

# TONY GONZALEZ EL

## Campus Improvement Plan

### 2020/2021



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# TONY GONZALEZ EL

## **Mission**

*Tony Gonzalez Elementary is committed to provide a safe and orderly learning environment to maximize academic student potential through innovations and critical thinking. With the continuous support of student, family, staff, and community, we will shape responsible lifelong learners through career and college readiness.*

## **Vision**

*Transformative Global Education*

### Nondiscrimination Notice

TONY GONZALEZ EL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# TONY GONZALEZ EL Site Base

Name	Position
Monreal, Gaby	Curriculum & Instruction Facilitator
Rodriguez, Maria	Teacher
Parra, Ofelia	Teacher
Davila, Claudia	Teacher
Pena, Crisoforo	Teacher
Salazar, Sandra	Teacher
Gonzalez, Christina	Family and Community Involvement
Morales, Marisol	Paraprofessional

# Resources

Resource	Source
No rows defined.	

# Comprehensive Needs Assessment

## Demographics

### Demographics Strengths

The school/district staff receive extra support and access to professional development through Region One's Project Rise.

The school/district staff examine and consider demographic data in making decisions related to the needs of students and their families.

High attendance rates overall (\*\*\*)Percentage by PEIMS)

Teacher and student population are similar in demographics

The teacher/student ratio is 1:15

### Demographics Weaknesses

Lack of culture diversity in staff/admin.

Lack of first language development & resources

Lack of advertising for open enrollment & recruitment

Small campus population is a factor when special pops (lep,sped,at-risk,gt, migrant) are factored into our accountability

High number of economically disadvantaged population

### Demographics Needs

Improve state assessment score for all students, LEP, Sp Ed and Migrant

Improve communication between staff and administration

Recruit highly-qualified and experienced teachers

# Comprehensive Needs Assessment

## Demographics Needs (Continued)

District/administration commitment to staff

Quick, timely feedback and support for staff

Participation in special academic programs and extracurricular activities

Students need to be exposed to real world experiences

School staff consider racial/ethnic profile of staff compared to that of students

## Demographics Summary

Santa Maria Independent School District (SMISD) is located in Cameron County. SMISD has a traditional high school, a 7th-8th grade Junior High school, a 5th-6th Middle School, and a PK-4th grade elementary school. SMISD has a total student population of around 615 students and Tony Gonzalez Elementary has a student population of 238 students.

For the 2018-2019 PEIMS Fall Submission, Tony Gonzalez Elementary had 289 students.

Tony Gonzalez Elementary has 29 total staff members with 21 teachers, 8 support staff, 2 campus leaders and one counselor. Teachers serving Tony Gonzalez Elementary are 100% Hispanic. The class size is 14 students per teacher. The retention rate for non-special education and special education students are also below the state rate for grades Prek-4.

## Student Achievement

### Student Achievement Strengths

Teacher to student ratio; 1:15

Small group interventions

Regularly updating intervention list via current data

# Comprehensive Needs Assessment

## Student Achievement Weaknesses

Increase student performance in reading, writing, science and social studies for Special Education and ELLs to meet the state targets.  
Improve student performance in all subjects at Level II Final Performance for ALL, Hispanic, Economically Disadvantaged, Special Education and ELLS.  
Fostering a campus-wide growth-mindset beginning at the administrative level

## Student Achievement Needs

Increase student performance in reading, writing, science and social studies for Special Education and ELLs to meet the state targets.  
Improve student performance in all subjects at Level II Final Performance for ALL, Hispanic, Economically Disadvantaged, Special Education and ELLS. School Culture and Climate

## Student Achievement Summary

Student Achievement Strengths include gathering and analyzing data from multiple online instruments, reports and identifying at-risk students. The use of Saturday Academies, After School tutorials, Renaissance reports improve students in attaining their goals. Student Achievement needs are additional student performance data by ethnicity, gender, socioeconomic status, and other factors that put students at academic risk.  
\*\*\*use data to identify specificity to student achievement

The 2018-2019 Accountability Summary State Target for Tony Gonzalez Elementary will be as follows:

Domain I - 59 out of 100 (F)  
Domain II - 66 out of 100 (D)  
Domain III - 54 out of 100 (F)

## School Culture and Climate

# Comprehensive Needs Assessment

## School Culture and Climate Strengths

Attendance rate for all students and sub-populations  
Regular behavioral incentives  
Regular academic incentives

## School Culture and Climate Weaknesses

Improve monitoring of School-Wide Positive Behavior Intervention and Supports  
Campus-wide expectations/consequences  
Uniform behavior/student removal protocol implementation

## School Culture and Climate Summary

Tony Gonzalez Elementary has identified the characteristics of district culture and climate through an analysis of the discipline program, character education, classroom management, student attendance and parental involvement.

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Strengths

Targeted Professional Development through Project Rise  
SMISD actively recruits quality personnel.  
Annually, stipends are reviewed, stipend recommendations and changes from campuses and departments considered, and adjustments made to support the needs of the District.



# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention Strengths (Continued)

## Staff Quality, Recruitment and Retention Weaknesses

Salary not competitive with neighboring districts with similar demographics  
District lacks a regular recognition program  
Highly qualified information is disseminated and reported as required  
Teacher retention

## Staff Quality, Recruitment and Retention Needs

The following reflects our prioritized need:

- New Teacher Mentor Program

## Staff Quality, Recruitment and Retention Summary

Tony Gonzalez Elementary values hiring and retaining talented and effective personnel. Having 100% of teachers highly qualified and certified is a high priority. Providing high-quality, focused professional development is also important in SMISD. By narrowing the focus, the professional development is more effective. It strengthens the efforts of campus and district administrators and teachers in implementing, monitoring, and evaluating programs. The campus provides teachers with Professional development tailored to their needs through the Project RISE partnership with the regional service center.

