

**Weslaco Independent School District**  
**Memorial Elementary**  
**2018-2019 Campus Improvement Plan**



# Mission Statement

At Memorial Elementary, we recognize, honor, and celebrate the learners in all of us.

We...#LEAD&LEARN

Learn for a Lifetime

Encourage achievement

Always do the right thing

Determined to finish strong

## Vision

Memorial Elementary will create a positive, nurturing environment for all members of our school so that we can prepare our students to achieve excellence by providing a high quality education that empowers them to become lifelong learners, readers and leaders that one day contribute to our community and the world.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Memorial Elementary is part of the Weslaco Independent School District and is situated in Hidalgo County in the Rio Grande Valley of South Texas. In 2018, the total student population was 996 students and employed 100 employees which makes this the second largest school in the district.

Memorial Elementary is in its third year as a Leader in Me School. As a district initiative, the 7 Habits of Happy Kids are practiced and modeled daily by students and staff. These 7 Habits are clearly visible through the hall of Memorial Elementary. Upon entering the campus, the habits are seen suspended from the ceiling and clearly posted on the front doors.

The student population is 95% Hispanic and 5% White. Other demographic information includes students in Special Education (7%), Migrant (1%), LEP (14%), and Gifted and Talented (7%).

According to the most recent 2016-2017 TAPR, teachers serving this school are 85% Hispanic, beginning teachers account for 3.8% years experience, 1-5 years teachers account for 1.9%, teachers with 6-10 years experience account for 21%, 11-20 years account for 45% of teachers, and teachers with over 20 years experience account for 28%. The average years of overall experience is 15.9 years about the same as school district average.

### Demographics Strengths

- Attendance rate for the 2017-2018 school year was 97%, meeting the state goal of 97%.
- Our turnover rate for teachers is lower than the state's rate.
- The TELPAS Reading Beginning Proficiency Level rate is higher than the state requirement.
- Earned six out of six distinctions on the Spring 2017 STAAR Assessment (ELA/Reading, Math, Science, Student Progress, Closing the Gap, and Post Secondary)
- Memorial Elementary supports student achievements by recognizing students at awards assemblies.
- Students are encouraged to participate in extracurricular activities such as Cheerleading, Robotics, Recycling club, and UIL.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** There is a need for improvement for all core area content on STAAR 3-5 for all students including specific populations of ELL,

SPED, and Economically Disadvantaged have areas of growth. **Root Cause:** Identified students lack foundational reading skills (phonics, phonemic awareness, fluency, vocabulary, and comprehension).

## Student Academic Achievement

### Student Academic Achievement Summary

Administrators, counselors, and teachers evaluate student achievement data by generating state testing results using Aware. Administration analyzes trends in student achievement by evaluating testing data in our special population groups. The campus administrators in conjunction with teachers meet to desegregate data to identify the strengths and weaknesses of students to determine specific concerns and a plan of action.

### 2017-2018 STAAR Summary 3rd-5th Grade

Accountability Rating: Met Standard

All Students	Hispanic	Special Ed.	Econ. Disadv.	ELL
All Subjects 2018 - 86%	All Subjects 2018 - 86%	All Subjects 2018 - 50%	All Subjects 2018 - 83%	All Subjects 2018 - 77%
Reading 2018 - 86%	Reading 2018 - 86%	Reading 2018- 43%	Reading 2018 - 83%	Reading 2018 - 78%
Math 2018 - 91%	Math 2018 - 90%	Math 2018 - 63%	Math 2018 - 87%	Math 2018 - 89%
Writing 2018 - 69%	Writing 2018 - 67%	Writing 2018 - 11%	Writing 2018 - 63%	Writing 2018 -56%

Science 2018 - 90%	Science 2018 - 91%	Science 2018 - 56%	Science 2018 - 88%	Science 2018 - 58%
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**Student Academic Achievement Strengths**

Memorial Elementary ED students showed great improvement on Science STAAR scores (16 point increase) and special ed. students (25 point increase).

Memorial Elementary showed improvement on Science STAAR scores (13 point increase), Math STAAR scores (3 point increase), and Reading STAAR scores (1 point increase).

**Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** Memorial elementary has students has a pass rate in the writing less than 70% **Root Cause:** The lack of a consistent and uniformed writing program.

**Problem Statement 2:** Only 50% of special education students passed the reading STAAR test. **Root Cause:** The lack of inclusion services for special education students and the lack of training in reading for our special education teachers.

