

Laredo Independent School District
Alma A. Pierce Elementary School
2018-2019 Campus Improvement Plan



Mission Statement

At Alma A. Pierce Elementary School, we strive for all students from Pk3 to 5th grade to excel academically by building a strong academic foundation, positive learning environment, and safe school climate.

Vision

Alma A. Pierce staff will be committed to meet the needs of every student with optimal learning opportunities in order to obtain high levels of success.

Value Statement

Today's learners are tomorrow's leaders.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Alma A. Pierce has a student population of 819 students, to which 96% are Economically Disadvantaged, 504 are English Language Learners, 315 are Non-LEP, 54 are enrolled in Special Education services, 46 are identified as Gifted and Talented, 3 are Migrant, and 37 are in 504 services to which 21 receive Dyslexia services. We have a 99% Hispanic student population and our attendance rate is 98%.

Demographics Strengths

- Positive Parent/Teacher relationships
- Active Parent Volunteers
- Homogenous population
- Community partnerships to support students and families
- Active participation from parents in school events and activities
- Improvement in doing early interventions for At-Risk students

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our student population rates are decreasing. Our enrollment has gone from 850+ to currently 819. **Root Cause:** Low income families are qualifying for government housing in the South Side and they are moving because distance becomes a problem for the parents and can no longer keep the child(ren) in our school district.

Student Academic Achievement

Student Academic Achievement Summary

Our school report card indicates we received three distinctions in the area of Science, Closing the Gap, and Postsecondary Readiness. Our retention rates have been decreasing over the years. This is due to early student identification and interventions for At-Risk and Failing students through RTI. We are a Met Standard school having 83% of the students passing Reading, 92% passing Math, 70% passing Writing, and 81% passing Science STAAR in 2017 in grades 3-5.

Student Academic Achievement Strengths

- Met STAAR indices
- 3 STAAR Recognitions
- Success in UIL academies
- Top School for 3rd grade Math STAAR scores
- Teachers actively doing RTI and keeping data
- Teachers continuously analyzing student data

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: We had 25% of students passing the STAAR at a Masters level, in particular only 5% in Writing **Root Cause:** Writing is only tested in the Fourth Grade, therefore it is not taught with fidelity in the lower grades

School Processes & Programs

School Processes & Programs Summary

At Alma A. Pierce our teachers are highly qualified and are continuously provided Professional Development tailored to their needs in meeting student mastery. Teachers are able to serve as mentor teachers for new hires and are provided an opportunity to observe one another on best classroom practices. We have an instructional specialist to assist teachers with any curriculum needs or concerns. Teachers are provided immediate feedback after any classroom observations and the district department deans are available for any questions, concerns, or observations to assist teachers in their instruction.

School Processes & Programs Strengths

- Highly qualified personnel
- Strong Accelerated Reader program
- Weekly Collaborative meetings
- Active participation on school and community events
- Instructional Specialist for teacher support
- Engaging Professional Developments
- Teachers trained on Kaegan strategies
- RTI interventions
- Implementation of technology tools and resources
- Disaggregation of academic data for all assessments
- Teacher mentor system

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Our first grade retention rate is 17.9% in Reading **Root Cause:** Our teachers need to do interventions and progress monitoring with fidelity and done weekly.

Perceptions

Perceptions Summary

At Alma A. Pierce we have a strong community partnership with various agencies and community leaders. Members of different organizations participate in our school events and are invited as guest speakers every month to assist in honoring our Student of the Month and Top AR readers. Our teachers help promote our school goals, values, and beliefs to parents, students, and the community. We have active parent volunteers that volunteer their time on a daily basis to our campus. We believe that "Today's Learners are Tomorrow's Leaders." We use different means of communication such as Remind 101, Twitter, school website, newsletters, calendars, notes, digital marquee to communicate to parents all of our school events, updates, and important information.

Perceptions Strengths

- Student, Teacher, parent positive relationships
- Faculty and Administration accessible for parent conferences
- Character building and positive school environment thorough Caring Cowboys, National Honor Society, students assisting with daily morning VBrick announcements, and highlighting student and school accomplishments through our Weekly at A Glance videos
- Monthly Parent Informational meetings
- Community Partnerships
- Meet the Teacher Nights
- Technology Parent Night
- Weekly Reminders and school information/updates through Remind 101, Twitter, and Digital Marquee
- Awards Ceremonies
- Participate in Boys & Girls Club team sports
- Extended Library Hours
- CERT Team
- RAD Kids Program
- Montly newsletters and calendars sent home for parents
- Notes sent home are written in English and Spanish
- Schedules of duties and rosters communicated to all staff periodically

Problem Statements Identifying Perceptions Needs

Problem Statement 1: We have 46 parent volunteers, but only 16 of them are active. **Root Cause:** We need to recruit more parents through incentives and making them feel welcome in our campus.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

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

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

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

- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Attendance data
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals

Revised/Approved: January 18, 2018

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







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

Domain I Score will increase from 86 to 89
(See Plan Addendum)

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>1) Alma Pierce will assist all student populations in their learning through the use of technology programs that will increase literacy, vocabulary, and Math computations.</p>	2.4, 2.5, 2.6	Administration Teachers Bilingual Strategist Budget Clerk Technology Trainer	Increase Rigby scores Improve students meeting and mastering local and state assessments.				

<p>Critical Success Factors CSF 1</p> <p>2) Classroom teachers will utilize Lead4ward documents, technology apps and planning guides to support the teaching and learning framework for student achievement</p>	2.4, 2.5, 2.6	Administration Instructional Specialist Teachers Technology Trainer	Increase student passing rate on all assessments by 5%				
<p>PBMAS</p> <p>Critical Success Factors CSF 1 CSF 4</p> <p>3) Alma A. Pierce will improve the quality of extended days by providing prescriptive tutorials and integrating differentiated instruction by professionals and para-professionals, special education tutors for all students, especially those at-risk.</p>	2.4, 2.5, 2.6	Administration Teachers Support Staff SPED teachers Dyslexia Teacher	5% increase on all local and state assessments 3-5 point increase on all indices				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 10000.00							
<p>Critical Success Factors CSF 2</p> <p>4) Alma A. Pierce will increase Writing scores by providing the teacher a mentor for guidance and instruction and data analysis</p>	2.4, 2.5, 2.6	Teacher Administration Instructional Specialist ELAR Dean	Increase Writing score form a 64% to 75%				
<p>Critical Success Factors CSF 2</p> <p>5) Alma A. Pierce will monitor student portfolio's, Writing samples in grades K-4 and provide opportunities for student to develop the Writing Process.</p>	2.4, 2.5, 2.6	Teacher Administration Instructional Specialist ELAR Dean	Increase Writing score form a 64% to 75%				
<p>Critical Success Factors CSF 1</p> <p>6) Alma A. Pierce will assist the Writing teacher in creating a Writing Action Plan tailored towards the needs of all students.</p>	2.4, 2.5, 2.6	Teacher Administration Instructional Specialist ELAR Dean	Increase Writing score form a 64% to 75%				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 2: Alma Pierce will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 91 to 95

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

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Critical Success Factors CSF 1 1) Alma Pierce will implement LEAD documents, academic programs by using various manipulatives and instructional materials, such as workbooks to provide RTI interventions for struggling students.	2.4, 2.5, 2.6	Administration Teachers Instructional Specialist Support Staff Bilingual Strategist Counselors	Decrease in SPED referrals Increase in six weeks data				
PBMAS Critical Success Factors CSF 1 2) Students will be provided differentiated instruction in an effort to decrease student achievement gaps in the areas of reading and math.	2.4, 2.5, 2.6	All Staff	Improvement in STAAR Progress Measure Increase students mastering grade level Increase students approaching grade level.				

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

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







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

Domain III Score will increase from 77 to 85.