# Curriculum, Instruction and Assessment

## Curriculum, Instruction and Assessment Strengths

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Strengths (Continued)

Standardized K-12 viable, equitable and aligned curriculum

DMAC data access

Teacher has the ability to create after school list and small group instruction.

Different test resources are available to choose from.

## Curriculum, Instruction and Assessment Weaknesses

Fidelity in the implementation and monitoring of the district curriculum

Increase efforts to improve students' scores on benchmark and state assessment.

Lack of supplemental resources for Math, Reading, and Writing.

Lack of constant current data

Lack of Writing vertical alignment throughout.

## Curriculum, Instruction and Assessment Needs

## Curriculum, Instruction and Assessment Summary

Santa Maria ISD utilizes the South Texas Curriculum Project (STCP) in conjunction with the TEKS Resource System for its curriculum which is implemented in ELAR, SLAR, Math, Science, and Social Studies in grades PK-12. District and campus administrators will be monitoring the implementation of STCP by conducting classroom observations and facilitating professional learning communities.

The campus utilizes Content Based Assessments, in tested grades and content areas, developed by the Office of Curriculum and Instruction and Campus Leaders to monitor student progress toward reaching State Standards. Six Weeks exams are administered at the end of each 6 weeks grading period in Pre Kinder through 12th grades. In addition to the district curriculum, Study Island is utilized for targeted SE performance. I-Station is an online reading system which, after an initial assessment, provides for a customized path for students to improve

# Comprehensive Needs Assessment

## Curriculum, Instruction and Assessment Summary (Continued)

reading and math skills. State and local assessment data is disaggregated by teachers and administrators using the online data management for assessment and curriculum system (DMAC).

## Family and Community Involvement

### Family and Community Involvement Strengths

Parental involvement works in engaging the community with different activities/resources  
Notices to parents being sent in both English and Spanish  
Parents have the opportunity to have access to classes that will expose them to learning opportunities

### Family and Community Involvement Weaknesses

Communication with student attendance/tardiness  
Parents may not have time to meet teachers in person and there is a need for social media form  
Lack of PTO  
Student engagement activities

### Family and Community Involvement Needs

- PTO
- Student engagement activities
- Social Media Medium

# Comprehensive Needs Assessment

## School Context and Organization

### School Context and Organization Strengths

- Commitment to improve student achievement District Context and Organization Needs
- Allowing students to develop leadership skills through Student Council and Leadership Academy

### School Context and Organization Weaknesses

- Monitoring of the campus improvement plan
- Collaboration among the different departments- Special Education, Bilingual/ESL, Migrant, NCLB and CTE
- Having administrative uniform procedures and protocols that are followed through with fidelity.

### School Context and Organization Needs

### School Context and Organization Summary

Tony Gonzalez Elementary is committed to improving the academic performance for all students in the areas of Reading, Writing, Mathematics, Science and Social Studies with a focus on improving student performance for EL and Special Education students. The Campus Site-Based Team (SBDM) advise the Board or its designee in establishing and reviewing the District's educational goals, objectives, and staff development needs.

The Campus SBDM utilizes DMAC data, Accountability Reports, retention rates, TELPAS, PEIMS discipline and attendance reports to determine goals and objectives for the district. The district engages in the Texas Accountability Intervention System (TAIS) intervention activities through the Performance-Based Monitoring Analysis System (PBMAS). The district will monitor quarterly the progress of the district improvement plan through principal, director and coordinator meetings and the Campus SBDM.

# Comprehensive Needs Assessment

## Technology

### Technology Strengths

- Providing filtered high speed internet services to students, staff and visitors district wide using enterprise Cisco managed access points
- Every core content area classroom contains a media system comprised of: high lumen LCD projector (wall or ceiling mount), document camera/visualizer, modern desktop computers, high speed work group and printer.
- Hired a district level instructional technology coach to provide small group and individualized training and mentoring for teachers and staff.
- District users provided with web based enterprise level Gmail and Google Apps accounts with real time collaboration and document sharing through the use of Google Drive.
- SMISD provides 40 mbps bandwidth (to Internet) for instructional and administrative use.
- Public information infrastructure include: Family access (provides parent access to student grades, attendance, etc.), school to parent messaging with use of Bright Arrow Online Communication Services system for emergency and relevant information (phone call, text and email), district website, and a marquee.
- Technology Coach to provide teachers and staff quicker access to technology needs and support for instructional technology methods.
- Purchase additional school owned devices (I-Pads, Chromebooks) to provide more classrooms technology rich content and learning opportunities.
- Additional Cisco managed access points to support bandwidth for additional devices (school owned and BYOD).
- Additional instructional technology specialist to assist in training and the implementation of SMISD technology integration plan for each campus.
- Provide teachers/students resources for online textbooks and books to address literacy concerns.
- Provide Science/Math teachers with innovative technology tools and training that focus on initiatives such as flipped classroom, PBL and hybrid learning designs.
- Promote the use of e-learning, mobile technologies, and collaboration through Google's new LMS, Google Classroom.
- Purchase a robust online safety curriculum that allows district technology personnel to monitor usage and delivery

### Technology Weaknesses

Teachers lack the necessary training to effectively implement technology on a daily basis in their lessons.