## **School Processes & Programs**

### **School Processes & Programs Summary**

Memorial Elementary uses a hiring committee consisting of administrators, counselors, and teachers to make a hiring determination. A record of how applicants are interviewed and evaluated is maintained. Teacher performance evaluations are kept by the school principal. Novice teachers are provided a grade level mentor as well as support from administration.

### **School Processes & Programs Strengths**

- Continujous professional development in the areas of reading, writing, and math to help support and promote teacher growth.
- 100% Highly Qualified Staff
- Low Teacher Turnover Rate
- Bilingual Certified Teachers
- GT Core Trained Teachers

## Perceptions

### Perceptions Summary

Memorial Elementary has a positive school climate. Teachers and faculty members work together to ensure student success in a safe, educational environment as well as preparing them for a college ready path. Our campus Site Based Decision Making (SBDM) involves stakeholders working collaboratively to assure the needs are carefully considered and met. Our campus budget is designed and developed to meet the needs of the students and teachers.

### Perceptions Strengths

- Implementation of *The Seven Habits of Happy Kids*
- A safe and positive learning environment
- Campus personnel works together to address student absences, tardies, and discipline referrals.
- Teachers meet in Professional Learning Committees every other Wednesday to share ideas and strategies.
- Grade level meetings are taken place every other Wednesday with administration.
- Teachers are rewarded with jean passes and hour lunches.



# 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

## 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
- Postsecondary college, career or military-ready graduates data
- 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
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data

- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records
- School safety data

#### **Employee Data**

- Professional learning communities (PLC) data
- State certified and high quality staff data
- Teacher/Student Ratio
- Professional development needs assessment data
- T-TESS

#### **Parent/Community Data**

- Parent Involvement Rate

#### **Support Systems and Other Data**

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

# Goals

Revised/Approved: September 11, 2018

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.**

**Performance Objective 1:** By Spring 2019, the number of students who score 70% or better on the Social Studies CBAs will increase from the Spring 2018.

**Evaluation Data Source(s) 1:** CBA Data

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Strategy 1: Effective Reading Strategies in Social Studies</p> <p>Historical issues such as specific eras/dates/significant figures in World History and U.S. History (grade 5).</p> <p>Geographical, political, social and economical influences in history (grades Pre-K-5th)</p>	Campus Administration Social Studies Strategist	Improved performance for all populations on CBAs and benchmarks.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>2) Support the implementation of the TEKS Resource System including alignment, instruction, and assessment through Professional Learning Communities.</p>	Social Studies Teachers Administrators Social Studies Strategist	Improved performance for all populations on CBAs, and benchmarks				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Integrate the application of technology to promote a blended learning environment in social studies classrooms through various programs: Envision Social Studies-Pearson</p>	Administrators	Increased performance of students on assessments: CBAs District Benchmarks				

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







**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 2:** By Spring 2019, the number of students who score at the Approaches Level on the Science STAAR assessment will increase from 90% in the Spring 2018 to 93% in Spring 2019 and students at the Masters level will increase from 29% to a 34% on the Science STAAR.

**Evaluation Data Source(s) 2: STAAR Data**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) FOSS kits and Student textbooks (K-5)</p> <p>Develop students' understanding of science concepts with differentiated instruction with several hands-on manipulatives and science library activities.</p>	<p>Science Teachers Science CIF Administrators Science Strategist</p>	<p>Improved performance for all populations on CBAs, benchmarks, and STAAR</p>				
<p>Funding Sources: State Comp Ed (SCE) - 0.00</p>						
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) STEMScopes (K-5) Digital Subscription</p> <p>Digital science curriculum supplement Multiple 5E resources per TEKS</p>	<p>Science Teachers Science CIF Administrators Science Strategist</p>	<p>Improved performance for all populations on CBAs, benchmarks, and STAAR</p>				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Support the implementation of the TEKS Resource System including alignment, instruction, and assessment through Professional Learning Communities.</p>	<p>Science Teachers Science CIF Administrators Science Strategist</p>	<p>Improved performance for all populations on CBAs, benchmarks, and STAAR</p>				
<p>Funding Sources: State Comp Ed (SCE) - 0.00, General Fund - 0.00</p>						
<p><b>Critical Success Factors</b> CSF 1</p> <p>4) Professional Learning Communities</p> <p>Meet once every six weeks to develop lessons and activities</p>	<p>Science Teachers Science CIF Administrators</p>	<p>Improved performance for all populations on CBAs, benchmarks, and STAAR</p>				

<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>5) Integrate the application of technology to promote a blended learning environment in science classrooms through various programs: STEMScopes Edusmart Science</p>	<p>Administrators</p>	<p>Increased performance on assessments: CBAs District Benchmarks STAAR</p>				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 3:** By Spring 2019, the number of students who score at the Approaches Level on the Math STAAR assessment will increase from 91% in Spring 2018 to 96% in Spring 2019.

