

Mirabeau B. Lamar Elementary

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Reviewers:

Strategic Objective/Goal 1:	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.						
Performance Objective 1A:	All students will achieve 85% mastery of the TEKS on their grade level assessments and meet or exceed the state average on STAAR.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
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, ; Adame, Cynthia	All students including Economically Disadvantaged, African Americans, and English Language Learners	7/1/2013	6/30/2014	Local funds	PLC Meeting Minutes, Classroom Observations, CBAs, Benchmarks, Common Formative Assessments	Walkthrough data, STAAR results [SS]
Increase Student Achievement	Implement a consistent problem solving model (UPSv)						
	Teachers, ; Principal,	All students including Economically Disadvantaged, African Americans, and English Language Learners	7/1/2013	6/30/2014	Local Funds	Observations, Formative Assessments	STAAR Results [SS]

Increase Student Achievement	Increase active student engagement and provide multiple opportunities for students to respond and practice.						
	Teachers, ; Principal,	All Students	7/1/2013	6/30/2014	SCE funds, local funds	Walk through observations, Lesson Plans developed in conjunction with CISs, PLC meeting notes/agendas, Formative assessment data	Lesson Plans, STAAR Accountability Index 1,2,3,4
Achievement Gaps	Ensure academic success for all students with a focus on closing the achievement gap.						
	Principal, ; Teachers,	ELLs, SPED, African American	7/1/2013	6/30/2014	Local funds, SCE	Observations, Common Formative Assessments, CBAs, District Benchmarks	State Accountability Index 3 for STAAR Results [SS]
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 various student groups.						
	Teachers, ; Principal,	English Language Learners, African Americans, Economically Disadvantaged, SPED	7/1/2013	6/30/2014	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, differentiated instruction, et. al.) to meet the needs of all students.						
	Principal, ; Teachers,	all students	7/1/2013	6/30/2014	Local Funds, SCE 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,	All Students	7/1/2013	6/30/2014	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[including an after-school WORD club] 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,	All students	7/1/2013	6/30/2014	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.						
	Teachers,	All students including Economically Disadvantaged, African Americans, and English Language Learners	7/1/2013	6/30/2014	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]

Building Capacity	Utilize campus and district instructional specialists as well as campus master teachers to help build capacity in all staff members through proper planning, modeling lessons, coaching and co-teaching in classrooms.						
	Teachers,	All students including Economically Disadvantaged, African Americans, and English Language Learners	7/1/2013	6/30/2014	Local funds, Title 1 funds	Lesson Plans, observations, CBAs, Common Formative Assessments, Benchmarks	STAAR Results
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,	All students	7/1/2013	6/30/2014	Local Funds	PLC Meeting Minutes, Lesson plans including DOK, Relevance and Rigor	STAAR Results
Special Education	Utilize the inclusion model to help ensure all special education students are taught in the least restrictive environment.						
	Teachers, ; Principal,	Special Education Students	7/1/2013	6/30/2014	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,	All students with a focus on our Economically Disadvantaged, African Americans, and English Language Learners	7/1/2013	6/30/2014	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	7/1/2013	6/30/2014	local funds, SCE funds	Common Formative Assessments, Purchase Orders	STAAR Results, ISIP, Math Screener
Strategic Objective/Goal 2:	Lamar Elementary will provide a well balanced and appropriate curriculum to all students.						
Performance Objective 2A:	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.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Professional Learning Communities	Continue to use Professional Learning Communities for vertical planning, data disaggregation, and staff development to help all teachers become more successful.						
	Hale, Kami; Rosas-Gonzalez, Maria; Teachers,	All Students	7/1/2013	6/30/2014	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 Implement Depth of Knowledge and Rigor and Relevence trainings to insure higher performance on STAAR and to increase level III achievement						
	Teachers, ; Principal,	All Students	7/1/2013	6/30/2014	Local funds, SCE Funds	Staff Development Sign-in Sheets, Lesson plans	Walk through-observations, Index 4 of 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)						
HQ Tutors	Hire HQ tutors to provide interventions for students that need additional instruction in order to be successful.						
	Teachers,	All Students	7/1/2013	6/30/2014	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
Strategic Objective/Goal 3:	Lamar Elementary through enhanced and dropout prevention efforts, all students will remain in school until they obtain a high school diploma.						
Performance Objective 3A:	Lamar Elementary will						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
College and Career Readiness	Implement a counseling program that utilizes guidance lessons to promote college and career awareness as well as positive behavior						
	Counselor,	All students	7/1/2013	6/30/2014	Counseling 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

Strategic Objective/Goal 4:	Lamar Elementary will provide and maintain a safe, positive learning environment.						
Performance Objective 4A:	Maintain high expectations toward a safe and structured environment including positive student behavior, high attendance percentages, and elevate morale for all students and staff.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Behavior Management Plan	Ensure that classroom, grade level, campus, and district behavior management systems are aligned, effective, and enacted.						
	Principal, ; Hale, Kami; Rosas-Gonzalez, Maria; Teachers,	All students	7/1/2013	6/30/2014	Local funds, SCE funds, PIE Contributions, PTO Contributions	Discipline Data	Discipline Data
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	7/1/2013	6/30/2014	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%.						
	Hale, Kami; Rosas-Gonzalez, Maria; Counselor, ; Perez, Ruth; Teachers,	All Students	7/1/2013	6/30/2014	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, ; Rendon, Anita; Perez, Ruth	All Students	7/1/2013	6/30/2014	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,	All students	7/1/2013	6/30/2014	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	7/1/2013	6/30/2014	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,	All Students, Teachers, and staff	7/1/2013	6/30/2014	Local Funds, PTO Contributions, PIE Contributions	Staff Survey	PBAS Meeting Minutes
Strategic Objective/Goal 5:	Lamar Elementary will recruit, develop, and retain highly qualified and highly effective personnel.						
Performance Objective 5A:	All students will be taught by a teacher who has met the requirement as Highly Qualified.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Hire HQ Staff	Hire only HQ staff members to fill all vacant positions						
	Principal,	All students	7/1/2013	6/30/2014	0	HQ Audit Report	HQ Audit Report
ESL & GT Certified Teachers	Encourage all teachers to obtain ESL and GT certification.						
	Principal ; Teachers,	All students	7/1/2013	6/30/2014	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,	All Students	7/1/2013	6/30/2014	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,	All students	7/1/2013	6/30/2014	0
Strategic Objective/Goal 6:	Lamar Elementary will establish and maintain parental and community partnerships in education to enhance student achievement.						
Performance Objective 6A:	Facilitate communication between home, school, and community, foster an active Parent Teacher Organization, and provide family education sessions.						
Area of Need	Action/Strategy						
	Person(s) Responsible	Targeted Population	Timeline Start	Timeline End	Resources Human/Material/Fiscal	Formative Evaluation	Evidence of Completion
Parent Involvement	Foster an active Parent Teacher Organization with a focus on recruiting active parent and teacher members.						
	Principal, ; Teachers, ; Perez, Ruth	P	7/1/2013	6/30/2014	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.						
	Principal, ; Teachers, ; Perez, Ruth	Parents and students	7/1/2013	6/30/2014	Title One Funds	?	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	7/1/2013	6/30/2014	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.						
Parent and Community Involvement	Perez, Ruth; Principal,	all students	7/1/2013	6/30/2014	Title 1, local funds
Strategic Objective/Goal 7:	Lamar Elementary will provide the technology infrastructure and tools to maximize student achievement.						
Performance Objective 7A:	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.						