Need for more devices in every classroom: Chromebooks, ipads, and e-readers

Wifi signal is slow

Access to educational applications to enrich student learning

Lack of a digital library

Need for maintenance on all technological equipment

Lack of e-readers for every reading classroom

### Technology Summary

Education, like many other fields, is rapidly transformed by new technologies. Smart personal devices, easy to navigate databases and

# Comprehensive Needs Assessment

## Technology Summary (Continued)

ubiquitous connectivity are just a few of the relentless forces redefining the classroom and reshaping how students learn. The Texas Education Agency set forth the Technology Applications TEKS, a set of skills and guidelines, to assist schools in creating curriculum requirements for every course. Tony Gonzalez Elementary has established four core goals to support the District mission:

1. Provide technology-based solutions which promote and support the instructional needs of teachers and the learning needs of students.
2. Provide technology-based professional development for staff to enhance and increase effective use of technology tools.
3. Provide technology-based solutions and support to promote effective administrative use.
4. Establish and maintain a technology infrastructure that promotes communication and learning for students, staff and the community.

## **Tony Gonzalez Elementary Campus Goals**

**Goal 1:** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards by 2020.

**Goal 2:** TGE will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

**Goal 3:** TGE will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.

**Goal 4:** TGE will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Goal 5:** TGE will promote Good Character, instill Leadership qualities and reinforce the campus overall culture and climate while providing a safe and secure learning environment for students and employees.

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 1.** TGE will implement a standardized Reading/Writing PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Tony Gonzalez Elementary will continue implement Computer Based Programs for supplemental ELAR instruction and for intervention purposes. (IStation, Renaissance Place, Study Island, Reading Eggs, etc.) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s), Technology Department	2020-2021 School Year	(L)199-General Supplies-\$43677, (L)199-General Supplies-1, (L)199-Misc. Operating Expenses- \$26947	Summative - Program Student Progress Reports Program Usage Reports
2. Tony Gonzalez Elementary will monitor results and make provisions for assessments that measure performance in reading, writing, fluency, and phonics (Saxon Phonics) with an emphasis on the understanding and mastering of the grade level TEKS. (Title I SW: 3,8) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$43677, (O)Time & Staff	Summative - Weekly Mini Quiz Assessment Results Six Weeks Assessment Results District Benchmark Assessment Results Program Usage Reports
3. TGE will implement reading and writing instructional strategies to address the needs of all At-Risk students and/or students identified with Dyslexia. (Title I SW: 9) (Target Group: AtRisk,Dys) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Curriculum Facilitator, Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (L)199-Misc. Operating Expenses- \$26947	Summative - List of Identified At Risk Students List of Identified Students with Dyslexia Assessment Results for Determining At Risk and/or Dyslexia
4. TGE will provide reading interventions and instructional strategies and accommodations by following the Response to Intervention (RTI) process. (Title I SW: 3,8,9) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Curriculum Facilitator, Principal, School Nurse, Special Ed Teacher, Teacher(s), Truancy Officer	2020-2021 School Year	(L)199-General Supplies-1, (O)Time & Staff	Summative - RTI Summary of Meeting Results Schedule of RTI Meetings Sign In Sheets
5. TGE will utilize a variety of technology and instructional materials to involve students in reading/language arts experiences. (My-On)(Target Group: All) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, FTE (Instructional Coach), Learning Resource Center, Teacher(s), Technology Department	2020-2021 School Year	(L)199-General Supplies-\$43677	Summative - Lesson Plans Administrative Walkthrough Documentation
6. TGE will implement and monitor the	Campus Leadership Team,	2020-2021	(O)Time & Staff	Summative - Lesson Plans



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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
ELAR/SLAR TEKS, English Language Proficiency Standards (ELPS) and the Career and College Readiness Standards (CCRS) knowledge and skills. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Curriculum Facilitator, Principal, Teacher(s)	School Year		Administrative Walkthrough Documentation STAAR/EOC Assessment Results
7. TGE will provide instruction and support to all ELL students by effectively employing instructional strategies and scaffolding activities in the English language to allow the students' acquisition of social and academic language. (Title I SW: 1,9) (Target Group: LEP) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(F)263-Bilingual General Supplies-\$1200, (L)199-General Supplies- \$43677	Summative - Lesson Plans TELPAS Assessment Results Mini Quiz, Six Weeks, and District Benchmark Assessment Results Administrative Walkthrough Documentation
8. TGE will provide opportunities for inclusion staff to plan with ELA teachers in creating a collaborative approach for addressing the needs of the special education students. (Title I SW: 1,3,8,9) (Target Group: SPED) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
9. Tony Gonzalez Elementary will implement Literacy/Learning Centers in grades PK-2nd to provide differentiated instruction and support for classroom learning. (Title I SW: 4) (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (F)263-Bilingual General Supplies-\$1200, (L)199-General Supplies-\$43677	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
10. TGE will continue to implement SLOP Model instructional strategies and Sentence Stems. to address the Reading and Writing needs of the ELL and At-Risk learner. (Title I SW: 3,4,9) (Target Group: LEP,AtRisk) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(F)211-Title I Instructional Supplies-\$6800, (F)263-Bilingual General Supplies-\$1200, (L)199-General Supplies- \$43677	Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
11. Tony Gonzalez Elementary will provide and implement staff development on a Guided Reading teaching approach designed to help individual students learn how to process increasingly challenging texts with	Campus Leadership Team, Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year	(L)199-Consulting Services	Summative - Staff Development Schedule Meeting Agenda Sign In Sheets Lesson Plans