**Evaluation Data Source(s) 3: STAAR Data**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Support the implementation of the TEKS Resource System including the alignment of the curriculum, instruction and assessments through the Professional Learning Communities (K-5)</p>	Math CIF Campus Administration	Increased performance on Math assessments: CBAs Benchmarks STAAR				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Integrate the application of technology to promote a blended learning environment in Math classrooms through various programs:</p> <p>*Envision Math-Pearson *Reasoning Mind *Reflex Math *Imagine Math (Formerly TTM)</p>	Math CIF Campus Administration	Increased performance on Math assessments CBAs Benchmarks STAAR				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Allocate supplemental resources to support math instruction and assessments reviews</p> <p>*Kamico STAAR Connection Developmental Series *Fast Focus</p>	Math CIF Campus Administration	Increased performance on Math assessments: CBAs Benchmarks STAAR				
<p>4) Monitor student performance including subgroups through the disaggregation of assessment data during PLC meeting to identify areas of need</p>	Math teachers Math CIF Administration	Improve performance on Math assessments: CBAs Benchmarks STAAR				

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









**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 4:** By Spring 2019, the number of students who score at the Approaches Level on the Reading STAAR assessment will increase from 86% in Spring 2018 to 91% in Spring 2019. By Spring 2019, the number of students who score at the Approaches Level on the Writing STAAR assessment will increase from 69% in Spring 2018 to 74% in Spring 2019.

**Evaluation Data Source(s) 4: STAAR Data**

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide opportunities for a literacy focus through a Balanced Literacy Framework which addresses phonics, phonological awareness, shared reading, guided reading, independent reading, fluency, comprehension, and vocabulary, writing, grammar/mechanics, spelling, and handwriting.	ELAR CIF Principal ELAR Strategist	Improved performance on the Reading and Writing assessments: CBAs, Benchmarks, STAAR assessments				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) Implement an organizational framework for teaching writing and facilitate opportunities for staff development. *Reading &amp; Writing connection through the Write Time for Kids * Writing Across the Curriculum through Write to Learn strategies * Abydos Three Week Institute * TEKS resource system</p>	ELAR CIF ELAR Strategist Administration	Improved performance on writing assessments:  CBAs Benchmarks STAAR Assessments Writing Prompts Spelling Assessments				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Support the implementation of the TEKS Resource System including the alignment of the curriculum, instruction and assessments through the Professional Learning Communities (K-5)</p>	Administration ELAR Strategist	Improved performance on reading and writing assessments: CBAs Benchmarks STAAR Assessments				

<p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>4) Integrate the application of technology to promote a blended learning environment in Language Arts classrooms through various programs: Read Works Digital Education Galaxy Kahoot Think Central Google Classroom Socrative Story Bird Reading A-Z MyOn Istation Tess Teach Brain Pop Jr. Quizlet MyOn Newslea Ted Ed. Accelerated Reader</p>	<p>Teachers Administrators Campus CTC</p>	<p>Improved performance on reading and writing assessments: CBAs Benchmarks STAAR Assessments</p>				
<p>5) Implement SIPPS reading program in kinder-2nd grade. Purchase toner to make copies of SIPPS materials.</p>	<p>Teachers Administrators</p>	<p>Improved performance on phonics and reading levels in Kinder-2nd grades. Phonics Levels IRI's</p>				
<p>6) Students will monitor their own reading level, sight word identification, performance on CBAs, and benchmarks. *Purchase Seven Habits binders for students</p>	<p>Teachers Administration</p>	<p>Improve performance on reading levels, CBAs, and benchmarks</p>				
<p>7) Implement Writing Academy strategies and activities.</p>	<p>Teachers Administrators</p>	<p>Improve performance on writing assessments: CBAs Benchmarks STAAR</p>				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS-**High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 5:** Memorial Elementary will provide students with opportunities to become aware of college and career opportunities. Memorial Elementary will provide students with opportunities to become aware of drug prevention and anti-bullying strategies.