Evaluation Data Source(s) 3: Texas Accountability Reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 4</p> <p>1) Alma A Pierce will implement the Accelerated Reader Program and will continue to provide extended library hours, purchase library books, reading materials, and provide incentives to all student subgroups and populations throughout the school year to increase Reading fluency and literacy.</p>	2.6	Administration Teachers Librarian Librarian Assistant Support Staff	<p>Increased student participation in AR and students meeting their AR goals</p> <p>Increased circulation of AR books</p> <p>Increase literacy awareness</p> <p>Meet district Rigby goals</p>				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1723.00							
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will provide Alexandria and other online library resources and services to our students and their families to increase AR goals.</p>	2.6	Administration Librarian Librarian Assistant	<p>Monthly usage reports</p> <p>Increased participation in AR program</p> <p>Increased literacy awareness, fluency, and reading comprehension.</p>				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 850.00							
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce will provide teachers with novel sets to increase reading skills and promote literacy that includes subscription to TIME for KIDS to be used for classroom instruction.</p>	2.4, 2.5, 2.6	Administration Teachers Librarian	<p>Success in the AR program</p> <p>Improve literacy</p>				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 600.00							

<p>Critical Success Factors CSF 6</p> <p>4) Alma A. Pierce will have Lunch Bunch for students who meet their six weeks AR goals in an effort to increase AR participation.</p>	<p>2.5</p>	<p>Teachers Librarian Library Assistant Administration</p>	<p>100% of students meeting their AR goals</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: Alma Pierce will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 57% to 65%.

Evaluation Data Source(s) 4: TELPAS

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce will provide resources, manipulatives, workbooks, intervention programs, and supplies that will target language development in all ELL students.</p>	2.4, 2.5, 2.6	Administration Teachers Budget Clerk	Improve one level for TELPAS Proficiency				
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Alma A. Pierce teachers will implement the TELPAS Writing Tuesday district initiative to assist students in Writing.</p>	2.5	Administration Bilingual Strategist Teachers	Increase one level in TELPAS Writing Proficiency				
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce teachers will implement chants and songs from online resources to enhance academic language development in reading, math, science, and writing for bilingual (ELL) students.</p>	2.4, 2.5, 2.6	Administration Teachers Music Teacher Support Staff Bilingual Strategist	Improvement on all ELL assessment such as TELPAS and Pre-LAS & LAS				

PBMAS Critical Success Factors CSF 2 4) Alma A. Pierce will use ELL tests to measure student growth in the ELL domains.	2.5	Administration Bilingual Clerk Budget Clerk	Meet district and state requirements for ELL students				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 12000.00						
PBMAS Critical Success Factors CSF 1 5) Alma A. Pierce will have Bilingual certified teachers that will provide instruction to ELL students through scaffolding and Bilingual strategies	2.4, 2.5, 2.6	Administration Teachers Bilingual Strategies	Increase ELL students improving more than one proficiency in TELPAS				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 80056.00						

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 5: Alma Pierce will increase the number of activities to promote College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

of CCMR activities from 5 to 8

Evaluation Data Source(s) 5: Texas Accountability Reports

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce will coordinate field trips to provide all students with real experiences that will create meaningful experiences and help make connections to text.</p>	2.4	All Staff	Increase student achievement in Domain I from 86 to 89				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00							
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Provide enrichment and extension opportunities to all student subgroups and populations through engagement in learning of MakerSpace, field trips, and GT centered activities.</p>	2.4, 2.5	Administration Teachers Instructional Specialist	Increase student participation in the GT program More students labeled GT				
<p>PBMAS</p> <p>Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce will provide supplies and materials for GT students to complete their GT and TPSP showcase activities, project, and presentations helping them become researchers and evolve in fluent speakers.</p>	2.4	Administration Teachers Counselors Budget Clerk	Increase student participation in GT program				
Funding Sources: 199 - General Fund: GT (PIC 21) - 288.00							

<p align="center">Critical Success Factors CSF 6</p> <p>4) Alma A. Pierce will host Career Days for all students to be educated in the different fields available in the work field.</p>	2.4	Administration Counselors	Increase college and career readiness.				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							







Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 6: Alma Pierce will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

Increase Domain I score from 84 to 87.

Evaluation Data Source(s) 6: Staff Development Calendar/Sign In Sheets

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>1) Alma A. Pierce will use technology through lessons and web access that will be implemented in the curriculum to close any achievement gaps needed to increase student achievement.</p>	2.4, 2.5, 2.6	Administration Instructional Specialist Technology Trainer Teachers Support Staff	Increase points in Index 3				
<p>PBMAS Critical Success Factors CSF 4</p> <p>2) Teachers will plan accordingly with the campus technology trainer and/or librarian to implement technology in their curriculum.</p>	2.4	Administration Instructional Specialist Technology Trainer Teachers Support Staff	Evidence of technology integration found in the teacher's lesson plan. Walkthrough data to ensure technology implementation.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							







Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 7: Alma Pierce will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from 35 to 40.

Evaluation Data Source(s) 7: STaR Survey

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 4</p> <p>1) Alma A. Pierce teachers will be required to participate in at least one video conference per school academic year to expose students to experiences, cultures, and virtual field trips.</p>	2.4	Administration Teachers Technology trainer Librarian Librarian Assistant	Video conference teacher logs Increase Domain I from 86 to 89				
<p>PBMAS</p> <p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Teachers will use all accessible technology in order to enhance instructional delivery on a daily basis.</p>	2.4	Administration Teachers Technology trainer Librarian Librarian Assistant	Increase usage time in technology software programs.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: Alma Pierce will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 12.2% to 10%

Evaluation Data Source(s) 8: Failure Reports

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>1) Teachers will target at-risk students through RTI implementation process, interventions, and documentation for all struggling students.</p>	2.6	Administration Teachers Instructional Strategist Counselors	Data Walls RTI meetings Early Intervention for struggling students decrease campus retention rate				
<p>PBMAS Critical Success Factors CSF 1</p> <p>2) Alma A. Pierce will have two certified SpED teacher to provide instruction to students with special needs and learning disabilities.</p>	2.4, 2.6	Administration SPED Department Budget Clerk	Increase passing rate for SPED students				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - 509543.00							
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce will provide instruction to all subgroups through certified personnel and staff to help meet state and federal standards.</p>	2.4, 2.5	All staff	Increase all four indices				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 167605.00, 199 - General Fund: Basic Instruction PreK (PIC 32) - 387637.00, 199 - General Fund: SCE Pre K (PIC 34) - 324230.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 40418.00, 199 - General Fund: Basic Instruction (PIC 11) - 2624394.00							







PBMAS Critical Success Factors CSF 1 4) Alma A. Pierce will hire tutors and special ed personnel to assist struggling students in small groups and with their special needs.	2.6	Hiring Committee SPED Dept. Administration	Increase 5% on all local and state exams				
	Funding Sources: 224 - IDEA - Part B: Formula Fund - 32582.00						

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: Alma Pierce will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations.

Evaluation Data Source(s) 9: Texas Accountability Reports

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce have atleast one Trailblazing class in grades K-5th where students will receive accelerated instruction.</p>	2.4	Administration Teachers	<p>Increase graduation rates for feeder High School</p> <p>Increase number of students in Masters for STAAR</p>				
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Alma A. Pierce will utilize data to create focus groups to provide intense intervention to failing students.</p>	2.6	Administration Instructional Specialist Teachers	Increase Campus promotion rate				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: Alma Pierce will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis (High Schools Only)

Evaluation Data Source(s) 10:







Summative Evaluation 10:

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 11: Alma Pierce will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually. District /Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, SpEd, CTE and ESSA.

Evaluation Data Source(s) 11:

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 2</p> <p>1) Alma A. Pierce will utilize data every six weeks to identify needs and target students who need the help through RTI.</p>	3.1	Administration Instructional Specialist Teachers	Meet district goals on six weeks assessments Decrease retention rates				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Alma Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: Alma Pierce will increase the number of earned industry-recognized certifications through participation in CTE program yearly (High School Only)

Evaluation Data Source(s) 12:

Summative Evaluation 12:

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.







