walkthroughs. 6 Weeks grade reports. SLO's		EOY grades, SLO's.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

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Data Analyzed To Determine Need TELPAS Ratings
Long Range Goal By the year 2021, 45% of the E.L students will reach state standards in Reading, 45% in Writing, 45% in Listening, 45% in Speaking. Increase the percentage of E.L. students meeting advanced and advanced high on the T.E.L.P.A.S from 58 % to 63 %.
Annual Performance Objective To increase the percentage of EL Students meeting progress from 42% to 47% and EL students attaining Advanced High Composite rating from 18% to 23%. For reclassification purposes, the percentage of students obtaining AH in listening from 35% to 40%, speaking from 15% to 20%, reading from 22% to 27%, and writing from 28% to 32%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	State Assessment	Curriculum Assessment Instruction Support Data Systems System Safeguards	Alignment – TEKS / Vertical / Horizontal Assessment Development Collaborative Planning Curriculum Sequence / Pacing Daily Monitoring of Student Progress	Academic Performance	ELL	Plan, analyze and implement bilingual components and instructional practices.	2 CIP	09/02/2019 PROJECTED COMP. DT 05/08/2020	Purchase requisitions PLC planning sheets	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	AR = At Risk Bil = Bilingual	Principal Assistant Principal Teachers	State Bilingual: \$ 4,000.00- Campus substitutes \$3,000.00- Computer supplies (printer toner) \$7,442.00- Instructional Supplies and Materials Total: \$ 14,442.00 Supplemental Bilingual Funds: \$3, 073.00	Benchmark testing	STAAR testing		



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

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Long Range Goal By the year 2021, 45% of the E.L students will reach state standards in Reading, 45% in Writing, 45% in Listening, 45% in Speaking. Increase the percentage of E.L. students meeting advanced and advanced high on the T.E.L.P.A.S from 58 % to 63 %.
Annual Performance Objective To increase the percentage of EL Students meeting progress from 42% to 47% and EL students attaining Advanced High Composite rating from 18% to 23%. For reclassification purposes, the percentage of students obtaining AH in listening from 35% to 40%, speaking from 15% to 20%, reading from 22% to 27%, and writing from 28% to 32%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	State Assessment	Curriculum Assessment Instruction Student Support	Daily Monitoring of Student Progress	Academic Performance Family / Community Support	Reading / ELA Math Science Social Studies ELL	Celebrate cultural heratage: Deiz y seis de Septiembre		09/13/2019 PROJECTED COMP. DT 09/13/2019	Agenda and invitation.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	ALL = All Students	Principal, teachers	Human	TELPAS practice sessions; weekly assessments/	TELPAS results		No Progress



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 01.1 - Develop students knowledge and skills of personal fitness and health through the use of the SPARK coordinated school health program.
Data Analyzed To Determine Need FITNESSGRAM results, SPARK pre/post knowledge inventory sheets.
Long Range Goal By the year 2021, 90% of the students tested in FITNESSGRAM will pass all six components of the FITNESSGRAM assessment and demonstrate improved knowledge of fitness and health.
Annual Performance Objective Students will improve their personal fitness and health through involvement in physical activity and coordinated school health. Increase student percentage passing of Fitness gram from 38.9% to 43.9%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Student Support	Active Learning	Academic Performance Learning Time School Climate	Safe Schools	Campus: Provide for no less than 135 of MVPA to all students in grades Kinder-5th	2 CIP 1 CNA	09/02/2019 PROJECTED COMP. DT 06/16/2020	Administrator Walkthroughs.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal P.E. Teachers	Human	BOY and MOY benchmark results	EOY fitness gram results	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 1.2 - Student achievement: Provide consistent quality instruction for all students, resulting in improved achievement.
Data Analyzed To Determine Need Federal Guidelines
Long Range Goal By the year 2021, all student eligible for Pre-Kinder and Kindergarten students will participate in transition activities.
Annual Performance Objective To increase the percentage of students participating in transition activities:pre-kinder/kindergarten round up and 5th grade activities by 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	State Assessment	Instruction Student Support Parents / Community	Community Involvement / Partnerships Parent / Community Support	Learning Time Family / Community Support	Parent Involvement	District: Pre-kinder and kindergarten round up to facilitate the transition of students into public school settings. (Parent Orientation night)	3 FPE	03/09/2020 PROJECTED COMP. DT 06/29/2020	Parent orientation sign in sheet.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Principal Assistant Principal Campus Counselor Teachers	Human	MOY registration %.	EPY registration %.		