**Evaluation Data Source(s) 5:** Brochures  
Flyers

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>1) Implement career and college readiness activities: Career Day University T-shirt Day every Thursday</p>	Counselors Teachers	Students will become aware of various careers and college options				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>2) Conduct a Leadership Rally</p>	Counselors	Students will become aware of the importance of higher education and college options				
<p>3) Conduct a Just Say No Asseembly to kick off Just Say No Week</p>	Counselors	Students will become aware of the meaning and the reason of Just Say No Week				
<p><b>Critical Success Factors</b> CSF 6</p> <p>4) Implement drug prevention activities: Red Ribbon Week Just Say No Week activities and speakers D.A.V.E. Lessons</p>	Counselors	Students will become aware of the consequences of drug use and alternatives to drug use.				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>5) Create an anti-bullying environment by providing lessons on anti-bullying and Leader in Me lessons.</p>	Counselors Teachers	Students will learn and understand The Seven Habits of Happy Kids				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6</p> <p>6) Provide counseling services and guidance lessons for K-5th grade students.</p>	Counselors	Students will become aware of strategies and techniques they can learn and implement during stressful situations.				


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

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 6:** By Spring 2019, the number of ELL students who score at the Approaches Level on all STAAR assessments will increase. In Reading it will increase from 78% in Spring 2018 to 85% . In Math it will increase from 89% in Spring 2018 to 95%. In Writing it will increase from 55% in Spring 2018 to 65%. In Science, it will increase from 58% in Spring 2018 to 65%.

**Evaluation Data Source(s) 6: STAAR Data**

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement SIOP model strategies to help LEP students. Peer tutoring small group discussion use of graphic organizers vocabulary instruction questioning techniques lab based lessons scaffolding techniques	Teachers Administration Bilingual Director ELAR Strategist	Improve performance on all assessments of LEP students CBAs Benchmarks STAAR				
Funding Sources: State Bilingual/ESL - 0.00						
2) Implement leveled readers in the classroom as needed to read about historical issues such as, specific eras, dates, significant figures in World History, Texas History, and U.S. History.	Teaches Administration Bilingual Director	Establish strong academic vocabulary foundation for ELL success				
						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 7:** By May 2019, all identified dyslexic students will read on grade level and STAAR scores will increase by 5% in Reading.

**Evaluation Data Source(s) 7:** Comply with the Texas Dyslexia Handbook

**Summative Evaluation 7:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Implement Barton reading program with fideleity.	Dyslexia Teacher Campus Administration Dyslexia Coordinator	Improved scores on CBAs, benchmarks, and STAAR				
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> 2) Implement accommodations to assist students in the reading and writing for eligible students	Dyslexia Teacher General Ed Teacher Campus Administration Dyslexia Coordinator	Improved scores on CBAs, benchmarks, and STAAR				

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 8:** By Spring 2019, 100% of GT students (3rd-5th) will score masters level on all STAAR tests.

**Evaluation Data Source(s) 8:** STAAR Data

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Monitor to ensure that 100% of classroom teachers have received training in the Nature and Needs Assessment of gifted students.	GT teacher CIF	All GT Students will be serviced by teachers that are in compliance with Texas State Plan. Teachers will know and understand how to meet the needs of GT students.				
2) Disaggregrate data regarding the number of GT students receiving Masters level on STAAR.	GT Teachers CIF	Data will show an increase in students receiving Masters level on STAAR.				
3) Identify areas needing improvement and develop curriculum and engaging instructional support,	QUEST teacher GT teachers Administration	Areas will be identified and action place will be put in place to achieve areas of improvements.				
						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 9:** By Spring 2019; 100% of K-2nd grade migrant students will be reading on grade level. By Spring 2019, 100% of migrant students (3rd-5th) will pass all STAAR tests.

**Evaluation Data Source(s) 9:** IRI, Istation, Benchmarks, and STAAR

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6 CSF 7 1) Provide tutoring in Reading during the regular school days.	Migrant Specialist General Teacher Facilitator	Improved guided reading levels Increase lexile number Istation Results IRI CBAs Benchmarks				
	Funding Sources: Title I, Part C - 0.00					
2) Students will use Plato Web Learning and the LightSpan Program during Migrant Lab time to improve reading skills.	Migrant Specialist Facilitator District Migrant Coordinator	Increase lexile number Istation Results IRI CBAs Benchmarks				