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

Alma A. Pierce will maintain or increase attendance rate from 97.1 % to 98%

Evaluation Data Source(s) 1: Attendance Reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 3</p> <p>1) Attendance Committee, made up of teachers and staff, will effectively monitor attendance of all students to increase attendance to 98% for the 2018-2019 school year, design incentives for students based on good attendance, and provide recognition for good attendance every six weeks.</p>		All staff	Meet 98% attendance goal				

<p align="center">PBMAS Critical Success Factors CSF 3</p> <p>2) Alma A. Pierce will enforce attendance and tardies procedures by consistently monitoring, having parent conferences, conducting home visits, daily telephone calls, Class Attendance Bulletin Board.</p>		<p>All staff</p>	<p>Parent call logs Parent conference documentation Attendance reports</p> <p>Improve our attendance rate to 98%</p>				
<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>3) Alma A. Pierce will motivate student to strive for perfect attendance by providing incentives and recognition every six weeks.</p>		<p>Administration Faculty & Staff Truant officer Attendance Clerk Budget Clerk</p>	<p>Increase attendance to 98%</p>				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 2: Alma Pierce will meet or decrease its dropout rate as compared to the annual State/Region drop out rates.

Evaluation Data Source(s) 2:

Summative Evaluation 2:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce will provide guidance to students who are At-Risk of failing through counseling sessions.</p>	2.6	Administration Counselors Teachers	Decrease high school drop out rate. Decrease campus retention rate.				
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>2) Alma A. Pierce will provide interventions to students who are struggling through the RTI intervention block.</p>	2.6	Administration Teachers Instructional Specialist	Decrease campus retention rate				
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce will provide teachers with the materials needed to teach so that students in all sub groups can be successful in all content areas.</p>	2.4	Administration Teachers	Increase student mastery Decrease campus retention rate				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 12300.00							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: Alma Pierce will increase the number of students who graduate on time, with college readiness distinction by having trailblazing classes.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 7</p> <p>1) Alma A. Pierce will train teachers with Higher Order Thinking Skills strategies to incorporate in the delivery of their lessons.</p>	2.4, 2.5	Administration Instructional Specialist	Increase Index 4 from 54 to 60				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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







of Discipline referrals will decrease from 7 to 5.

of Discretionary placements at alternative campuses will decrease for: All Students from 2 to 0 and

Special Ed. Students from 1 to 0

Evaluation Data Source(s) 4: 425 Report

Summative Evaluation 4:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 3 CSF 6</p> <p>1) Administration will monitor the implementation of an assertive discipline management plan and CHAMPS by all faculty and staff in order to promote positive student behavior throughout our school.</p>		Administration Teachers	Decrease student referrals				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will provide a safe learning environment through proactive and vigilant monitoring of all students during arrival, transitional periods, programs/assemblies, and dismissal.</p>		Administration Teachers Support Staff CERT Team	Safety Incident Reports Camera Footage Walkthroughs Decrease in discipline referrals.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: Alma Pierce will work with all stakeholders to insure a safe and secure environment.

Evaluation Data Source(s) 5:

Summative Evaluation 5:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 5</p> <p>1) Alma A. Pierce will build relationships with stakeholders by inviting them to campus events and recognizing their efforts.</p>	3.2	Administration Counselors	Increase communication among all stakeholders.				
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will host a stakeholders breakfast or dinner to thank all stakeholders that partner with our school.</p>		Administration Counselors	Increase the number of partnerships with our stakeholders				
<p>PBMAS Critical Success Factors CSF 5</p> <p>3) Alma A. Pierce will maintain the lines of communication with our Police department and needed entities which will provide safety in our campus events.</p>	3.2	Administration LISD Police	Decrease number of accidents/incidents				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

Evaluation Data Source(s) 6: Membership reports

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1</p> <p>1) Provide opportunities for students to develop presentation and communication skills by presenting authentic work (academic and extra-curricular) through student led showcase events through the NEHS team and or GT presentations</p>	2.4	Administration Teachers Counselors	Increase student participation in academic clubs				
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will encourage and support community service efforts through Pennies for Tennis, Food Drive, Pennies for Pasta, Food Bank, National Read Aloud Day, Leukemia and Lymphoma Donations</p>		Administration Counselors Teachers Nurses	Collection Reports Increased student participation with school and community events.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

of students that participate in at least 1 activity will increase from 300 to 450

40% of student body populations that participates in at least 1 activity

from 40% to 55%

Evaluation Data Source(s) 7: Participation reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce will provide UIL and extracurricular activities to enhance student achievement. These activities include, but not limited to Accelerated Reader, Library book club, UIL Science Fair, Choir, Spelling Bee, Chess, Sports, Cheerleading, VBrick Student Production, Technology Club, Technology Showcase, GT speaking forum presentations, NEHS, Caring Cowboys, Lil- Cowboys Reading Program</p>	2.4	All Faculty and Staff	Increase student participation to 100 of students in atleast 1 club organization.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 175.00							

<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will recognize students with Perfect Attendance, A/B Honor Roll, A Honor Roll, AR, extra curricular participation, Principal's Award, and academic achievements with certificates, awards, trophies, incentives, and displays on bulletin boards every six weeks to promote an active lifestyle and academic accomplishments. through campus fundraisers</p>	Administration Faculty and staff Budget Clerk Counselor	Report Cards Attendance Reports AR Reports Increase participation in extra curricular activities				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2500.00, 199 - General Fund: Operating (PIC 99) - 500.00					
<p align="center">PBMAS</p> <p>3) Alma A. Pierce will compete in academic events and clubs to build student character.</p>	Administration Coaches Teachers Budget Clerk	Increase student participation in club organizations				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 1200.00					

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

Alma Pierce will decrease the incidents of bullying from 6 to 3

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

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 3 CSF 6</p> <p>1) Alma A. Pierce will take a proactive approach to enforce the district code of conduct. The implementation of strategies such as individual and group counseling, community guest speakers, bullying prevention, staff/parent trainings on the Student Code of Conduct, teacher/parent conferences, and the consistent implementation of the CHAMPS program by all faculty and staff.</p>		Administration Teachers Counselors Behavior Specialists Community Agencies	Behavior Plans CHAMPS rules poster Documentation of parent conferences 3% decrease in the number of disciplinary referrals				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will promote character education through Career Day, Red Ribbon Week, Former Pierce Alumni Parade, NEHS ceremony and projects, Character Education sessions by counselors via VBrick announcements, community readers, and community agency presentations/presence for building positive relationships and career readiness.</p>	2.4	Administration Counselors Parent Liaison	Counselor referral decrease Increase college and career readiness awareness.				
<p>PBMAS</p> <p>3) Alma A. Pierce will have counselors trained through various agencies and consultants in the topics of violence, bullying, self esteem, etc.</p>		Administration Budget Clerk Counselors	Counselor Referrals Teacher Referrals				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 500.00							


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

Goal 2: Alma Pierce will provide a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 9: Alma Pierce will support students as they transition from Elementary to Middle School (5th-6th) by increasing transition activities from 2 to 4.

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

Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Alma A. Pierce will participate in the Lion Showcase o help students transition into their feeder middle school.	2.5	5th grade teachers Counselors	Decrease drop out rates				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will have the morning VBrick announcements and incorporate a message from the counselors, librarian, and administration to nurture positive learning environment and school culture.</p>		Administration Counselors Music Teacher Instructional Specialist Technology Trainer	Positive school culture				
<p>PBMAS Critical Success Factors CSF 6</p> <p>3) Alma A. Pierce will recognize students for academics, behavior efforts, attendance, and participation in sports through daily VBrick announcements, Attendance Raffles, Student of the Month, AR Top Student of the Montyh, Lunch Bunch, Awards Ceremonies</p>		All staff	Reports Agendas Positive school culture				
							

Goal 3: Alma Pierce will develop and maintain meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

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

Increase number of parents and community members participating in Site-Based Decision Making committees from 5 to 8.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 10 to 20.

