

# Mirabeau B. Lamar Elementary

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## Reviewers:

<b>Strategic Objective/Goal 1:</b>	Lamar Elementary will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.						
<b>Performance Objective 1:</b>	All students will achieve 85% mastery of the TEKS on their grade level assessments and meet or exceed the state average on STAAR.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Increase student performance	Teachers, Curriculum Specialists, and Principals will work collaboratively during PLC and common planning times to understand the specificity of the TEKS in order to provide rigorous and relevant lessons/ strategies that will increase student achievement.						
	Principal, ; Teachers, ; Assistant Principal, ; Curriculum and Instruction Staff,	All students including Economically Disadvantaged, African Americans, and English Language Learners	8/18/2014	6/30/2015	Local funds	PLC Meeting Minutes, Classroom Observations, CBAs, Benchmarks, Common Formative Assessments	Walkthrough data, CBA results; STAAR results [SS]
Increase Student Achievement	Increase active student engagement and provide multiple opportunities for students to respond and practice.						
	Teachers, ; Principal, ; Curriculum and Instruction Staff, ; Assistant Principal,	All Students	8/18/2014	6/30/2015	SCE funds, local funds	Walk through observations, Lesson Plans developed in conjunction with CISs, PLC meeting notes/agendas, Formative assessment data	Lesson Plans, Common assessments, CBAs, STAAR Accountability Index 1,2,3,4

Focus School Intervention to Close Achievement Gaps	Disaggregate and analyze test data and grade distributions to target specific objectives and determine strengths from areas of concern, including achievement discrepancies among English Language Learner, African American and SPED scores in math and reading.						
Teachers ; Principal ; Assistant Principal ; Curriculum and Instruction Staff,	English Language Learners, African Americans, Economically Disadvantaged, SPED	8/18/2014	6/30/2015	Local Funds, SCE Funds	Common Formative Assessments, CBAs, Benchmarks	State Accountability Index 3 for STAAR Results [SS]	
Professional Development	Utilize effective and research based methods and instructional strategies (e.g., ESL strategies, guided reading, literacy stations, Kagan structures, Kilgo Data Disaggregation, differentiated instruction, et. al.) to meet the needs of all students.						
Principal ; Teachers ; Assistant Principal ; Curriculum and Instruction Staff,	all students	8/18/2014	6/30/2015	Local Funds, SCE Funds, Focus School Funds	Staff Development Sign in sheets	STAAR Results, Walkthrough data	
Building Curriculum Foundation (Math)	Develop and implement a campus-wide fact mastery program including after-school "Facts Club".						
Principal ; Teachers ; Curriculum and Instruction Staff ; Assistant Principal,	All Students	8/18/2014	6/30/2015	SCE Funds	Weekly quizzes, student-teacher conferences, CBAs, Benchmarks, Common Formative Assessments	STAAR Results	
Building Curriculum Foundation (Vocabulary)	Implement an effective academic vocabulary instructional program to directly teach vocabulary included in the TEKS as well as the district scope and sequence in grades K-5 in order to increase student understanding and comprehension.						
Teachers ; Principal ; Curriculum and Instruction Staff,	All students	8/18/2014	6/30/2015	Local Funds, SCE funds	PLC Meeting Minutes, Lesson Plans, Classroom Observations, CBAs, Benchmarks, Common Formative Assessments		

Intervention	Provide appropriate identification of needs & interventions for students performing below expectations in the core subjects and provide specific interventions for each tier within the RtI process.						
Building Capacity	Utilize campus / district instructional specialists, bilingual specialist, migrant tutors and campus master teachers to help build capacity in all staff members through proper planning, modeling lessons, coaching and co-teaching in classrooms.						
Professional Learning Communities	Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful.						
Special Education	Utilize the inclusion co-teaching model model to help ensure all special education students are taught in the least restrictive environment.						
	Teachers, ; Principal, ; Curriculum and Instruction Staff, ; Assistant Principal, ; Counselor, ; Dyslexia Specialists,	All students including Economically Disadvantaged, African Americans, and English Language Learners	8/18/2014	6/30/2015	Local Funds, Title 1 Funds, SCE Funds	RTI Meeting Minutes, Lesson Plans, Classroom Observations, CBAs, Benchmarks, Common Formative Assessments	State Accountability Index 2 and 3 for STAAR Results [SS]
	Teachers, ; Curriculum and Instruction Staff, ; Ornelas, Ahime; Villanueva, Elma	All students including Economically Disadvantaged, African Americans, and English Language Learners	8/18/2014	6/30/2015	Local funds, Title 1 funds	Lesson Plans, observations, CBAs, Common Formative Assessments, Benchmarks	STAAR Results
	Teachers, ; Principal, ; Curriculum and Instruction Staff, ; Assistant Principal,	All students	8/18/2014	6/30/2015	Local Funds	PLC Meeting Minutes, Lesson plans including DOK, Relevance and Rigor	STAAR Results
	Teachers, ; Principal,	Special Education Students	8/18/2014	6/30/2015	Special Education Funds	Lesson Plans, Special Education Team Meeting Notes, Individualized Education Plans	STAAR Results [SS]