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**Objective 1.** TGE will implement a standardized Reading/Writing PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
understanding and fluency and use appropriate questioning strategies. (Title I SW: 4) (Target Group: All)				
12. TGE will provide independent reading opportunities for students and engage students in literary discussions through Read Alouds, Literary Circles, Shared Reading (Pk-2nd: McGraw Hill, Saxon Phonics, Kagan Structure, and OWL Curriculum, etc.) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Teacher(s)	2020-2021 School Year	(L)199-Consulting Services	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
13. TGE will develop a strategic plan to address staff development needs in the areas of ELAR and District Initiatives, such as: ELPS, , Differentiated Instruction, Sheltered Instruction, LPAC, TELPAS, Inclusion, Vertical/Horizontal Alignment, Technology, RTI Process, Texas Performance Standards Project, Guided Reading, STAAR, Bilingual/ESL program, Time and Treatment for Bilingual program, etc. (Title I SW: 1,4) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2020-2021 School Year	(O)Time & Staff	Criteria: DMAC student performance data results and teacher TTESS goal setting.  Summative - Staff Development Plan DMAC Student Data
14. TGE will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in ELA as addressed in the Advanced Academics Plan (GT Curriculum, Instruction, Assessment). (Target Group: All,GT) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$43677	Criteria: UIL Student Rosters and results  Summative - List of Identified Students Lesson Plans Student Performance Projects
15. TGE will provide accelerated instruction interventions in the area of reading and writing to all students that are failing or at risk of failing through flexible scheduling, pull out	Campus Leadership Team, Counselor(s), Special Ed Teacher, Teacher(s)	2020-2021 School Year	(F)211-Title I Extra Duty Pay-\$12,000, (F)211-Title I General Supplies-\$46,671, (F)211-Title I Misc. Contracted	Summative - Student Rosters List of Accelerated Instruction Programs Attendance Rosters

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**Objective 1.** TGE will implement a standardized Reading/Writing PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
interventions, etc. (Title I SW: 3,9) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)			Services_\$40,000, (F)263-Bilingual Extra Duty Pay-\$208, (L)199-General Supplies-\$43677, (L)199-Teacher Extra Duty-\$4260	All Assessment Results Lesson Planning
16. TGE will continue implement High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Title I SW: 9) (Target Group: ECD,Migrant,LEP,SPED,AtRisk,Dys) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year		Criteria: Lesson Plans  Summative - Lesson Plans Administrative Walkthrough Documentation
17. TGE will continue to monitor individual student progress through the use of DMAC data and student portfolios. (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Criteria: DMAC Reports and Online Resource Reports  Summative - Student Portfolios Student Individual Plans Attendance Rosters

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 2.** TGE will implement a standardized Mathematics PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will implement Computer Based Programs for math instruction and intervention purposes. (I-Station Math, Renaissance Learning- STAR Math, Study Island, etc.) (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s), Technology Department	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (L)199-General Supplies- \$43677	Summative - Program Student Progress Reports Program Usage Reports Lesson Plans
2. TGE will continue to monitor results and make provisions for assessments that measure performance in Math with an emphasis on the understanding and mastering of the grade level TEKS. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - All Assessment Results Lesson Plans
3. TGE will continue to implement SIOP Model instructional strategies to address the mathematic instructional needs of the EL, Sp-ED and At-Risk learner. (Title I SW: 1,3) (Target Group: LEP,AtRisk) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Special Ed Teacher, Teacher(s)	2020-2021 School Year		Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
4. TGE will develop a strategic plan to address staff development needs in the areas of Math and District Initiatives, such as: ELPS, Differentiated Instruction, Sheltered Instruction, LPAC, TELPAS, Inclusion, Vertical/Horizontal Alignment, Technology, RTI Process, Texas Performance Standards Project, Guided Reading, STAAR, Bilingual/ESL program, Time and Treatment for Bilingual program, etc. (Title I SW: 3,4) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - DMAC Student Data Schedule of Staff Development
5. TGE will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Math as addressed in the Advanced Plan (Curriculum, Instruction, Assessment). (Target Group: GT) (Strategic Priorities: 2) (ESF: 4,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year		Summative - Lesson Plans Student Rosters Performance Projects
6. TGE will provide accelerated instruction	Campus Leadership Team,	2020-2021	(F)211-Title I Extra Duty Pay-	Summative - Student Rosters

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 2.** TGE will implement a standardized Mathematics PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>interventions in the area of math to all students that are failing or at risk of failing through flexible scheduling, etc. (Title I SW: 3,9) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)</p>	<p>Special Ed Teacher, Teacher(s)</p>	<p>School Year</p>	<p>\$12,000, (F)211-Title I Instructional Supplies-\$6800, (F)211-Title I Misc. Contracted Services_\$40,000, (F)263-Bilingual Extra Duty Pay-\$208, (L)199-General Supplies-\$43677, (L)199-Misc. Contracted Services- \$2771, (L)199-Teacher Extra Duty-\$4260</p>	<p>Lesson Plans Attendance Rosters DMAC Assessment Results</p>
<p>7. TGE will implement High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)</p>	<p>Campus Leadership Team, Special Ed Teacher, Teacher(s)</p>	<p>2020-2021 School Year</p>	<p>(L)199-General Supplies-\$43677</p>	<p>Summative - Lesson Plans Administrative Walkthrough Documentation</p>
<p>8. TGE will continue to monitor individual student progress through the use of DMAC data and student portfolios. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5)</p>	<p>Campus Leadership Team, Counselor(s), Principal, Teacher(s)</p>	<p>2020-2021 School Year</p>	<p>(O)Time &amp; Staff</p>	<p>Summative - Student Portfolios Student Individual Plans Attendance Rosters</p>