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

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 5</p> <p>1) Alma A. Pierce will communicate the importance of attendance and events to parents through community presentations/sessions, Remind 101, notes, school calendar, etc. in their native language.</p>	3.1, 3.2	Administration Teachers Attendance Clerk Parent Liasion Technology Trainer Counselor Truant Officer	Increase communication to our parents.				
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will provide parents with effective and open dialogue on instruction, assessment, attendance, safety, and wellness to promote student achievement through Meet the Teacher, Report Card Nights, Open House, progress Reports, Remind 101, Digital Marquee, AR Home Connect, Twitter, newsletters, notes.</p>	3.2	All teachers and staff	5% increase in the number of community and school partnerships				

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

Goal 3: Alma Pierce will develop and maintain meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

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


Parent volunteers will increase from 46 to 65

Volunteer Hours will increase from 1724 to 2000

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 5</p> <p>1) Alma A. Pierce will hold monthly meetings, coffee chats, or other parental sessions that will help them help their child(ren) at the home environment.</p>	3.2	Parent Liaison	Increase the number of parents attending our monthly meetings by 5%				
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will build meaningful parent participation by providing sessions for parents on ways to provide academic support to their children such as: BOY Orientation, AR Home Connect, Title I, Parent Compact meeting, Behavior Management, SCAN, Technology Night, Parenting Skills, STAAR Informational Night; Extended Library Hours, Lil' Cowboys Reading Program, and Family Reading Night.</p>	3.1	All Staff Community Members Community Partnerships	Parent Liaison Reports Agendas Sign-Ins Increase Parental Involvement by 5%				

<p align="center">PBMAS Critical Success Factors CSF 5</p> <p>3) Alma A. Pierce will recruit community members to serve as presenters/mentors/role models for students in order to focus on issues and events that will support student achievement through: Career Day, Junior Achievement Day; National Library Week; Week of the Young Child; Red Ribbon Week; Community Readers; Former Alumni; and Veteran's Program.</p>	3.1	Administration Counselors Librarian Teachers Parent Liaison	Program Agendas Sign-ins Parental Liaison reports				
<p align="center">PBMAS Critical Success Factors CSF 5</p> <p>4) The Campus Parent Advisory Council will assist in the development of the Parent and Family Engagement Policy and the Parent, Teacher, Student Compact that will be distributed during the Annual Title I Meeting in both English and Spanish.</p>	3.1	Student Services Parental Involvement Parent Liaison Administration	Increased Parental participation Parent-School collaboration				
							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.







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

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Alma Pierce will increase the number of employee appreciation activities from 1 to 5.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will provide supplies to office staff to increase communication between all stake holders of the community.</p>		Administration Office Staff Budget Clerk	Increase communication among all school stakeholders through various means of communication.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 4000.00							
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A Pierce will celebrate all teachers and staff during Teacher Appreciation week, Counselor's Week, Librarian Week, Custodial Week, Nurse's Week, Police Week, and Secretary' Day to increase the school culture.</p>		Administration	Increase school culture				

<p align="center">PBMAS Critical Success Factors CSF 3</p> <p>3) Alma A. Pierce will promote autonomy and collaborative leadership by structuring staff meetings that allow for discussion and input from all staff. Overall, providing voice and a shared ownership of students and data through PLC's.</p>		Administration Teachers	Motivate and retain staff				
<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>4) Alma A. Pierce will recognize staff on professional learning by providing them the opportunity to show their appreciation for other staff members in an effort to increase school moral.</p>		All Teachers and staff	Motivate and retain teachers and staff members				
<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>5) Alma A. Pierce will have an afterschool daycare program to promote positive relationships in school to home environment.</p>		All staff	Increase campus culture				
		Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 1000.00					
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: Alma Pierce will develop organizational structures that effectively repond to and efficiently support the implementation of all state, federal, and district performance mandates, operations and initiatives, as reviewed annually by campus administration.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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







Increase the % of Teacher scoring an Proficient in all domains on T-TESS from 30 to 40.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS from 3 to 3

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

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 3</p> <p>1) Alma A. Pierce will implement effective staff developments through various consultants to improve the skills and competencies of new teachers and teachers in need of assistance.</p>		<p>Administration Instructional Specialist District Deans</p>	<p>Walkthrough Evaluations Observations</p> <p>Retain Highly qualified personnel</p>				

<p align="center">PBMAS Critical Success Factors CSF 3</p> <p>2) Alma A. Pierce will conduct frequent classroom observations and provide immediate feedback that will result in continuous improvement of teacher performance.</p>	2.5	Administration Instructional Specialist District Deans	Walkthrough Evaluations Observations Retain Highly qualified personnel				
<p align="center">PBMAS Critical Success Factors CSF 7</p> <p>3) Teacher and administrators will attend professional development trainings, workshops, or sessions to learn and implement research based strategies.</p>		Administration Budget Clerk	Retain Highly qualified teachers Growth on teacher's professional development				
<p align="center">PBMAS Critical Success Factors CSF 7</p> <p>4) Alma A. Pierce will maintain highly qualified personnel to help meet the needs of all students.</p>		Budget Clerk	Increase Teacher Retention				
<p>Funding Sources: 211 - ESEA Title I: Improving Basic Program - 4500.00</p> <p>Funding Sources: 211 - ESEA Title I: Improving Basic Program - 219730.00, 255 - ESEA II, A Training & Recruiting - 2.00, 263 - LEP Bilingual Program Fund - 11432.00, 435 - SSA Regional Day School - Deaf - 2014.00</p>							
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Alma Pierce will maintain FIRST Rating.

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


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

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

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

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will provide funds for additional Ipads, Smart TVs, mimios, cameras, poster machine, and copiers to assist teachers in their everyday teaching.</p>		Administration Technology Trainer Budget Clerk	Increase student achievement				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will provide toners for printers/copiers in order to facilitate instruction.</p>		Administration Secretary Teachers	Printers/copiers will be in working order all year long.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 2500.00, 199 - General Fund: Basic Instruction (PIC 11) - 7019.00							

PBMAS Critical Success Factors CSF 6 3) Alma A. Pierce will allocate funding for building improvement and wiring to make sure we stay connected.	All Staff	Summary Budget Reports				
	Funding Sources: 180 - E-Rate Fund - 160273.00					
						







Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

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

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

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will conduct textbook inventories to have a system of checks and balances and financial accountability.</p>		<p>Administration</p> <p>Coaches</p> <p>Instructional Specialist</p> <p>Teachers</p>	<p>Textbook Inventory</p> <p>Decrease on the number of lost textbooks</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The number of workman's compensation claims will decrease from 5 to 3.







The number of employees that participate in district health and wellness initiatives will increase from 50% to 75%.

