

# Lorenzo De Zavala Elementary Campus Improvement Plan

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<b>Strategic Objective/Goal 1:</b>	Lorenzo De Zavala 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 @ 90% mastery on their grade level assessments and will meet or exceed the state's mean score on STAAR assessments and GCCISD's local assessments.						
<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>
Achievement Gap for Math	Incorporate and use activities to strengthen mastery of basic math facts for all four basic operations as appropriate to grade levels and provide real life problem solving experiences. Additionally, support Math TEKS in P.E. and Fine Arts.						
	Campus Administrators, ; Chapa, Candice; PE/Fine Arts Teacher, ; Teachers,	Gr. K-5, 740 students	8/26/2013	6/6/2014	Local Funds	Lesson Plans; Observations; Local Assessments	Formative Assessments; STAAR Results; Walk Through
Achievement Gap for Writing	Showcase student writings from all content areas through the use of response journals which will build and develop successful writers in all grade levels by communicating ideas and by writing information for a specific purpose.						
	Campus Administrators, ; Estrada, Rebecca; Horner, Joan; Teachers,	K-5, 740 students	8/26/2013	6/6/2014	Local Funds	CBA, Benchmarks, STAAR Scores	STAAR Results; Walk Through
Increase the overall STAAR scores for Math, Reading, Writing and Science	Monitor Index 1 - Provide support for all content areas through Accelerated Learning Time. Incorporate hands on activities and re-teach opportunities that reinforces TEKS taught. Utilize heat maps to identify concept gaps in each content area.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers,	K - 5, 740 students	8/26/2013	6/6/2014	Local funds, SCE funds, Additional funds requested	IStation, CBA, Benchmarks, STAAR assessments	Lesson Plans, Walk Through, Formative Assessments

Increase student performance on the STAAR assessment in Reading, Writing and Math	Monitor Index 2 - Utilize the quintiles to provide instructional interventions and peer tutoring to ensure student progress.						
	Campus Instructional Specialists, ; Campus Administrators, ; Teachers,	K - 5, 740 students	8/26/2013	6/6/2014	Local funds	IStation, CBA, Benchmarks, STAAR Assessments	Lesson Plans, Walk Through, Formative Assessments
Increase Commended Level on the STAAR in Math, Reading, Writing and Science and focus on instructional implications.	Monitor Index 3 - Utilize quintiles and heat maps to identify success strategies and targeted student expectations. Identify GT and High Achieving students to ensure students are performing at the commended level. Monitor the African and Hispanic group to ensure students are making progress.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	120 GT and High Achieving students	8/26/2013	6/6/2014	Local Funds, Gifted and Talented Funds	Weekly assessments, CBAs, Benchmarks and STAAR assessments	Lesson Plans, Walk through, Formative Assessments
<b>Strategic Objective/Goal 2:</b>	Lorenzo De Zavala Elementary will provide a well balanced and appropriate curriculum to all students.						
<b>Performance Objective 1:</b>	Provide staff members with information, materials, and training necessary to ensure student success - academically and behaviorally.						
<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>
Achievement Gap for Reading	Facilitate and provide resources for a well balanced literacy program that ensures fluency and comprehension in Kindergarten-5th grade.						
	Campus Administrators, ; Horner, Joan; Teachers, ; Estrada, Rebecca	K - 5, 740 students	8/26/2013	6/6/2014	Title Funds	DRA, IStation, CBA's, Benchmarks, STAAR scores	Purchase of Balanced Literacy materials; Walk Through, Formative Assessments

Achievement Gap for Math & Science	Provide opportunities for students in grades K - 5 to learn math and science concepts through interactive Science Lab time.						
	Campus Administrators, ; Teachers, ; Grant, Michael	K - 5, 740 students	8/26/2013	6/6/2014	Local Funds	Science CBA and Benchmark cores; Science STAAR Results; Math CBA and Benchmark scores; Math STAAR Results	Student Schedules; Attendance Rosters, Formative Assessments, Walk through
Bilingual/ESL Program	Implement all recommendations made by the Region 4 Bilingual/ESL Program Evaluation Report and follow all ESL Program requirements as outlined in the GCCISD Bilingual/ESL Program Guidelines.						
	Teachers, ; Baca, Beatrice	K - 5, approx. 200 students	8/26/2013	6/6/2014	Bilingual Funds	TELPAS scores; STAAR scores	List of students, Pre/Post Test Results
Special Education Program	Monitor special education students and provide opportunity for inclusion instruction and interventions in all content areas.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Special Ed Teacher,	K - 5, approx. 55 students	8/26/2013	6/6/2014	Special Education Funds	CBA, Benchmarks, STAAR Assessments	Lesson Plans, Walk Through, Formative Assessments
<b>Strategic Objective/Goal 3:</b>	Lorenzo De Zavala 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>	Ensure students are enrolled in school and coming to school on a daily basis.						
<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>
Improve Campus Attendance & Discipline Data	Recognize positive behavior and attendance each six weeks with an incentive program for students.						
	Teachers, ; Baca, Beatrice	PK - 5, 760 students	8/26/2013	6/6/2014	Campus \$500; PTO \$500; Title 1 \$500	Attendance Data	Attendance Rosters; TEAMS Behavior Reports

