



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS PLAN: CARMAN ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement

**FIVE YEAR GOAL:** By the end of the year 2023-2024, 100% of the students in each sub-group at Carman Elementary will pass all state mandated assessments, commensurate with goals of student achievement delineated by the state.

**OBJECTIVES:** By May 2020, Carman Elementary will strengthen core areas' instruction in Reading, Writing, Math and Science by providing small group instruction, tutoring, and STAAR strategies to meet 90% mastery in the STAAR Assessments.

STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED		TIMELINE		EVALUATION / MEASUREMENT	
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING BUDGET	Beginning	Ending		
We will strengthen core areas' instruction in Reading, Science, Writing and Math by providing small group instruction, tutoring and STAAR strategies to meet 90% mastery in the STAAR assessment.	All Students	Principal Asst Prin Teachers	Principal/ Asst Prin CPOC		TEKS, State/Local, Adopted Materials Technology			Aug 2019	May 2020	Summative: Improved STAAR Scores Formative: Campus Plan
All staff will compile and analyze test data to include: <ul style="list-style-type: none"> <li>• STAAR Assessments</li> <li>• TELPAS (LEP Students)</li> <li>• Bilingual Standards</li> <li>• LAS Links</li> <li>• Pre-LAS</li> <li>• Reading Inventories</li> <li>• LAS Links Reading/Writing</li> <li>• Checklists – Math (PK)</li> <li>• MClass/CPALLS</li> <li>• SME Computer Reports</li> <li>• TPRI / TEJAS LEE</li> <li>• District Tests/Benchmarks *Reading *Writing *Math *Science</li> <li>• AEIS Report</li> <li>• GT Testing</li> <li>• AR Summary Reports</li> <li>• TPRI/Tejas Lee / K-3<sup>rd</sup> BOY, MOY, EOY Assessments</li> </ul>	All Students	Principal Asst Prin Teachers Paraprofessionals	Principal/ Asst Prin CPOC Counselor Instructio nal Coach		AEIS Report  Testing Data  DMAC reports   Benchmark Tests, CBA's		Aug 2019	May 2020	Formative: Data charted for planning and implementing to improve student achievement          Formative: Benchmark Test Results  Assessment Results	

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<ul style="list-style-type: none"> <li>Distribute STAAR results, TPRI / TEJAS LEE, LAS Links, STAAR M and District Test results to personnel</li> <li>Review and desegregate data               <ul style="list-style-type: none"> <li>Analyze the level of performance attained by the following sub groups                   <ul style="list-style-type: none"> <li>*All Students</li> <li>*African American</li> <li>*Hispanic</li> <li>*White</li> <li>*Economically Disadvantaged</li> <li>*Migrant</li> <li>*LEP</li> <li>*Gifted/Talented</li> <li>*At-Risk</li> <li>*Special Education</li> <li>*Male/Female</li> </ul> </li> </ul> </li> </ul>	All Students	Administrators Teachers	Principal Asst Prin CPOC Counselor Instructional Coach		Campus Plan  AEIS Report  STAAR Scores  Test Scores			Aug 2019	May 2020	Summative: Increase number of students passing English and Spanish STAAR, Formative: Improve student scores for TPRI, LAS Links, STAAR M, Tejas LEE
<p>The LEP students will be provided with oral language development in order to master in Pre-Las, LAS Links Lectura/Escritura and TELPAS Reading <b>(LAS Links score of 4 &amp; 5; Pre-Las score of 4 &amp; 5)</b></p> <ul style="list-style-type: none"> <li>Tejas Lee</li> </ul>	Bilingual LEP Students At-Risk Students	Principal Asst Prin Bilingual Teachers	Principal Asst Prin CPOC Instructional Coach		LAS Links (1 <sup>st</sup> -5 <sup>th</sup> ) Testing Materials, Checklists, Bilingual Standards Pre-Las (PK&K)			Aug 2019	May 2020	Summative: Improved LAS Links Test Scores, LAS Links Lectura/Escritura Formative: Bilingual Standards Form Results TELPAS