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 3.** TGE will implement a standardized Science PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will monitor results and make provisions for assessments that measure performance in Science with an emphasis on the understanding and mastering of the grade level TEKS in preparation for STAAR. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - All Assessment Results Lesson Plans
2. TGE in partnership with Texas A&M will continue this supplemental Curriculum. (Title I SW: 3) (Target Group: 5th) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s), Technology Department	2020-2021 School Year		Summative - Lesson Plans Administrative Walkthrough Documentation Program Reports
3. TGE will implement SIOF Model instructional strategies to address the science instructional needs of the EL, Sped. and At-Risk learner. (Title I SW: 3,9) (Target Group: LEP,AtRisk) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Special Ed Teacher, Teacher(s)	2020-2021 School Year		Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
4. TGE technology to support teachers' delivery of Science lessons and assessments through software such as: Study Island, Brain Pop, Pearson, Flocabulary, etc. (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Teacher(s), Technology Department	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (L)199-General Supplies- \$43677	Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters
5. TGE will develop a strategic plan to address staff development needs in the area of Science using DMAC student performance data results. (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - DMAC Student Data Schedule of Professional Development
6. TGE will provide accelerated instruction interventions in the area of science to all students that are failing or at risk of failing through flexible scheduling, etc. (Title I SW: 9) (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(F)211-Title I Extra Duty Pay-\$12,000, (F)211-Title I Instructional Supplies-\$6800, (F)211-Title I Misc. Contracted Services_\$40,000, (F)263-	Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 3.** TGE will implement a standardized Science PK-5 curriculum to ensure that all students meet STAAR 3-5 State Standards and College Readiness Standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(ESF: 4,5)			Bilingual Extra Duty Pay-\$208, (L)199-General Supplies-\$43677, (L)199-Teacher Extra Duty-\$4260	
7. TGE will implement High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$43677	Summative - Lesson Plans Administrative Walkthrough Documentation
8. TGE will continue to monitor individual student progress through the use of DMAC data and student portfolios. (Title I SW: 9) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Student Portfolios Student Individual Plans Attendance Rosters
9. TGE will review and adjust class curriculum and lesson plans to reflect required laboratory and field investigation time allocations as per the Science TEKS. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
10. TGE will provide opportunities that allow students to develop proficiency in the use of grade level Science TEKS specified tools. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
11. Tony Gonzalez Elementary will provide supplemental laboratory experiences aligned to classroom instruction in grades K-4 to support science. (Target Group: K,1st,2nd,3rd,4th) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$43677	Summative - Master Schedules Lesson Plans Walkthrough Documentation
12. TGE will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Science as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) (Target Group: All,GT) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$43677	Summative - Lesson Plans Performance Standards Project

# TONY GONZALEZ EL

**Goal 1.** TGE will provide a standardized K-5 curriculum framework for students to meet the State and College Readiness Standards.

**Objective 4.** TGE will continue to promote an effective Student Development program in counseling and academic/career guidance for all PK-5 students to meet college, career, and workforce-ready standards by 2020.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will provide increased opportunities for students to tour valley, university/college virtually campuses. (Title I SW: 10) (Target Group: 4th,5th) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s), University Representatives	2020-2021 School Year	(L)199-Principal Misc. Operating Expenses- \$1583, (L)199-Student Travel-\$4750	Summative - Schedule of Field Trips Announcements College Trip Itineraries
2. TGE will provide Campus based Career Day presentations/activities/fairs virtually for all students. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year	(L)199-General Supplies-\$38,690, (S)Gear UP, (S)State Compensatory	Summative - Schedule of Events Sign In Sheets
3. TGE will continue to implement the College and Career Readiness Standards (CCRS) in all subject areas. (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5)	Campus Leadership Team, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation



# TONY GONZALEZ EL

**Goal 2.** TGE will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

**Objective 1.** TGE will maintain highly qualified administrators, teachers, and instructional paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMISD will utilize a systematic plan for identifying the need to post vacancies and will post all vacancies in accordance with TEC 11.1513 and link to respective job descriptions so that education/certification criteria are available. (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 2.1)	Business Manager, Human Resource Department, Superintendent	2020-2021 School Year	(O)Time & Staff	Summative - Copy of Plan Copies of Posting of Vacancies
2. The Human Resources department will provide current information to TGE administrators regarding ESSA Highly Qualified requirements. (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Human Resource Department, Principal	2020-2021 School Year	(O)Time & Staff	Summative - Meeting Agenda Sign In Sheets
3. SMISD will recruit quality personnel by advertising in the local newspaper, SMISD website, Region I ESC website, and listings at the Human Resources Office and campus as well participating in Job Fairs at Region I and state universities. (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Human Resource Department, Principal, Superintendent	2020-2021 School Year	(L)199-Principal Misc., (O)Time & Staff	Summative - HQ Compliance Report
4. The Human Resources department will review all applications to ensure the integrity of data submitted on the application and that only HQ candidates are made available to TGE principal. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.1)	Human Resource Department, Principal	2020-2021 School Year	(O)Time & Staff	Summative - HQ Compliance Report
5. TGE will provide new teachers with a support system, which includes TxBESS mentor teacher and aligned with Project Rise grant. (Target Group: All) (Strategic Priorities: 1) (ESF: 2,2.1,2.2)	Principal, Superintendent, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - List of New Teachers and Their Mentors
6. TGE will promote/support opportunities for staff to continue their professional growth through post secondary/graduate studies. (Title I SW: 4,5) (Target Group: All) (Strategic Priorities: 1) (ESF: 2.2)	Campus Leadership Team, FTE (Instructional Coach), Superintendent	2020-2021 School Year	(O)Time & Staff	Summative - List of Staff Enrolled in Secondary/Graduate Studies