Improve Campus Discipline Data	Continue working with a mentoring program which provides mentors to at-risk students.							
	Campus Administrators, ; Teachers, ; Communities In School, ; Estrada, Rebecca	2nd - 5th, 20 students	8/26/2013	6/6/2014	0		Discipline Reports	Decline in student behavior referrals. Increase in campus raw scores on district and state assessments.
Improve Campus Student Discipline	Implement the Positive Behavior Support System to provide a positive environment that will ensure academic success.							
	Campus Administrators, ; Teachers,	Pre-K - 5, 760 students	8/26/2013	6/6/2014	Local Funds		Discipline Reports	TEAMS data, Review 360
Improve Student Achievement	Monitor student attendance and enrollment daily and weekly. Balance class sections.							
	Campus Administrators,	K - 4 students	8/26/2013	6/6/2014	0		TEAMS Reports	Membership Report
<b>Strategic Objective/Goal 4:</b>	Lorenzo De Zavala Elementary will provide and maintain a safe, positive learning environment.							
<b>Performance Objective 1:</b>	Provide a safe learning environment through utilizing the Positive Behavior Academic Support model.							
<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>
Safe and Secure Schools	Utilize the Keystone Curriculum to develop self-esteem and provide opportunities for self-growth for at-risk students.							
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K - 5, 740 students	8/26/2013	6/6/2014	Campus \$500		Discipline Reports; HOPE Reports	Teacher Lesson Plans, Journals, and Keystone Activities
Safe and Secure Schools	Teach & Review De Zavala behavior expectations, daily procedures and manners through daily Keystone time, Manners Thoughts for the Day, S.W.I.M. Lessons, Lunch Bunch and/or guidance lessons/videos.							
	Baca, Beatrice; Estrada, Rebecca; Grant, Michael; Teachers,	PK - 5, 760 students	8/26/2013	6/6/2014	Counselor \$300, Title 1 \$600		Lesson Plans	Lesson Plans; School Calendar

Safe and Secure Schools	Implement violence prevention/bullying awareness in order to have a positive and safe campus.						
	Baca, Beatrice; Estrada, Rebecca; Grant, Michael; Teachers,	PK - 5, 760 students	8/26/2013	6/6/2014	Campus \$200	Campus Calendar	School Calendar; Family Night Agendas
<b>Strategic Objective/Goal 5:</b>	Lorenzo De Zavala Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
<b>Performance Objective 1:</b>	Recruit and retain Highly Qualified personnel.						
<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>
Highly Qualified Personnel	Utilize and provide teachers with training and resources for effective instructional practices to meet the academic and social needs of special populations so that all students are successful. Incorporate SIOp strategies in all subject areas.						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers, ; Director of Bilingual/ESL and Migrant Education Program,	PK - 5, 760 students	8/26/2013	6/6/2014	0	Classroom Observation; Lesson Plans	90% mastery on appropriate assessments. SIOp Strategies seen in classrooms/binders. DZ Instructional Binders and Lesson Plans
Highly Qualified Personnel	Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.						
	Principal, ; Director of Personnel,	All students	8/26/2013	6/6/2014	0	NCLB Completion	Job Fair Report
Highly Qualified Personnel	Assure all assignments and re-assignments are filled with Highly Qualified staff.						
	Principal, ; Director of Personnel,	All Students	8/26/2013	6/6/2014	0	NCLB	Master Schedule and NCLB Audit
Highly Qualified Personnel	Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.						
	Principal, ; Assistant Principal,	All students	8/26/2013	6/6/2014	0	NCLB	Minutes

Highly Qualified Personnel	Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced teachers.						
	Principal, ; Director of Personnel,	All students	8/26/2013	6/6/2014	0	NCLB	Master Schedule and Teacher Service Record
Highly Qualified Personnel	Assess the staff development needs of those teachers not meeting HQ standards.						
	Campus Administrators, ; Director of Personnel,	All students	8/26/2013	6/6/2014	0	NCLB	Staff Development needs assessment
Highly Qualified Personnel	Develop staff development growth plans (part of HQ Intervention Plan) for all non-HQ teachers.						
	Campus Administrators,	All students	8/26/2013	6/6/2014	Title II	NCLB	Written HQ Intervention Plan completed for each non-HQ teacher.
Highly Qualified Personnel	Conduct mid-year review of teacher staff development hours.						
	Campus Administrators,	All students	8/26/2013	6/6/2014	0	NCLB	Staff Development report
Highly Qualified Personnel	Select only HQ teacher from the applicant pool						
	Campus Administrators,	All students	8/26/2013	6/6/2014	0	NCLB	HQ Audit Report
Highly Qualified Personnel	Implement a HQ Teacher Intervention Plan for all non-HQ teachers						
	Campus Administrators, ; Director of Personnel,	All students	8/26/2013	6/6/2014	Title II	NCLB	Intervention Plan on file and submitted to personnel within 6 weeks of hire.
Highly Qualified Personnel	Ensure campus personnel decision-makers are available during peak recruiting/hiring times.						
	Campus Administrators,	All students	8/26/2013	6/6/2014	0	NCLB	Campus submits staffing assignments by June 30