Increase the number of students getting the flu shot from 166 to 200

Evaluation Data Source(s) 6: Workman's Compensation Reports
 Blue Cross/Blue Shield Data
 Flu Report

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will implement security procedures for all staff, students, parents, and visitors, Security Guard at Front Entrance, Visitor Sign-In at front entrance, Visitor Pass System (RAPTOR), check employee IDs, gated areas locked and monitored except for front entrance, and security system.</p>		Administration Custodians Safety Officer Security Guard CERT Team	Increase in safety awareness Visitor Sign-In Logs				
<p>PBMAS Critical Success Factors CSF 5</p> <p>2) Alma A. Pierce will participate in the flu clinic and any other health fairs offered to our students and employees to promote health and wellness.</p>		Nurse Administration Parent Liaison	Increase participation in flu and health clinics by 10%				

<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>3) Alma A. Pierce Elementary will conduct all safety drills, updates, and training's required by the district for all personnel to ensure safety in our campus and school events.</p>		Administration CERT Team LISD Police	Safety Meetings Accident reports decreased				
<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>4) Alma A. Pierce will provide teachers, office staff, CERT Team Members, and other personnel with radios to communicate and maintain student safety.</p>		Administration Budget Clerk	Increase communication among all teachers and staff. Decrease Incident reports by 1%				
<p align="center">PBMAS Critical Success Factors CSF 6</p> <p>5) Alma A. Pierce will have all needed equipment and materials needed to maintain the campus safe.</p>		Administration Custodians Budget Clerk	Decrease Workers Comp Incidents				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							







Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The number of work orders will decrease from 360 to 300

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

Summative Evaluation 7:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will attend training on procedures and guidelines provided by Fixed Assets Dept. Appropriate Forms, Inventory, and Stolen/Damaged Items to maintain a system of check and balance.</p>		Administration Head Custodian	Fixed Assets Reports Worker's Comp Reports Decrease # of work orders				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will provide safety training and correct use of equipment to custodial staff to ensure that campus property is secure and protected</p>		Administration Head Custodian	Fixed Assets Report Incident Reports Worker's Comp Reports				
<p>PBMAS Critical Success Factors CSF 6</p> <p>3) Alma A. Pierce will maintain and monitor a clean working environment through use of janitorial supplies.</p>		Administration Head Custodian	Custodial Evaluation Reports Walk-throughs Teacher feedback				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00, 199 - General Fund: Operating Variable (PIC 99) - 163538.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Evaluation Data Source(s) 8:

Summative Evaluation 8:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 6</p> <p>1) Alma A. Pierce will have a Campus Improvement Decision-Making Committee that will utilize data to provide teachers with appropriate materials and resources for the delivery of instruction.</p>	2.4, 2.5	Administration Teachers Budget Clerk	<p>Give teachers shared power to help make decisions in our campus.</p> <p>Increase teacher morale.</p>				
<p>PBMAS Critical Success Factors CSF 6</p> <p>2) Alma A. Pierce will retain highly qualified staff members to support our mission and vision.</p>		Budget Clerk	Increase teacher and staff retention				
		Funding Sources: 199 - General Fund: Operating (PIC 99) - 744684.00					
							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Evaluation Data Source(s) 9: STAAR Data

Summative Evaluation 9:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1</p> <p>1) Alma A. Pierce will provide teachers with consumables, manipulative, and instructional materials to support instruction in all content areas for all sub-populations such as homeless, SPED, LEP, NONLEP, Migrant, GT, At-Risk, Dyslexic</p>	2.4, 2.5, 2.6	Administration Teachers Instructional Specialist Budget Clerk	Increase the number of student sub-groups passing the STAAR by 5%				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 30884.00, 199 - General Fund: Special Education (PIC 23) - 104.00, 211 - ESEA Title I: Improving Basic Program - 2912.00						
<p>PBMAS Critical Success Factors CSF 1</p> <p>2) Students will be provided differentiated instruction in an effort to decrease student achievement gaps in the areas of reading and math.</p>	2.4, 2.6	All teachers and a staff	Increase mastery in the STAAR				
<p>PBMAS Critical Success Factors CSF 1</p> <p>3) Alma A. Pierce will provide a Dictionary/Thesaurus for students who have STAAR accommodations in order to meet student needs.</p>	2.4, 2.6	Administration Teachers Budget Clerk	Increase the number of student sub-groups passing the STAAR by 5%				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1200.00						
							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Evaluation Data Source(s) 10:

Summative Evaluation 10:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS</p> <p>Critical Success Factors</p> <p>CSF 6</p> <p>1) Alma A. Pierce will create a welcoming school environment by maintaining positive relationships and communication among all stakeholders.</p>		All Teachers and staff	Improve school culture				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alma Pierce will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Number of teachers participating in review sessions will remain at 100%

The teacher passing rate on certification attempts will increase to 100% passing.

Evaluation Data Source(s) 11: Certification Reports

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 7</p> <p>1) Alma A. Pierce will meet district technology professional development requirements by having the campus technology trainer assist teachers with their PD hours and to increase teacher growth.</p>	2.5	Administration Teachers Technology trainer	Reports provided by technology trainer				
<p>PBMAS Critical Success Factors CSF 7</p> <p>2) Alma A. Pierce will plan accordingly with the campus technology trainer and/or librarian to implement technology in their curriculum in order to enhance instructional delivery on a daily basis.</p>		Administration Teachers Technology Trainer Librarian	Evidence of technology being implemented into lesson plans Teachers meeting district technology goals.				
<p>PBMAS Critical Success Factors CSF 7</p> <p>3) Alma A. Pierce will allow teachers to participate in training's and teacher workshops that will allow teachers to meet their certification needs such as GT, Bilingual, TOLPT, etc.</p>		Administration Counselors Budget Clerk	Retain highly qualified teachers				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 800.00							

PBMAS Critical Success Factors CSF 7 4) Alma A. Pierce will provide teachers with any supplies needed to deliver their instruction	2.5	Administration Budget Clerk Lead Teachers	Increase teacher retention				
	Funding Sources: 482 - Dr. Hochman Grant Fund - 107.00						

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Alma Pierce will assist all student populations in their learning through the use of technology programs that will increase literacy, vocabulary, and Math computations.
1	1	3	Alma A. Pierce will improve the quality of extended days by providing prescriptive tutorials and integrating differentiated instruction by professionals and para-professionals, special education tutors for all students, especially those at-risk.
1	2	2	Students will be provided differentiated instruction in an effort to decrease student achievement gaps in the areas of reading and math.
1	3	2	Alma A. Pierce will provide Alexandria and other online library resources and services to our students and their families to increase AR goals.
1	3	3	Alma A. Pierce will provide teachers with novel sets to increase reading skills and promote literacy that includes subscription to TIME for KIDS to be used for classroom instruction.
1	4	1	Alma A. Pierce will provide resources, manipulatives, workbooks, intervention programs, and supplies that will target language development in all ELL students.
1	4	2	Alma A. Pierce teachers will implement the TELPAS Writing Tuesday district initiative to assist students in Writing.
1	4	3	Alma A. Pierce teachers will implement chants and songs from online resources to enhance academic language development in reading, math, science, and writing for bilingual (ELL) students.
1	4	4	Alma A. Pierce will use ELL tests to measure student growth in the ELL domains.
1	4	5	Alma A. Pierce will have Bilingual certified teachers that will provide instruction to ELL students through scaffolding and Bilingual strategies
1	5	1	Alma A. Pierce will coordinate field trips to provide all students with real experiences that will create meaningful experiences and help make connections to text.
1	5	3	Alma A. Pierce will provide supplies and materials for GT students to complete their GT and TPSP showcase activities, project, and presentations helping them become researchers and evolve in fluent speakers.
1	6	1	Alma A. Pierce will use technology through lessons and web access that will be implemented in the curriculum to close any achievement gaps needed to increase student achievement.
1	6	2	Teachers will plan accordingly with the campus technology trainer and/or librarian to implement technology in their curriculum.
1	7	1	Alma A. Pierce teachers will be required to participate in at least one video conference per school academic year to expose students to experiences, cultures, and virtual field trips.
1	7	2	Teachers will use all accessible technology in order to enhance instructional delivery on a daily basis.