Intervention	Provide individual/prescriptive assistance and remediation for students who are unsuccessful in the classroom.						
	Teachers, ; Principal, ; Rosas-Gonzalez, Maria	All students with a focus on our Economically Disadvantaged, African Americans, and English Language Learners	8/18/2014	6/30/2015	Local Funds, Title 1 funds, SCE funds	RTI Meeting Minutes, Lesson Plans, Classroom Observations, CBAs, Benchmarks, Common Formative Assessments	State Accountability Index 2 for STAAR Results [SS]
Resources	Provide instructional resources, activities, and technology needed to achieve academic success.						
	Principal,	All Students	8/18/2014	6/30/2015	local funds, SCE funds	Common Formative Assessments, Purchase Orders	STAAR Results, ISIP, Math Screener
<b>Strategic Objective/Goal 2:</b>	Lamar Elementary will provide a well balanced and appropriate curriculum to all students.						
<b>Performance Objective 2:</b>	Lamar Elementary will use the GCCISD Framework of Non-Negotiables Curriculum and Core Initiatives Process to plan and implement a well balanced instructional program to ensure academic success for each child.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Professional Learning Communities	Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful.						
	Teachers, ; Principal, ; Assistant Principal, ; Curriculum and Instruction Staff,	All Students	8/18/2014	6/30/2015	Local Funds, SCE Funds	PLC Meeting Notes, Classroom Observations, Lesson Plans	Lesson Plans, Walk-through Data

Staff Development	Ensure that all staff members are trained to understand and interpret the TEKS (KILGO) correctly, implement Kagan structures to actively engage students, and implement the components of balanced literacy and math (Learning Rocks!)insure higher performance on STAAR and to increase level III achievement						
	Teachers, ; Principal, ; Curriculum and Instruction Staff, ; Assistant Principal,	All Students	8/18/2014	6/30/2015	Local funds, SCE Funds; Focus School Funds	Staff Development Sign-in Sheets, Lesson plans; data meetings	Walk through-observations, CBAs, STAAR
Reading Strategies	Utilize a variety of reading materials to teach and reinforce the rigor of STAAR, (Science leveled readers, Balanced Literacy, IStation, Reading A to Z, Leveled Literacy Intervention, ESL Reading Smart, Imagine Learning, Book Clubs, Waterford Learning Lab)						
	Teachers, ; Curriculum and Instruction Staff,	All Students	8/18/2014	6/30/2015	Local funds, SCE funds,	Running Records K-2, ISIP Screener results, LLI reports, Imagine Learning progress reports	Running Records K-2, ISIP Screener results, LLI reports, Imagine Learning progress reports
HQ Tutors	Hire HQ tutors to provide interventions for students that need additional instruction in order to be successful.						
	Principal,	All Students with an emphasis on Economically Disadvantaged Students, English Language Learners, African American Students	8/18/2014	6/30/2015	SCE funds; Local funds	Student Growth and Success Rate on CBAs, Common Formative Assessments, and Benchmarks	Index 1, 2 & 3 STAAR Results [SS]

Staff Development	Hire consultants (Learning Rocks! & Kagan) to train and coach teachers in best practices, classroom management, proper implementation of the special education inclusion model.						
	Principal,	All students with an emphasis on Economically Disadvantaged Students, ELLs, African American Students and Special Education Students	8/18/2014	6/30/2015	Additional Funds Requested	Student growth and success rate on CBAs, CFAs, Benchmarks; decrease in office referrals	Index 1,2,&3 STAAR Results {SS}
<b>Strategic Objective/Goal 3:</b>	Lamar Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
<b>Performance Objective 3:</b>	All students at Lamar will be presented with opportunities to explore different college and career options with a focus on the importance of attendance, participation, and academic success.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
College and Career Readiness	Implement a counseling program that utilizes guidance lessons to promote college and career awareness as well as positive behavior						
	Counselor, ; Librarian, ; Campus Administrators, ; Teachers,	All students	8/18/2014	6/30/2015	Counseling Funds; Library fund; book fair funds	Counseling Logs College and Career Week Activities, Guidance Lesson Plans, Reading Responses from our Book of the Month	Counseling Logs College and Career Week Activities