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Goal 1.2 - Student achievement: Provide consistent quality instruction for all students, resulting in improved achievement.
Data Analyzed To Determine Need Federal Guidelines
Long Range Goal By the year 2021, all student eligible for Pre-Kinder and Kindergarten students will participate in transition activities.
Annual Performance Objective To increase the percentage of students participating in transition activities:pre-kinder/kindergarten round up and 5th grade activities by 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	State Assessment	Instruction Student Support	Collaborative Planning Data Informed Instructional Placement	Academic Performance Quality Data Family / Community Support	Reading / ELA Math	Determine the appropriate instructional setting in 6th grade based on E.O.Y 5th grade S.T.A.A.R and other formative data.	3 FPE	04/01/2020	Sign in sheet	
								PROJECTED COMP. DT 05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	ALL = All Students	Principal Assistant Principal Campus Counselor Teachers	Human	Benchmark assessments	STAAR results		



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Discipline Instruction, Culture and Climate	Data-Driven Decision Making Monitoring	School Climate, Student Support and Family and Community Engagement	Discipline, Curriculum and Instruction	District: Conduct presentation/sessions on Drugs (5th) Gangs and Bullying Awareness to elementary students as well as parents.	3 FPE	07/01/2019 PROJECTED COMP. DT 06/19/2020	Date of session and student/parent sign in.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	ALL = All Students	Dir. of Guid. and Counselor and Discipline Management, Principal, Counselor, LCDCs, PBFS, GIFs	Human	Session sign in sheets.		EOY session summative charts.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Discipline	Instruction and student achievement	Data-driven Dexision-Making	Monitoring and student progress	Curriculum and Instruction	District: Create Public Service Announcements on: Suicide prevention (S. O.S= Signs of Suicide) and Attendance laws; B. Increase PK parent commitment and student daily attendance for PK programs. (i.e. contract, etc.)	1 CNA 3 FPE	07/08/2019 PROJECTED COMP. DT 06/08/2020	Student case files, Session sign in sheets, PSA, home visit logs	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	All campuses	Director of guidance, counseling, Director of ATT./Dropout Rec., Att. Off. /Clerks and Principals	Human	Attendance 6 weeks reports		Summative attendance reports	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	Completion	Culture and Climate	Monitoring	School Climate, & Student Prevention Strategies	Student Wellness	District: S.O.S Provide Parental Awareness on suicide and Mental Health.	2 CIP	07/08/2019	date of session and parent sign in sheets	
								PROJECTED COMP. DT		
								06/08/2020		
INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT			
3	All campuses as needed	LSSP's and Director of Guidance and Counseling	Human	Monthly referral logs.	EOY counseling and discipline referral logs.					



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
4	Completion	School organization	Collaborative Planning	School Safety Data Systems	All schools	District: The District will practice and use navigate in collaboration with the different departments and law enforcement agencies to enhance the Standard response Protocol	1 CNA	08/05/2019	Meeting agenda	
								PROJECTED COMP. DT 08/10/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
4	All Campuses	Campus principal, office of the Superintendent, Campus SSCO, CERT teams, DERT Team, Risk management, Police Department	Human	Daily or monthly drill logs	E.O.Y drill log		



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
5	Completion	School Organization	collaborative planning	School Climate	All Schools	District: Reunification pla: Train all staff on navigate and implement unification drill through the use of this app.	1 CNA	08/01/2019 PROJECTED COMP. DT 05/29/2020	PSA presentation	
INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION SUMMATIVE	STATUS REPORT				
5	All Campuses	Campus Principal, office of the Superintendent and police officers	Human	Daily or monthly drill logs	E.O.Y drill log					



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
6	Completion	School organizaiton	Collaborative planning	Parent support	All schools	District: All campuses will have a universal mapping system to facilitate knowledge of campus layout, doors numbered and labeled to match the universal mapping system.	3 FPE	08/01/2019 PROJECTED COMP. DT 05/29/2020	Standard power point to be presented at all campus assemblies with parents, meet the teacher nights and videos	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
6	All campuses	Campus principal, Office of the Superintendent, police officers	Human	Monthly drill log		EOY drill log	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
7	Completion	School organization	Collaborative planning	Parent support	Safe Schools	District: Each campus team will meet to assess and document potential threats for immediate interventions.	3 FPE	09/02/2019	CERT team meetings	
								PROJECTED COMP. DT 05/29/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
7	ALL = All Students	Principal Assistant Principal Campus Counselor Teachers UISD Police dept.	Human	Monthly drill log	EOY drill log		



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 02 - A Safe and Nurturing Environment: Provide a safe, nurturing , positive, and secure learning environment for students and staff.
Data Analyzed To Determine Need Tyler Discipline Report of campus referrals
Long Range Goal By the year 2021, the number of students with discipline referrals will decrease to 1%.
Annual Performance Objective To decrease the amount of discipline referrals by 3%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
8	Dropout Discipline	Curriculum Assessment Instruction Student Support Culture / Climate	Academic Focus	Academic Performance School Climate	Safe Schools	Campus: Initiate a weekly attendance drawings.		08/30/2019 PROJECTED COMP. DT 04/30/2020	Incentive sign out sheets.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	EVALUATION	STATUS REPORT	
				FORMATIVE	SUMMATIVE	
8	ALL = All Students	Principal Teachers	Human	6 weeks attendance reports	End of year attendance reports.	No Progress