# TONY GONZALEZ EL

**Goal 2.** TGE will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

**Objective 1.** TGE will maintain highly qualified administrators, teachers, and instructional paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. SMISD will continue to provide stipends to teachers who acquire a Masters degree in the field they teach. (Title I SW: 3) (Target Group: All)	Business Manager, Human Resource Department, Principal, Superintendent	2020-2021 School Year	(L)199-Principal Misc. Operating Expenses- \$1583, (L)199-Teacher Extra Duty-\$4260	Summative - List of Teachers Receiving Masters Stipends
8. SMISD will continue current employee recognition programs such as Teacher of the Year, Retiree, Perfect Attendance awards, and Service Awards receptions. (Target Group: All) (Strategic Priorities: 1) (ESF: 2.2)	Business Manager, Director of Student Services, Human Resource Department, Principal, Superintendent	2020-2021 School Year	(L)199-General Supplies-\$43677, (L)199-Misc. Operating Expenses- \$26947, (L)199-Principal General Supplies-\$1583, (L)199-Principal Misc. Operating Expenses- \$1583	Summative - Schedule of Events List of Personnel Receiving Awards
9. TGE will establish an Employee Recognition Program that recognizes different areas of achievement such as Teacher of the Month and Staff Recognition. (Target Group: All) (Strategic Priorities: 1) (ESF: 3.1)	Campus Leadership Team	2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 2.** TGE will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

**Objective 2.** TGE will provide all staff with professional development opportunities with PK-5 curriculum standards and assessments for all students to meet State Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will conduct a campus-wide on-line Needs Survey for Leadership Development. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Principal, Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - Survey Results On-Line Survey
2. TGE will provide professional development options aligned to TTESS Goals in partnership with Project Rise. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 1.2,2,2.1,2.2)	Campus Leadership Team, FTE (Instructional Coach)	2020-2021 School Year		Summative - Schedule of Trainings PD 360 Reports Training Agendas Sign In Sheets
3. SMISD in partnership with Project Rise will continue to utilize the SMISD Professional Development Online Platform to track all staff development and professional development attendance within the campus and Regional Service Center. (Strategic Priorities: 1,4) (ESF: 1.1,1.2,2.1)	Business Manager, Campus Leadership Team, Human Resource Department	2020-2021 School Year	(O)Time & Staff	Summative - POs Training Certificates Schedule of Professional Development Trainings
4. SMISD in partnership with Project Rise will provide and promote review sessions, resources, and materials to assist personnel with certification requirements. (Title I SW: 4) (Strategic Priorities: 1,4) (ESF: 1,1.1,1.2,2,2.1,2.2)	Campus Leadership Team, FTE (Instructional Coach), Human Resource Department, Superintendent	2020-2021 School Year	(O)Time & Staff	Summative - Meeting Agenda Sign In Sheets
5. TGE will establish Campus Learning Communities/Professional Learning Communities (PLC) for sharing information, research, and book studies. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1,4) (ESF: 1,2)	Campus Leadership Team, Counselor(s), Superintendent	2020-2021 School Year	(L)199-Principal Misc. Operating Expenses- \$1583, (O)Time & Staff	Summative - Meeting Agendas Sign In Sheets

# TONY GONZALEZ EL

**Goal 3.** TGE will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.

**Objective 1.** TGE will implement technology-based professional development for staff to enhance and increase effective use of technology devices and programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will provide staff development for instructional staff through multiple mediums in scheduled sessions. (Technology Devices and Application) (Title I SW: 4) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Teacher(s), Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - Schedule of Trainings Training Agendas Sign In Sheets
2. TGE will evaluate the usage of all technology programs for instructional purposes(Istation Math & Reading, Renaissance Learning (AR, Star Math, Star Reading), Study Island, Education Galaxy, Reading Eggs) (Target Group: All) (Strategic Priorities: 4) (ESF: 4)	Campus Leadership Team, Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - List of Technology Utilized for Instruction Evaluation Results
3. TGE will provide trainings to parents such as, Parent Access training, online tutorials, videos, Parent Portal, etc. (Title I SW: 6) (Target Group: All) (ESF: 1)	Campus Leadership Team, Counselor(s), Director of Technology, Parental Department, Principal	2020-2021 School Year	(L)199-General Supplies-\$43677, (O)Time & Staff	Summative - Schedule of Trainings Training Agendas Sign In Sheets

# TONY GONZALEZ EL

**Goal 3.** TGE will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.

**Objective 2.** TGE will implement technology-based professional development for effective use of district data and tracking systems.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will use DMAC reports to adjust instructional strategies to provide strategic lessons to students. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - DMAC Assessment Reports
2. TGE will utilize Grade Book to maintain student records. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Grade Book Grading Report
3. TGE will provide parents with the capability to monitor student performance via the web using Parent Portal. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Counselor(s), Director of Technology, Principal, Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Usage Logs
4. TGE will create a technology committee to maintain and evaluate a technology plan through regularly scheduled committee meetings. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Director of Technology, Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - Technology Plan Meeting Agenda Sign In Sheets
5. TGE will utilize Google Sheets to maintain daily lesson plans. (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1,5)	Campus Leadership Team, Curriculum Facilitator, Teacher(s), Technology Department	2020-2021 School Year		Criteria: Lesson Plan Template Observations Student Data Teacher Round Table Discussions
6. TGE will implement google apps and other instructional technology tools to facilitate virtual instruction for students who are Synchronous/Asynchronous. Professional development courses provided by Region One will be available for teachers to attend based on thier need and ability. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5,2)	Campus Leadership Team	2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 3.** TGE will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.