Goal	Objective	Strategy	Description
1	8	1	Teachers will target at-risk students through RTI implementation process, interventions, and documentation for all struggling students.
1	8	2	Alma A. Pierce will have two certified SpED teacher to provide instruction to students with special needs and learning disabilities.
1	8	3	Alma A. Pierce will provide instruction to all subgroups through certified personnel and staff to help meet state and federal standards.
1	8	4	Alma A. Pierce will hire tutors and special ed personnel to assist struggling students in small groups and with their special needs.
1	9	1	Alma A. Pierce have atleast one Trailblazing class in grades K-5th where students will receive accelerated instruction.
1	9	2	Alma A. Pierce will utilize data to create focus groups to provide intense intervention to failing students.
1	11	1	Alma A. Pierce will utilize data every six weeks to identify needs and target students who need the help through RTI.
2	1	1	Attendance Committee, made up of teachers and staff, will effectively monitor attendance of all students to increase attendance to 98% for the 2018-2019 school year, design incentives for students based on good attendance, and provide recognition for good attendance every six weeks.
2	1	2	Alma A. Pierce will enforce attendance and tardies procedures by consistently monitoring, having parent conferences, conducting home visits, daily telephone calls, Class Attendance Bulletin Board.
2	1	3	Alma A. Pierce will motivate student to strive for perfect attendance by providing incentives and recognition every six weeks.
2	2	1	Alma A. Pierce will provide guidance to students who are At-Risk of failing through counseling sessions.
2	2	2	Alma A. Pierce will provide interventions to students who are struggling through the RTI intervention block.
2	2	3	Alma A. Pierce will provide teachers with the materials needed to teach so that students in all sub groups can be successful in all content areas.
2	3	1	Alma A. Pierce will train teachers with Higher Order Thinking Skills strategies to incorporate in the delivery of their lessons.
2	4	1	Administration will monitor the implementation of an assertive discipline management plan and CHAMPS by all faculty and staff in order to promote positive student behavior throughout our school.
2	4	2	Alma A. Pierce will provide a safe learning environment through proactive and vigilant monitoring of all students during arrival, transitional periods, programs/assemblies, and dismissal.
2	5	1	Alma A. Pierce will build relationships with stakeholders by inviting them to campus events and recognizing their efforts.
2	5	2	Alma A. Pierce will host a stakeholders breakfast or dinner to thank all stakeholders that partner with our school.
2	5	3	Alma A. Pierce will maintain the lines of communication with our Police department and needed entities which will provide safety in our campus events.

Goal	Objective	Strategy	Description
2	6	1	Provide opportunities for students to develop presentation and communication skills by presenting authentic work (academic and extra-curricular) through student led showcase events through the NEHS team and or GT presentations
2	6	2	Alma A. Pierce will encourage and support community service efforts through Pennies for Tennis, Food Drive, Pennies for Pasta, Food Bank, National Read Aloud Day, Leukemia and Lymphoma Donations
2	7	1	Alma A. Pierce will provide UIL and extracurricular activities to enhance student achievement. These activities include, but not limited to Accelerated Reader, Library book club, UIL Science Fair, Choir, Spelling Bee, Chess, Sports, Cheerleading, VBrick Student Production, Technology Club, Technology Showcase, GT speaking forum presentations, NEHS, Caring Cowboys, Lil-Cowboys Reading Program
2	7	2	Alma A. Pierce will recognize students with Perfect Attendance, A/B Honor Roll, A Honor Roll, AR, extra curricular participation, Principal's Award, and academic achievements with certificates, awards, trophies, incentives, and displays on bulletin boards every six weeks to promote an active lifestyle and academic accomplishments. through campus fundraisers
2	7	3	Alma A. Pierce will compete in academic events and clubs to build student character.
2	8	1	Alma A. Pierce will take a proactive approach to enforce the district code of conduct. The implementation of strategies such as individual and group counseling, community guest speakers, bullying prevention, staff/parent trainings on the Student Code of Conduct, teacher/parent conferences, and the consistent implementation of the CHAMPS program by all faculty and staff.
2	8	2	Alma A.. Pierce will promote character education through Career Day, Red Ribbon Week, Former Pierce Alumni Parade, NEHS ceremony and projects, Character Education sessions by counselors via VBrick announcements, community readers, and community agency presentations/presence for building positive relationships and career readiness.
2	8	3	Alma A. Pierce will have counselors trained through varies agencies and consultants in the topics of violence, bullying, self esteem, etc.
2	9	2	Alma A. Pierce will have the morning VBrick announcements and incorporate a message from the counselors, librarian, and administration to nurture positive learning environment and school culture.
2	9	3	Alma A. Pierce will recognize students for academics, behavior efforts, attendance, and participation in sports through daily VBrick announcements, Attendance Raffles, Student of the Month, AR Top Student of the Montyh, Lunch Bunch, Awards Ceremonies
3	1	1	Alma A. Pierce will communicate the importance of attendance and events to parents through community presentations/sessions, Remind 101, notes, school calendar, etc. in their native language.
3	1	2	Alma A. Pierce will provide parents with effective and open dialogue on instruction, assessment, attendance, safety, and wellness to promote student achievement through Meet the Teacher, Report Card Nights, Open House, progress Reports, Remind 101, Digital Marquee, AR Home Connect, Twitter, newsletters, notes.
3	2	1	Alma A. Pierce will hold monthly meetings, coffee chats, or other parental sessions that will help them help their child(ren) at the home environment.

Goal	Objective	Strategy	Description
3	2	2	Alma A. Pierce will build meaningful parent participation by providing sessions for parents on ways to provide academic support to their children such as: BOY Orientation, AR Home Connect, Title I, Parent Compact meeting, Behavior Management, SCAN, Technology Night, Parenting Skills, STAAR Informational Night; Extended Library Hours, Lil' Cowboys Reading Program, and Family Reading Night.
3	2	3	Alma A. Pierce will recruit community members to serve as presenters/mentors/role models for students in order to focus on issues and events that will support student achievement through: Career Day, Junior Achievement Day; National Library Week; Week of the Young Child; Red Ribbon Week; Community Readers; Former Alumni; and Veteran's Program.
3	2	4	The Campus Parent Advisory Council will assist in the development of the Parent and Family Engagement Policy and the Parent, Teacher, Student Compact that will be distributed during the Annual Title I Meeting in both English and Spanish.
4	1	1	Alma A. Pierce will provide supplies to office staff to increase communication between all stake holders of the community.
4	1	2	Alma A Pierce will celebrate all teachers and staff during Teacher Appreciation week, Counselor's Week, Librarian Week, Custodial Week, Nurse's Week, Police Week, and Secretary' Day to increase the school culture.
4	1	3	Alma A. Pierce will promote autonomy and collaborative leadership by structuring staff meetings that allow for discussion and input from all staff. Overall, providing voice and a shared ownership of students and data through PLC's.
4	1	4	Alma A. Pierce will recognize staff on professional learning by providing them the opportunity to show their appreciation for other staff members in an effort to increase school moral.
4	1	5	Alma A. Pierce will have an afterschool daycare program to promote positive relationships in school to home environment.
4	3	1	Alma A. Pierce will implement effective staff developments through various consultants to improve the skills and competencies of new teachers and teachers in need of assistance.
4	3	2	Alma A. Pierce will conduct frequent classroom observations and provide immediate feedback that will result in continuous improvement of teacher performance.
4	3	3	Teacher and administrators will attend professional development trainings, workshops, or sessions to learn and implement research based strategies.
4	3	4	Alma A. Pierce will maintain highly qualified personnel to help meet the needs of all students.
4	4	1	Alma A. Pierce will provide funds for additional Ipads, Smart Tvs, mimios, cameras, poster machine, and copiers to assist teachers in their everyday teaching.
4	4	2	Alma A. Pierce will provide toners for printers/copiers in order to facilitate instruction.
4	4	3	Alma A. Pierce will allocate funding for building improvement and wiring to make sure we stay connected.
4	5	1	Alma A. Pierce will conduct textbook inventories to have a system of checks and balances and financial accountability.