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Campus Improvement Plan 2019-2020

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Goal 03 - Family Involvement and Community Engagement: Promote community partnership and parent involvement.
Data Analyzed To Determine Need Campus based parental activities sign-in rosters
Long Range Goal By the year 2021, 92% of all students will be represented at parent activities.
Annual Performance Objective Increase the number of students being represented at parent involvement activities from 71% to 76%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Parents / Community Representation	Parent Engagement/Specific/timely feedback	Family / Community Support	All content areas.	District: Parent Engagement Modules offered the campus level on monthly basis to create parent capacity to improve student achievement.	3 FPE	09/02/2019	Sign in sheets.	
								PROJECTED COMP. DT		
								05/04/2020		

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
1	All	Federal and state program Executive Director, Parent Engagement Liaison, Principals, Campus Engagement Contacts, LCC continuing Ed. Coordinator	Title I \$1,500.00 Supplies and Materials. Title I \$1,575.00 Parental Misc/light snacks Title I \$5,500.00 Family and Community Engagement Service District parental summit.	Monthly calendar		DIP committee input.	



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Campus Improvement Plan 2019-2020

SES - SALINAS ELEMENTARY

Goal 04 - Human Capital: To ensure employee recruitment, development, support and retain effective teachers, principals and other support staff.
Data Analyzed To Determine Need Teacher Certification-SBEC
Long Range Goal By the year 2021, 100% of teachers will meet the definition of highly qualified.
Annual Performance Objective To maintain the number of teachers meeting highly qualified status at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
1	Completion	Human Resources	Training, Modeling and Mentoring Professional Development	Teacher Quality	Qualified Employees	District: Attend local and State job fairs.	1 CNA	08/05/2019 PROJECTED COMP. DT 06/08/2020	Human resources recruitment efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE EVALUATION	SUMMATIVE EVALUATION	STATUS REPORT
1	Special education Teacher Substitutes	Assistant Superintendent for Human Resources/HR Administrators	Human	Application listings or logs	Interview listing or logs	



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Campus Improvement Plan 2019-2020

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Goal 04 - Human Capital: To ensure employee recruitment, development, support and retain effective teachers, principals and other support staff.
Data Analyzed To Determine Need Teacher Certification-SBEC
Long Range Goal By the year 2021, 100% of teachers will meet the definition of highly qualified.
Annual Performance Objective To maintain the number of teachers meeting highly qualified status at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
2	Completion	Human Resources	Instructional effectiveness Methodologies Interactions with students, peers, parents Work Relationships Technology use	Teacher Quality	Qualified Employees	District: Improve interaction of all Para-Professional Employees of the district with students, co-workers and parents.	1 CNA	08/05/2019 PROJECTED COMP. DT 06/08/2020	Human resources recruitment efforts	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
2	All Teacher and Staff	Staff Development director, Assistant Superintendent for Human Resources/HR Administrators	Human	Benchmark results	STAAR results		



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Campus Improvement Plan 2019-2020

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Goal 04 - Human Capital: To ensure employee recruitment, development, support and retain effective teachers, principals and other support staff.
Data Analyzed To Determine Need Teacher Certification-SBEC
Long Range Goal By the year 2021, 100% of teachers will meet the definition of highly qualified.
Annual Performance Objective To maintain the number of teachers meeting highly qualified status at 100%.

INIT #	AREA TARGETED	MAJOR SYSTEMS	COMPONENTS	CRITICAL SUCCESS FACTORS	CONTENT AREA	STRATEGIES, INITIATIVES AND REDESIGN	TIA COMP SCHOOL WIDE	START DATE	EVIDENCE OF IMPL	EVIDENCE OF IMPACT
3	State Assessment	Culture / Climate	Academic Focus	Teacher Quality	Reading / ELA Math Science ELL	Campus: Build leadership capacity by incorporating teachers into leadership and decision-making roles to foster career development.	2 CIP	08/01/2019 PROJECTED COMP. DT 06/01/2020	Sign in sheets for dates specified.	

INIT #	POPULATION	PERSON (S) RESPONSIBLE	RESOURCES BUDGET / HUMAN	FORMATIVE	EVALUATION	SUMMATIVE	STATUS REPORT
3	ALL = All Students	Principal Assistant Principal	Human Title I \$3,000	Checkpoint and spiral assessments.		STAAR assessment	