**Objective 3.** TGE will provide technology-based solutions to support the instructional needs and maintain a technology infrastructure that promotes and supports communication and instructional technology for students, staff and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE is providing necessary technology equipment and services to ensure efficient day to day instructional operations. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Business Manager, Campus Leadership Team, Technology Department	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (L)199-General Supplies- \$43677	Summative - Purchase Orders Inventory of Equipment
2. TGE will implement usage of Google Apps (Google Meets, Google Slides, Google Hangouts, etc.) as a means of communication with classroom teachers, students, and staff. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Teacher(s), Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - Usage Reports
3. TGE will maintain the student to technology ratio to 1:1 by providing Chrome books for the classrooms (Virtual and In-Person). (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)	Campus Leadership Team, Teacher(s), Technology Department	2020-2021 School Year	(F)211-Title I General Supplies-\$46,671, (L)199-General Supplies- \$43677, (L)199-General Supplies-1	Summative - Inventory of IPADs per Classroom Purchase Orders
4. TGE will conduct monthly meetings to discuss issues, concerns and acknowledge exemplary performance with department staff. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)		2020-2021 School Year		
5. TGE will maintain a 1:1 computer to teacher ratio. (Target Group: All) (Strategic Priorities: 4) (ESF: 1,5)		2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 4.** TGE will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** TGE will enhance and increase Parent/Community involvement in schools to promote academic achievement and State Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE in partnership with the district parental liasion will provide training in nutrition and wellness, and will help to develop entrepreneurial skills, school safety procedures and how to assist their children academically at home. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Director of Federal Programs, Parental Department, Principal	2020-2021 School Year	(L)199-Misc. Contracted Services- \$2771, (L)199-Misc. Operating Expenses- \$26947, (L)199-Principal General Supplies- \$1583, (L)199-Principal Misc. Operating Expenses- \$1583	Summative - Calendar of Events Meeting Agendas Sign In Sheets Parent Notices
2. TGE will provide Parent Awareness session on the curriculum requirements and grade level orientation information in the four core areas of Reading/ELA, Math, Science, and Social Studies. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Curriculum Facilitator, Director of Federal Programs, Parental Department, Principal, Teacher(s)	2020-2021 School Year	(L)199-Principal General Supplies- \$1583, (L)199-Principal Misc. Operating Expenses- \$1583, (O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
3. TGE will provide parent support for school transitions from elementary to middle school (Elementary- Middle School). (Title I SW: 7) (Target Group: 5th) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Schedule of Event Sign In Sheets Meeting Agendas
4. TGE will increase regular two-way communications between home, school and the community to develop and promote a variety of opportunities to improve academic achievement for all students by utilizing the following: training by Parent Liaisons, campus websites, newsletters, calendar of events, school/parent training, ACE program, Remind App system to send out information to parents, etc. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Technology, Parental Department, Teacher(s)	2020-2021 School Year	(L)199-General Supplies- \$43677, (L)199-Principal General Supplies- \$1583	Summative - Campus Website Updates Announcements Flyers to Parents Newsletters
5. TGE will continue to implement school-parent compacts that outline how the parents, school staff, and students share responsibility for improved student achievement and building a positive partnership with the school. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year	(O)Time & Staff	Summative - Copy of School-Parent Compact

# TONY GONZALEZ EL

**Goal 4.** TGE will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** TGE will enhance and increase Parent/Community involvement in schools to promote academic achievement and State Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. TGE's Migrant department will provide Parental Involvement programs that target unique community needs values and strengths of the migrant parent population and will implement the Migrant Parent Advisory Council. (Title I SW: 6) (Target Group: Migrant) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Federal Programs, Parental Department, Principal	2020-2021 School Year	(F)212-Migrant General Supplies-\$1325, (L)199-General Supplies- \$43677	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
7. TGE will conduct a Parental Involvement survey and evaluation to measure program effectiveness. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Federal Programs, Director of Technology, Parental Department	2020-2021 School Year	(O)Time & Staff	Summative - Copy of Survey Evaluation/Survey Results
8. TGE will disseminate and discuss Title I Program with parents and community members. (Title I SW: 6) (Target Group: LEP) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Parental Department	2020-2021 School Year	(L)199-Principal Misc. Operating Expenses- \$1583, (O)Time & Staff	Summative - Bilingual/ESL Flyer Schedule of Meetings Meeting Agendas Sign In Sheets
9. The campus migrant department will ensure that migrant parents have a thorough understanding of the criteria for Priority for Services students have, such as grade recovery, tutoring, and special programs. (Title I SW: 6) (Target Group: Migrant) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Federal Programs, Parental Department	2020-2021 School Year	(O)Time & Staff	Summative - Schedule of Meetings Sign In Sheets
10. TGE will provide Parent trainings/meetings/Open Houses to support student learning. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Director of Federal Programs, Parental Department, Principal, Teacher(s)	2020-2021 School Year	(L)199-Principal Misc. Operating Expenses- \$1583, (O)Time & Staff	Summative - Schedule of Events Sign In Sheets
11. TGE will provide parent awareness sessions on the Student Success Initiatives to increase awareness of campus-wide academic requirements and developmental initiatives and resources. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year	(L)199-General Supplies-1, (L)199-Principal Misc. Operating Expenses- \$1583, (O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets



# TONY GONZALEZ EL

**Goal 4.** TGE will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** TGE will enhance and increase Parent/Community involvement in schools to promote academic achievement and State Standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. TGE will provide training and counseling for parents on how to prevent unwanted physical or verbal aggression, sexual harassment and other forms of bullying. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Director of Federal Programs, Parental Department, Principal	2020-2021 School Year	(L)199-General Supplies-1, (L)199-Misc. Contracted Services- \$2771, (L)199-Principal Misc. Operating Expenses- \$1583	Summative - Schedule of Meetings Sign In Sheets Meeting Agendas
13. TGE will provide the Fitness Gram to students. (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	FTE (Instructional Coach), Principal, Staff	2020-2021 School Year	(O)Time & Staff	Summative - Fitness Gram Results and Data
14. TGE will have a "Meet the Teacher Night" for all grade levels. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Curriculum Facilitator, Principal, Teacher(s)	2020-2021 School Year		Summative - Sign In Sheets Meeting Agendas Handouts
15. The district Migrant Department will provide academic and non-academic support services to all Migrant students such as the following: clothing, school supplies, support services to facilitate involvement of Migrant parents to school activities, registration for state/national workshops and conferences, and inform parents of dropout recovery programs. (Target Group: Migrant) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Federal Programs	2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 4.** TGE will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 2.** TGE will promote Community Involvement and communication by utilizing the district's technology resources to highlight district/campus programs and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will provide communications of district and campus events on the Santa Maria ISD and campus websites. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Director of Technology, Parental Department, Principal, Technology Department	2020-2021 School Year	(O)Time & Staff	Summative - Copies of Websites
2. TGE Migrant department and Parental Involvement will provide parent training in the use of computers. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Director of Federal Programs, Director of Technology, Principal, Technology Department	2020-2021 School Year	(F)212-Migrant General Supplies-\$1325, (L)199-Misc. Contracted Services- \$2771, (L)199-Teacher Extra Duty-\$4260, (O)Time & Staff	Summative - Schedule of Trainings Training Agendas Sign In Sheets

# TONY GONZALEZ EL

**Goal 5.** TGE will promote Good Character, instill Leadership qualities and reinforce the campus overall culture and climate while providing a safe and secure learning environment for students and employees.

**Objective 1.** TGE will implement a campus wide student incentive and recognition plan to promote good character and student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will implement the 7 Habits of Leadership by Steven Covey to promote leadership and good character qualities. (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Counselor(s), Teacher(s)	2020-2021 School Year		Criteria: Leader In Me Certificate every six weeks.
2. TGE will continue to provide incentives for behavior, attendance, and student achievement. (eg. Game room prizes and treats/snacks) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Climate Committee, Staff	2020-2021 School Year	(L)199-Misc. Operating Expenses- \$26947	
3. TGE promote and recognize student achievement online programs through campus based criteria. Incentives provided may include: ribbons, trophies, certificates, prizes, and snacks/treats, etc. (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Staff	2020-2021 School Year		
4. TGE will coordinate experiences to promote career exploration and exposure. (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Climate Committee, Teacher(s)	2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 5.** TGE will promote Good Character, instill Leadership qualities and reinforce the campus overall culture and climate while providing a safe and secure learning environment for students and employees.

**Objective 2.** TGE will implement a campus wide staff incentive plan and recognition to promote leadership opportunities and highlight individual achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will implement recognitions and incentives for teachers including Teacher of the Month and Teacher of the Year. (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Campus Leadership Team, Climate Committee, Parental Department	2020-2021 School Year		

# TONY GONZALEZ EL

**Goal 5.** TGE will promote Good Character, instill Leadership qualities and reinforce the campus overall culture and climate while providing a safe and secure learning environment for students and employees.

**Objective 3.** TGE will provide and promote a positive student friendly environment that aligns to the vision and mission statement of the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will visually promote artifacts that align to the mission and vision statement. (eg. newsletters, T.V. monitors, announcements, Remind App, Showcase Display, Google Meet) (Target Group: All) (Strategic Priorities: 4) (ESF: 1,3)	Campus Leadership Team, Climate Committee, FTE (Instructional Coach), Staff	2020-2021 School Year		
2. TGE will incorporate a Counselor and Principal corner for students. (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.1,3.2,3.3,3.4)	Campus Leadership Team, Counselor(s), School Nurse	2020-2021 School Year		

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**Goal 5.** TGE will promote Good Character, instill Leadership qualities and reinforce the campus overall culture and climate while providing a safe and secure learning environment for students and employees.

**Objective 4.** TGE will provide opportunities to recognize parent support and promote a partnership in their child's academic achievements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. TGE will be recognizing parents who participate in student's overall academic achievement by means of raffles, social media postings, marquee postings, awards/certificates, etc. (Target Group: All) (Strategic Priorities: 4) (ESF: 3.1,3.4)	Campus Leadership Team, Parental Department, Principal	2020-2021 School Year		