Goal	Objective	Strategy	Description
4	6	1	Alma A. Pierce will implement security procedures for all staff, students, parents, and visitors, Security Guard at Front Entrance, Visitor Sign-In at front entrance, Visitor Pass System (RAPTOR), check employee IDs, gated areas locked and monitored except for front entrance, and security system.
4	6	2	Alma A. Pierce will participate in the flu clinic and any other health fairs offered to our students and employees to promote health and wellness.
4	6	3	Alma A. Pierce Elementary will conduct all safety drills, updates, and training's required by the district for all personnel to ensure safety in our campus and school events.
4	6	4	Alma A. Pierce will provide teachers, office staff, CERT Team Members, and other personnel with radios to communicate and maintain student safety.
4	6	5	Alma A. Pierce will have all needed equipment and materials needed to maintain the campus safe.
4	7	1	Alma A. Pierce will attend training on procedures and guidelines provided by Fixed Assets Dept. Appropriate Forms, Inventory, and Stolen/Damaged Items to maintain a system of check and balance.
4	7	2	Alma A. Pierce will provide safety training and correct use of equipment to custodial staff to ensure that campus property is secure and protected
4	7	3	Alma A. Pierce will maintain and monitor a clean working environment through use of janitorial supplies.
4	8	1	Alma A. Pierce will have a Campus Improvement Decision-Making Committee that will utilize data to provide teachers with appropriate materials and resources for the delivery of instruction.
4	8	2	Alma A. Pierce will retain highly qualified staff members to support our mission and vision.
4	9	1	Alma A. Pierce will provide teachers with consumables, manipulative, and instructional materials to support instruction in all content areas for all sub-populations such as homeless, SPED, LEP, NONLEP, Migrant, GT, At-Risk, Dyslexic
4	9	2	Students will be provided differentiated instruction in an effort to decrease student achievement gaps in the areas of reading and math.
4	9	3	Alma A. Pierce will provide a Dictionary/Thesaurus for students who have STAAR accommodations in order to meet student needs.
4	10	1	Alma A. Pierce will create a welcoming school environment by maintaining positive relationships and communication among all stakeholders.
4	11	1	Alma A. Pierce will meet district technology professional development requirements by having the campus technology trainer assist teachers with their PD hours and to increase teacher growth.
4	11	2	Alma A. Pierce will plan accordingly with the campus technology trainer and/or librarian to implement technology in their curriculum in order to enhance instructional delivery on a daily basis.

Goal	Objective	Strategy	Description
4	11	3	Alma A. Pierce will allow teachers to participate in training's and teacher workshops that will allow teachers to meet their certification needs such as GT, Bilingual, TOLPT, etc.
4	11	4	Alma A. Pierce will provide teachers with any supplies needed to deliver their instruction

State Compensatory

Budget for Alma A. Pierce Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-31-6119-00-11-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$100,855.00
199-11-6129-00-111-9-30-000	6129 Salaries or Wages for Support Personnel	\$44,556.00
199-11-6129-00-111-9-32-000	6129 Salaries or Wages for Support Personnel	\$128,336.00
199-12-6129-00-111-9-30-000	6129 Salaries or Wages for Support Personnel	\$22,193.00
6100 Subtotal:		\$295,940.00

Personnel for Alma A. Pierce Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Adriana Garcia	Teacher	PK 3	0.5
Anna Diaz	Counselor	Counseling	0.50
Diana Reyna	Truant Officer	Attendance Officer	0.25
Diana Silva	Teacher Aide	Pre Kindergarten	1.0
Elsa Morales	Counselor	Counseling	0.75
Gabriela Gutierrez	Teacher	PK 4	0.5
Gloria Neira	Teacher	PK 3	0.5
Jessica Lopez	Teacher Aide	Pre Kindergarten	1.0
Juan Flores	Library Asst.	Library	1.0
Juana Solis	Teacher	PK 3	0.5
Laura Reyna	Teacher	PK 3	0.5
Maria Castellanos	Teacher Aide	Pre Kindergarten	1.0
Maria Mar	Teacher	PK 3	0.5
Mariza Lopez	Teacher	PK 3	0.5
Sandra Chapa-Martinez	Teacher	PK 4	0.5
Sylvia Leal	Teacher	PK 3	0.5

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The comprehensive needs assessments process serves as a baseline for our campus improvement plans. It uses multiple measures and all available data tools to identify strengths and weaknesses in our campus. In order to accomplish this Alma A. Pierce will have a planning team composed of different school and community representatives to where we will identify and analyze all data tools, hold meetings with our campus improvement plan team and make the necessary adjustments where needed. The comprehensive needs assessment helps our team develop a vision and mission that will drive all instruction tailored to the needs of all of our students.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Alma A. Pierce will have a Campus Improvement Plan committee developed through various stakeholders that will assist our campus in educational opportunities that will foster school/community relationships and student achievement. The Campus Improvement Plan will be based on the needs identified by the Comprehensive Needs Assessment. It will include strategies and objectives for all students, in particular those at risk. Alma Pierce will hold meetings and document them; maintain the lines of communication open with our stakeholders; analyze data to improve education, and involve all stakeholders in shared partnerships and mutual responsibilities for student learning.

2.2: Regular monitoring and revision

Our reform strategies will be used to provide opportunities for all students to meet state standards. These strategies will be based on effective means of improving achievement of children through research based and pedagogical strategies. Alma A. Pierce will review program documentation to ensure that all instructional programs are supported by research, disaggregate data in various ways to look for student needs, strengthen curriculum for at-risk and acceleration, and provide evidence of assessments being used, as well as make the necessary adjustments to drive instruction that will impact student achievement.

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

We will increase parental involvement and their participation in regular, two-way, and meaningful communication involving student academic learning and school activities. Alma A. Pierce will send information to parents in a language and format they can understand. Information will include monthly events, report card nights, family reading events, coffee chats, open house, Tech night, extended library days, STAAR informational nights, etc. Our teachers and staff will communicate information in English and Spanish through Remind 101, notes, Twitter, school website, Marquee, and monthly calendars.

2.4: Opportunities for all children to meet State standards

Our plan will include effective instruction tailored to meeting the needs of all students to master proficient or advanced levels of academic achievement. Alma A. Pierce will provide resources, RTI interventions and documentation, extended tutorials, accelerated instruction, provide a rich curriculum, field trip opportunities to make real-world connections, incorporate technology equipment, software, and programs, and train teachers through professional development to make sure they are highly qualified in the classroom. The quality of instruction will be monitored by administration through walkthroughs and immediate feedback.

2.5: Increased learning time and well-rounded education

Our plan is to maximize instructional time through data-driven instructional processes geared to improve student achievement. Alma A. Pierce will have a master schedule that will balance instruction through the Fundamental Five including whole group, small group, and one to one instruction. Professional development and teacher growth opportunities will be provided to all teachers with the necessary knowledge and resources needed in their classroom. Data will be analyzed after every local and state assessment to tweak and provide learning opportunities where needed.

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

Our primary goal is to ensure that all students, particularly at-risk students, are provided learning opportunities that will help them succeed in all academic areas and state assessments. Alma A. Pierce will provide RTI interventions and documentations, extended tutorials, Saturday tutorials, tutors, counseling, academic programs through technology, small groups instruction, availability of resources, and highly qualified teachers to address all student subgroups.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

Alma A. Pierce is a Title I school wide campus. The school will ensure that parents have an opportunity to be involved in the design and implementation of the Title I school-wide projects. The school will adhere to the local policy for regular, special, remedial, and compensatory program instructions. The school will implement an open door policy to discuss parent concerns and involve parents in program planning, development and operation of the school through Site-Base Decision Making Process.