**Goal 1: STUDENT SUCCESS/LITERACY FOCUS-**High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.


**Performance Objective 10:** The Fine Arts Department will increase student participation.

**Evaluation Data Source(s) 10:** Choir rosters

Programs

UIL rosters

**Summative Evaluation 10:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The music department will perform at school events and programs such as: Leadership Rally Veterans' Day Program Diez y Seis de septiembre Program Christmas Program Talent Show	Music teacher	Students will be successful during performances.				
2) Students will compete and have a high level of success through UIL	UIL coordinator UIL Coaches	Students will be successful at UIL competitions.				
3) The art department will work with local arts advocacy groups to promote the arts through shows and competitions.	Music/Art teacher	Students will participate in local shows and competitions.				
						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 11:** To assist all students with proper library resources, materials, and aligned classroom and library curriculum in order to ensure student academic success.

**Evaluation Data Source(s) 11:** Library Circulation Statistics

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Increase collaboration with teachers while providing resources and activities that support classroom instruction at every grade level.	Library Staff Teachers Administration	Increase in scores on CBAs, benchmarks, IRIs and STAAR				
2) Maintain a reading environment where frequent and flexible access is encouraged and students will become life-long library users and enjoy reading.	Library Staff Teachers Administration	Students will become better readers and become life long readers.				
						

**Goal 1: STUDENT SUCCESS/LITERACY FOCUS**-High-quality, engaging, and innovative programs that develop college, career, and service ready leaders.

**Performance Objective 12:** 100% of students will participate in Physical Education

**Evaluation Data Source(s) 12:** Lesson Plans

**Summative Evaluation 12:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Students will attend PE classes with each of the three different coaches.	Administration PE Coaches	Students will become healthier.				

**Goal 2: POSITIVE LEARNING ENVIRONMENT-Safe, secure, drug-free, technology-rich, and inviting environments district-wide that promote high performance**


**Goal 3: PARENT-COMMUNITY-BUSINESS-INDUSTRY RELATIONS-Exceptional community service, open communication, and positive collaboration for student success.**

**Performance Objective 1:** Strengthen and increase our parental involvement and community engagement by 10%.

**Evaluation Data Source(s) 1:** Parent Surveys  
Parent Advisory Council

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Utilize all forms of contact with parents through calls, email, parent teacher conferences, school messenger, Remind 101, KWES and Facebook.</p>	Principal Secretary Teachers	Parents will become informed and participate in their child's education.				
<p>2) Recruit and continue to implement a system for tracking parent participation by volunteer hours.</p>	Parent Specialist	Increase the number of volunteers				









**Goal 4: PROFESSIONAL GROWTH/LEADERSHIP DEVELOPMENT-High-Quality, research based training development and support for all employees.**

**Performance Objective 1:** WISD will recruit and retain hard to fill positions by 5% in the shortage identified areas of special education and bilingual.

**Evaluation Data Source(s) 1:** TAPR report

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Research and broaden the bilingual education program for teachers by offering tutoring services for the bilingual certification exams, as well as, other support.	Principal Bilingual Chairs	An increase in bilingual certified teachers				
2) Research and create a staff awards and incentive program	Administration	Retain teachers				

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

**Goal 4: PROFESSIONAL GROWTH/LEADERSHIP DEVELOPMENT**-High-Quality, research based training development and support for all employees.

**Performance Objective 2:** All students will be taught by highly qualified/state certified teachers through several professional development opportunities.

**Evaluation Data Source(s) 2:** Eduphoria and sign in sheets

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 7 1) Provide mentors and induction training for new teachers.	Administration	Mentor assignment and mentor feedback				
2) Provide opportunities and encourage teachers and principals to seek additional training in meeting the needs of the campus.	Principal	Training records, documentation				

**Goal 5: FINANCIAL STRENGTH-Strategic planning, management, accountability, and transparent financial stewardship to optimize federal, state, and local funding.**

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	4	6	Students will monitor their own reading level, sight word identification, performance on CBAs, and benchmarks. *Purchase Seven Habits binders for students