Highly Qualified Personnel	Terminate teachers who have not met NCLB requirement by the time required to become Highly Qualified						
	Campus Administrators, ; Director of Personnel,	All students	8/26/2013	6/6/2014	0	NCLB	Teacher who are not HQ in their subject will not be recommended for renewal
Highly Qualified Personnel	Encourage and solicit teachers to add subject area certifications.						
	Campus Administrators, ; Director of Personnel,	All students	8/26/2013	6/6/2014	Title II	NCLB	Additional HQ teachers with additional subject area certification
Highly Qualified Personnel	Encourage all teachers to become ESL and GT certified.						
	Campus Administrators, ; Director of Personnel, ; Director of Bilingual/ESL and Migrant Education Program,	All students	8/26/2013	6/6/2014	Title II, Title III	NCLB	Teachers with ESL and GT certification
Highly Qualified Personnel	Recruit actively to fill vacant positions with "Highly Qualified" teachers						
	Director of Personnel, ; Principal,	All GCCISD students	8/26/2013	6/6/2014	0	NCLB	Reduced number of vacant positions
<b>Strategic Objective/Goal 6:</b>	Lorenzo De Zavala Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
<b>Performance Objective 1:</b>	Establish/Maintain Parent and Community Partnership						
<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 Daily Attendance	Contact parents of absent students daily through phone calls, letters home and home visits.						
	Principal, ; Teachers,	PK - 5, 760 Students	8/26/2013	6/6/2014	Title I \$500	TEAMS Attendance Reports	IRIS Alerts, Teacher Contact, Journals, Hope Team

Increase Parental Involvement	Facilitate communication between school and home through home visits/Tuesday Folder communication/phone calls/parent conferences and volunteers that are reported to the Title I program as evidenced on sign-in sheets and logs.						
	Campus Administrators, ; Teachers, ; Campus Instructional Specialists, ; Counselor, ; Family Involvement Coordinator,	PK - 5, 760 Students	8/26/2013	6/6/2014	Title I \$500	Increase in Communication	Parent Contact Journal, Tuesday Folder, Post Cards (Fall & Spring), Sign In Sheets, Parent/Teacher Face to Face Conference (each student)
Increase Parental Involvement	Conduct Parent Orientation and Family Night Sessions.						
	Campus Administrators, ; Teachers, ; Family Involvement Coordinator,	PK - 5, 760 students	8/26/2013	6/6/2014	Campus \$100	Increase in Attendance	Family Night Session, Sign In Sheets
Increase Parental Involvement	Provide a campus wide "DZ Happenings" flyer through the campus website/Tuesday Folder						
	Campus Administrators, ; Family Involvement Coordinator,	PK - 5, 760 students	8/26/2013	6/6/2014	0	Increase in Attendance	Postings on De Zavala's Website
Enhance Student Achievement	Increase knowledge about various cultures such as Black History, Hispanic Heritage and other international cultures through assemblies and celebrations.						
	Campus Administrators, ; Teachers,	PK - 5, 760 students	8/26/2013	6/6/2014	Title I \$500	Scheduled Events	Student Attendance
Increase Parental Involvement	Solicit parent/community volunteers. Invite all volunteers and P.I.E. to End of Year Recognition Social.						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PK - 5, 760 students	8/26/2013	6/6/2014	Title I FIC \$200	Scheduled Events	Increased Parental Involvement
Increase Parental Involvement	Increase parent awareness of higher education through Parent Education events/activities like Family Nights, Library Open House and parent sessions. Plan, prepare and implement college career readiness activities for students and parents.						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator,	PK - 5, 760 students	8/26/2013	6/6/2014	Title I \$100	Scheduled Events	Sign In Sheets, Rosters



Enhance Student Achievement	Plan and provide a minimum of (1) parent on-campus workshop and plan and provide a minimum of (1) community outreach session per year.						
	Campus Administrators, ; Counselor, ; Family Involvement Coordinator, ; Teachers,	PK - 5, 760 students	8/26/2013	6/6/2014	Title I \$100	Scheduled Events	Flyers, Sign In Sheets
<b>Strategic Objective/Goal 7:</b>	Lorenzo De Zavala Elementary will provide the technology infrastructure and tools to maximize student achievement.						
<b>Performance Objective 1:</b>	Maximize student achievement through integrating technology in all content areas.						
<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	Integrate technology in all content areas by using available resources (Edu Smart, STEM Scopes, SuccessMaker, CEI Lab, ESL Reading Smart, iStation, Waterford and Think Through Math) in order to enhance the curriculum and reduce the achievement gap for at-risk students (including struggling M1 and M2 students).						
	Campus Administrators, ; Campus Instructional Specialists, ; Teachers,	K - 5, Target all students	8/26/2013	6/6/2014	Campus \$3500	Reports from Programs	Students will meet or exceed states and district raw scores on content exams