3.2: Offer flexible number of parent involvement meetings

Our parental involvement strategies use a variety of strategies to engage all parents in supporting student learning that occurs in the home and at school. Alma A. Pierce will establish parental meetings to discuss various topics throughout the school year, keep parents informed of their child(ren) academic success', various activities to provide parents with materials and suggestions to help educate their child at home, and maintain the lines of communication open through an open door policy. Meetings and events will be held at different times and days throughout the school year to provide parents a fair opportunity to assist and become part of our school.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Andres Garcia	Parent Liaison	Title I	1.0
Elenisa Vasquez	Technology Trainer	Title I	0.5
Gerardo Chavera	Instructional Specialist	Title I	1.0
Margarita Vela	Health Assistant	Title I	1.0
Martha Idrogo	CEI Lab Manager	Title I	1.0
Sandra Barberena	Teacher Asst.	Title I	1.0

2018-2019 Needs Assessment Team

Committee Role	Name	Position
Administrator	Maria A. Cruz	Asst. Principal
Classroom Teacher	Gabriela Gutierrez	PK 4 Teacher
Administrator	Noralva Johnson	Principal
Instructional Specialist	Gerardo Chavera	Instructional Specialist
Classroom Teacher	Mabel Garza	K Teacher
Classroom Teacher	Mary Jo Cortez	Teacher
Classroom Teacher	Adriana Alcaraz-Medina	2nd grade Teacher

Family and Community Involvement Committee

Committee Role	Name	Position
Administrator	Maria A. Cruz	Asst. Principal
Paraprofessional	Andres Garcia	Parent Liaison
Parent	Griselda Marroquin	Parent Volunteer
Administrator	Noralva Johnson	Principal
Parent	Vanessa Reyes	Parent Volunteer
Business Representative	Alex Medina	Business Representative

Campus Improvement Decision-Making Committee

Committee Role	Name	Position
Administrator	Noralva Johnson	Principal
Administrator	Maria A. Cruz	Asst. Principal
Administrator	Michelle Martinez	Asst. Principal
Instructional Specialist	Gerardo Chavera	Instructional Specialist
Counselor	Anna Diaz	Counselor
Parent	Griselda Marroquin	Parent
Community Representative	Ramon Alaniz	Community Member
Classroom Teacher	Linda Moncivais	Teacher
Classroom Teacher	Gabriela Gutierrez	Teacher
Classroom Teacher	Herlinda Trevino	Dyslexia Teacher
Business Representative	Alejandro Medina	Business Representative

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	4	3	Building Improvement	180-81-66XX-XX-111-9-99-XXX	\$160,273.00
Sub-Total					\$160,273.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	Library Reading Materials	199-12-6329-20-111-9-11-000	\$1,723.00
1	3	2	Software for Library Use (Alexandria)	199-12-6249-00-111-9-11-LIC	\$850.00
1	3	3	Time For Kids, classroom book sets	199-11-6329-00-111-9-11-000	\$600.00
1	5	1	Transportation for Educational Field Trips	199-11-6494-00-111-9-11-000	\$1,000.00
1	8	3	Payroll Cost	199-11-61XX-XX-111-9-11-XXX	\$2,624,394.00
2	7	2	Awards and Incentives for End of The Year	199-11-6499-44-111-9-11-000	\$2,500.00
4	4	2	Copier Rental	199-11-6264-00-111-9-11-000	\$7,019.00
4	9	1	Instructional Supplies	199-11-6399-00-111-9-11-000	\$20,873.00
4	9	1	Teacher Instructional Allocation	199-11-6399-99-111-9-11-INS	\$10,011.00
4	11	3	GT Training for Teachers through Educational Service Center	199-13-6239-00-111-9-11-000	\$800.00
Sub-Total					\$2,669,770.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	7	1	Spelling Bee Fee	199-36-6499-00-111-9-99-000	\$175.00
2	7	2	Trophies, Medals, and Ribbons	199-36-6499-44-111-9-99-000	\$500.00
2	7	3	UIL Student Travel Competition Meals	199-36-6412-00-111-9-99-000	\$700.00
2	7	3	Transportation for extra curricular activities	199-36-6494-00-111-9-99-000	\$500.00
4	1	1	Administrative Supplies	199-23-6399-00-111-9-99-000	\$4,000.00
4	6	4	Radios for campus distribution	199-23-6399-88-111-9-99-000	\$1,750.00
4	6	5	Safety equipment and materials	199-52-6399-00-111-9-99-000	\$700.00

4	7	3	Janitorial Supplies	199-51-6399-00-111-9-99-000	\$1,000.00
4	8	2	Payroll Cost	199-XX-61XX-XX-111-9-99-XXX	\$744,684.00
Sub-Total					\$754,009.00
199 - General Fund: Special Education (PIC 23)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	2	PAYROLL COSTS	199-XX-61XX-XX-111-9-23-XXX	\$509,543.00
4	9	1	Purchase Supplies for Students with Disabilities	199-11-6399-00-111-9-23-000	\$104.00
Sub-Total					\$509,647.00
199 - General Fund: Bilingual (PIC 25)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Extra duty pay for Tutorials	199-11-6119-20-111-9-25-000	\$10,000.00
1	4	4	Testing Material for Bilingual Students	199-11-6339-00-111-9-25-000	\$12,000.00
1	4	5	Payroll Costs	199-XX-61XX-XX-111-9-25-XXX	\$80,056.00
2	2	3	Materials for Students	199-11-6399-00-111-9-25-000	\$12,300.00
4	9	3	Dictionary/Thesaurus for Classroom Use	199-11-6329-00-111-9-25-000	\$1,200.00
Sub-Total					\$115,556.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	3	Supplies for GT Students	199-11-6399-00-111-9-21-000	\$288.00
Sub-Total					\$288.00
199 - General Fund: Operating Variable (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	5	Daycare supplies	199-61-6399-99-111-9-99-AFT	\$1,000.00
4	7	3	Contracted Services and purchases	199-51-62XX-XX-111-9-99-XXX	\$147,901.00
4	7	3	Supplies and Materials	199-XX-63XX-XX-111-9-99-XXX	\$15,637.00
Sub-Total					\$164,538.00
199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

1	8	3	Payroll Cost	199-XX-61XX-XX-111-9-35-XXX	\$40,418.00
Sub-Total					\$40,418.00
199 - General Fund: Basic Instruction PreK (PIC 32)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	3	Payroll Cost	199-XX-61XX-XX-111-9-32-XXX	\$387,637.00
Sub-Total					\$387,637.00
199 - General Fund: SCE Pre K (PIC 34)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	3	Payroll Cost	199-XX-61XX-XX-111-9-34-XXX	\$324,230.00
Sub-Total					\$324,230.00
199 - General Fund: SCE (PIC 30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	3	Payroll Cost	199-XX-61XX-XX-111-9-30-XXX	\$167,605.00
Sub-Total					\$167,605.00
211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	8	3	Travel for Counselors	211-31-6411-00-111-9-30-000	\$500.00
4	3	3	Travel for Teachers	211-13-6411-00-111-9-30-000	\$2,500.00
4	3	3	Travel for Administrators	211-23-6411-00-111-9-30-000	\$2,000.00
4	3	4	Payroll Cost	211-XX-61XX-XX-111-9-30-XXX	\$219,730.00
4	4	2	Toners for Printers	211-11-6399-99-111-9-30-000	\$2,500.00
4	9	1	Supplies and Materials	211-11-6399-00-111-9-30-000	\$2,912.00
Sub-Total					\$230,142.00
224 - IDEA - Part B: Formula Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	4	Payroll	224-11-61XX-XX-111-9-23-XXX	\$32,582.00
Sub-Total					\$32,582.00
255 - ESEA II, A Training & Recruiting					

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	4	Payroll Cost	255-11-6119-00-111-9-30-000	\$2.00
Sub-Total					\$2.00
263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	4	Payroll Cost	263-11-61XX-XX-111-9-25-000	\$11,432.00
Sub-Total					\$11,432.00
435 - SSA Regional Day School - Deaf					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	4	Payroll Cost	435-11-61XX-XX-111-9-23-XXX	\$2,014.00
Sub-Total					\$2,014.00
482 - Dr. Hochman Grant Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	11	4	Teacher Supplies	481-11-6399-XX-111-9-11-XXX	\$107.00
Sub-Total					\$107.00
Grand Total					\$5,570,250.00