<p>Improve attendance rate of students to 97% or higher.</p>	<p>Encourage excellent attendance (97% or higher) by charting attendance in each classroom, having a drawing each 6 weeks in each grade for a gift card to be awarded to a student with perfect attendance, recognize the 1st and 2nd place classes in each grade level with the highest attendance rate each 6 weeks. Recognize and reward individual students for accomplishing 100% attendance for the school year and award a bicycle to one boy and one girl. Incentives are provided by our PTO and our Partner in Education, CRCU</p>						
	<p>Attendance Clerk, ; Campus Administrators, ; Teachers,</p>	<p>All students</p>	<p>8/18/2014</p>	<p>6/30/2015</p>	<p>Funding from our PTO and PIE</p>	<p>6 Weeks Attendance Reports. Attendance Committee Meeting Minutes.</p>	<p>End of Year Average Daily Attendance Rate of 98.5% or higher.</p>
<p>College and Career Readiness</p>	<p>Encourage students to set goals to complete high school and make college and career decisions. This includes participation in GCCISD College Week and having college shirt day on the last Friday of each month. The last Friday of every month will be emphasized with shared college information and competitions for the most students participating in each classroom.</p>						
	<p>Counselor, ; Teachers, ; Campus Administrators,</p>	<p>All Students</p>	<p>8/18/2014</p>	<p>6/30/2015</p>	<p>0</p>	<p>Monthly Competitions</p>	<p>Photographs posted on bulletin boards and website</p>
<p><b>Strategic Objective/Goal 4:</b></p>	<p>Lamar Elementary will provide and maintain a safe, positive learning environment.</p>						
<p><b>Performance Objective 4:</b></p>	<p>Maintain high expectations toward a safe and structured environment including positive student behavior, high attendance percentages, and elevate morale for all students and staff.</p>						
<p><b>Area of Need</b></p>	<p><b>Action/Strategy</b></p>						
	<p><b>Person(s) Responsible</b></p>	<p><b>Targeted Population</b></p>	<p><b>Timeline Start</b></p>	<p><b>Timeline End</b></p>	<p><b>Resources Human/Material/Fiscal</b></p>	<p><b>Formative Evaluation</b></p>	<p><b>Evidence of Completion</b></p>
<p>Behavior Management Plan</p>	<p>Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.</p>						
	<p>Principal, ; Hale, Kami; Rosas-Gonzalez, Maria; Teachers,</p>	<p>All students</p>	<p>8/18/2014</p>	<p>6/30/2015</p>	<p>Local funds, SCE funds, PIE Contributions, PTO Contributions</p>	<p>Discipline Data</p>	<p>Discipline Data</p>

PBAS	Provide school-wide programs aimed at decreasing discipline issues by providing recognition, encouragement, and incentives to students for perfect attendance, academic achievement, and exemplary behavior.						
	Hale, Kami; Rosas-Gonzalez, Maria; Counselor, ; Teachers,	All Students	8/18/2014	6/30/2015	Local Funds, Partner In Education, PTO	Discipline data	Discipline data
PBAS-Attendance	Implement school-wide programs aimed at increasing the average daily attendance to 97%.						
	Counselor, ; Teachers, ; Family Involvement Coordinator, ; Principal, ; Assistant Principal,	All Students	8/18/2014	6/30/2015	Local funds, PIE, PTO, Title 1 Funds, FIC, Counselor	HOPE TEAM Meeting Notes, Results from home visits, FIC conference notes,	Attendance in PEIMS
Guidance	Provide programs aimed at character education, drug/violence prevention, and college and career awareness.						
	Counselor,	All Students	8/18/2014	6/30/2015	Title 1 funds, local funds, PIE contributions, counselor funds	Guidance lesson plans, improved discipline observations	Family Night Sign-in sheets
Professional Development	Provide training opportunities for all staff members focused on student management techniques and increasing student engagement.						
	Hale, Kami; Rosas-Gonzalez, Maria; Teachers, ; Counselor,	All students	8/18/2014	6/30/2015	Local funds, SCE funds	Discipline Data	Discipline Data
Book of the Month	All staff and students will participate in a book of the month program to increase motivation in reading as well as improve student character education.						
	Teachers, ; Librarian, ; Principal,	All Students	8/18/2014	6/30/2015	Local funds, PTO, Book Fair	Student Reading Responses, improved discipline observations	Discipline Data