# State Compensatory

## Budget for Memorial Elementary:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
164.11.6119.27.111.8.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$65,511.00
164.13.6119.00.111.8.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$80,476.00
164.11.6129.00.111.8.34	6129 Salaries or Wages for Support Personnel	\$23,896.00
164.11.6129.27.111.8.30	6129 Salaries or Wages for Support Personnel	\$58,526.00
164.12.6129.00.111.8.30	6129 Salaries or Wages for Support Personnel	\$61,277.00
164.33.6129.00.111.8.30	6129 Salaries or Wages for Support Personnel	\$33,886.00
164.11.6129.00.111.8.30	6129 Salaries or Wages for Support Personnel	\$29,263.00
164.11.6141.00.111.8.30	6141 Social Security/Medicare	\$424.00
164.11.6141.00.111.8.34	6141 Social Security/Medicare	\$346.00
164.11.6141.27.111.8.30	6141 Social Security/Medicare	\$950.00
164.12.6141.00.111.8.30	6141 Social Security/Medicare	\$367.00
164.13.6141.00.111.8.30	6141 Social Security/Medicare	\$1,167.00
164.33.6141.00.111.8.30	6141 Social Security/Medicare	\$491.00
164.11.6142.00.111.8.30	6142 Group Health and Life Insurance	\$5,779.00
164.11.6142.00.111.8.34	6142 Group Health and Life Insurance	\$5,779.00
164.11.6142.27.111.8.30	6142 Group Health and Life Insurance	\$5,779.00
164.12.6142.00.111.8.30	6142 Group Health and Life Insurance	\$11,558.00
164.13.6142.00.111.8.30	6142 Group Health and Life Insurance	\$5,779.00
164.33.6142.00.111.8.30	6142 Group Health and Life Insurance	\$5,779.00
164.11.6143.00.111.8.34	6143 Workers' Compensation	\$72.00
164.11.6143.27.111.8.30	6143 Workers' Compensation	\$197.00
164.12.6143.00.111.8.30	6143 Workers' Compensation	\$184.00

164.13.6143.00.111.8.30	6143 Workers' Compensation	\$241.00
164.33.6143.00.111.8.30	6143 Workers' Compensation	\$102.00
164.11.6143.00.111.8.30	6143 Workers' Compensation	\$88.00
164.11.6145.00.111.8.30	6145 Unemployment Compensation	\$26.00
164.11.6145.00.111.8.34	6145 Unemployment Compensation	\$22.00
164.11.6145.27.111.8.30	6145 Unemployment Compensation	\$59.00
164.12.6145.00.111.8.30	6145 Unemployment Compensation	\$55.00
164.13.6145.00.111.8.30	6145 Unemployment Compensation	\$72.00
164.33.6145.00.111.8.30	6145 Unemployment Compensation	\$31.00
164.11.6146.00.111.8.30	6146 Teacher Retirement/TRS Care	\$658.00
164.11.6146.00.111.8.34	6146 Teacher Retirement/TRS Care	\$537.00
164.11.6146.27.111.8.30	6146 Teacher Retirement/TRS Care	\$2,089.00
164.12.6146.00.111.8.30	6146 Teacher Retirement/TRS Care	\$1,378.00
164.13.6146.00.111.8.30	6146 Teacher Retirement/TRS Care	\$1,811.00
164.33.6146.00.111.8.30	6146 Teacher Retirement/TRS Care	\$762.00
<b>6100 Subtotal:</b>		<b>\$405,417.00</b>
<b>6200 Professional and Contracted Services</b>		
164.13.6219.57.111.8.30	6219 Professional Services	\$405.00
164.11.6299.57.111.8.30	6299 Miscellaneous Contracted Services	\$1,205.00
164.23.6299.57.111.8.30	6299 Miscellaneous Contracted Services	\$135.00
<b>6200 Subtotal:</b>		<b>\$1,745.00</b>
<b>6300 Supplies and Services</b>		
164.11.6399.00.111.8.30	6399 General Supplies	\$18,750.00
164.11.6399.57.111.8.30	6399 General Supplies	\$441.00
<b>6300 Subtotal:</b>		<b>\$19,191.00</b>

**Personnel for Memorial Elementary:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Aida Casanova	Technology Aide	Memorial Elementary School	1
Eli Rodriguez	Library Aide	Memorial Elementary School	1
Jesus Martinez	Instructional Aide	Memorial Elementary School	1
Leticia Perez	Campus Instructional Facilitator	Memorial Elementary School	1
Maria Arellano	LVN	Memorial Elementary School	1
Maria Castillo	Technology Aide	Memorial Elementary School	1
Maribel Trevino	Instructional Aide (Pre-K)	Memorial Elementary School	1
Rose Rose	Library Aide	Memorial Elementary School	1
Sergio Villarreal	Campus Technology Coordinator	Memorial Elementary School	1
Sylvia Sarmiento	Media Aide	Memorial Elementary School	1

# **Title I Schoolwide Elements**

**ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)**

**ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)**

**ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**