Staff Morale	Promote positive staff morale with a variety of incentives.						
	Principal, ; Assistant Principal, ; Counselor, ; Family Involvement Coordinator,	All Students, Teachers, and staff	8/18/2014	6/30/2015	Local Funds, PTO Contributions, PIE Contributions	Staff Survey	PBAS Meeting Minutes
<b>Strategic Objective/Goal 5:</b>	Lamar Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
<b>Performance Objective 5:</b>	All students will be taught by a teacher who has met the requirement as Highly Qualified.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Hire HQ Staff	Hire only HQ staff members to fill all vacant positions						
	Principal,	All students	8/18/2014	6/30/2015	0	HQ Audit Report	HQ Audit Report
ESL & GT Certified Teachers	Encourage all teachers to obtain ESL and GT certification.						
	Principal, ; Teachers,	All students	8/18/2014	6/30/2015	Title II & Title III funds	ESL Certified Teachers; GT Certified Teachers	ESL & GT Certified Teachers
Develop HQ Staff	Assess the staff development needs and develop staff development growth plans (part of HQ Intervention Plan) for all teachers not meeting the standards for HQ teachers.						
	Principal, ; Assistant Principal,	All Students	8/18/2014	6/30/2015	Title I Funds; SCE Funds	.	Written HQ Intervention Plan
Retain HQ Staff	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Principal, ; Assistant Principal,	All students	8/18/2014	6/30/2015	0	New teacher rountable monthly sign in sheets	Teacher Retention

<b>Strategic Objective/Goal 6:</b>	Lamar Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
<b>Performance Objective 6:</b>	Facilitate communication between home, school, and community, foster an active Parent Teacher Organization, and provide family education sessions.						
<b>Area of Need</b>	<b>Action/Strategy</b>						
	<b>Person(s) Responsible</b>	<b>Targeted Population</b>	<b>Timeline Start</b>	<b>Timeline End</b>	<b>Resources Human/Material/Fiscal</b>	<b>Formative Evaluation</b>	<b>Evidence of Completion</b>
Parent Involvement	Foster an active Parent Teacher Organization with a focus on recruiting active parent and teacher members.						
	Principal ; Teachers ; Family Involvement Coordinator,	All students	8/18/2014	6/30/2015	PTO, Local Funds	Membership Drive	Meeting Agendas, Minutes, Sign-in Sheets.
Parent Involvement	Provide workshops for parents focusing on volunteering, technology, parent skills and how to support the instructional program. (WatchD.O.G.S., Weekly ESL Parent Classes, Parent Art Club, Family Literacy Nights, Math/Science Night, Health Fair)						
	Principal ; Teachers ; Family Involvement Coordinator,	Parents and students	8/18/2014	6/30/2015	Title One Funds	survey	Sign-in Sheets, Meeting Notes
Parent Communication	Foster communication between home and school with activities, such as: phone calls, notes to parents, newsletters, calendar of events, emails, conferences, etc.						
	Principal ; Teachers ; Perez, Ruth	All students and parents	8/18/2014	6/30/2015	Local funds, Titel 1 funds	parent communication logs in Eduphoria	Parent communication logs in Eduphoria
Community Involvement	Collaborate with community members and organizations, including Community Resource Credit Union (Partners in Education) to strengthen partnerships that support student achievement.						
	Principal ; Family Involvement Coordinator ; Assistant Principal ; Counselor ; Teachers,	all students	8/18/2014	6/30/2015	Title 1, local funds	survey	survey

Parent and Community Involvement	Implement the WatchD.O.G.S. program to bring positive male role models into the lives of our studnets.						
	Counselor, ; Family Involvement Coordinator, ; Principal, ; Assistant Principal,	all students	8/18/2014	6/30/2015	local funds, PTO funds	participation	sign-in sheets and survey
<b>Strategic Objective/Goal 7:</b>	Lamar Elementary will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 7:</b>	Lamar Elementary will integrate available technology (e.g., Promethean boards, document cameras, projectors, e-instruction units, et.al.) and software (e.g., Edusmart, Imagine Learning English, Accelerated Reader, Type-to-Learn) into daily practices to introduce, practice, and reinforce TEKS.						