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Campus Committee Chairs will meet as needed to review and revise the campus plan in the areas of Student Achievement and attendance to monitor that action steps are being implemented <ul style="list-style-type: none"> <li>• Conduct Staff Presentation by SCE Director</li> </ul> Conduct “Needs Assessment Survey” <ul style="list-style-type: none"> <li>• Include Staff Dev. Training</li> <li>• Include STAAR scores and projections for required improvement</li> <li>• Include Campus Strategies to address “Success for All Students”</li> <li>• Include Appropriate funding allocations for instructional &amp; technology materials</li> <li>• Include district needs to support plan</li> </ul> Implement a Comprehensive Campus Plan based on the <b>Comprehensive Needs Assessment</b> to increase the following: <ul style="list-style-type: none"> <li>• Scores in Reading, Writing, Math, Social Studies, Science</li> <li>• Positive School Climate</li> <li>• Parental Involvement</li> <li>• Student Attendance</li> <li>• Student Achievement</li> <li>• Curriculum &amp; Instruction</li> <li>• Committee Staff Members</li> <li>• Recruitment &amp; Retention of Campus Staff</li> </ul>	All Students	Principal Asst Prin CPOC Committee Chairs	Principal Asst Prin CPOC  Principal Asst Prin		District Plan	SCE	Appendix	Aug 2019	May 2020	Summative: Revised Campus Plan Feedback by Committees Formative: Surveys Staff Development Plan for 2019-2020 Projection Charts for STAAR Budget for Year
	All Students	Principal Asst. Prin. Chairpersons Teachers				Local Title I SCE Mig. Bil.		Aug. 2019	May 2020	Summative increase STAAR Scores  Formative: District Plan
	All Students	Administration Staff	Principal Asst Prin CPOC		2019-2020	Campus Plan			Aug 2019	May 2020

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING BUDGET	Beginning	Ending		
As needed, planning will be provided from PK-5 to monitor the Campus STAAR Action Plan that includes the following: <ul style="list-style-type: none"> <li>• Strategies</li> <li>• Materials</li> <li>• Instructional Modifications</li> <li>• Update Technology Equip.</li> <li>• Tutorial Services</li> <li>• Incentives</li> <li>• Staff Development</li> <li>• Timelines</li> <li>• Homework (PK-5)</li> <li>• Instructional Materials/Paper</li> <li>• Copying Machine</li> <li>• Butcher Paper</li> <li>• Black/Color Toner</li> </ul>	All Students	Principal Asst Prin Teachers Reading Strategist	Principal Asst Prin CPOC Instructional Coach		State, District, Campus Adopted Materials Technology Supplemental Educational Materials such as workbooks, manipulatives, Promethean Boards	SCE Title I Local		Aug 2019	May 2020	Summative: Improved Student Achievement in all areas  Formative: STAAR Action Plan

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		FTE'S	RESOURCES	FUNDING	BUDGET	Beginning	Ending				
<p>Provide and implement innovative instructional programs which utilize strategies presented at staff development to meet the needs of all groups, sub-groups and core areas of all students:</p> <ul style="list-style-type: none"> <li>• Bilingual Education</li> <li>• One-Way Dual Language</li> <li>• Special Education</li> <li>• Gifted-Talented</li> <li>• Technology Programs</li> <li>• Comprehensive Counseling &amp; Guidance Program</li> <li>• Parent Involvement Program</li> <li>• Learning.com</li> <li>• TELPAS</li> <li>• Waterford Reading Program</li> <li>• STAAR Tutorial (K-5)</li> <li>• Science Lab Program</li> <li>• Title II Student Reduction</li> <li>• Title I</li> <li>• TPRI / Tejas Lee</li> <li>• Staff Development in the areas of Reading, Math, Science &amp; Writing</li> <li>• Discover Writing Company Conf.</li> <li>• Sharon Wells Math</li> <li>• Pearlized Math</li> <li>• CAST Science Conf/STAT</li> <li>• TCEA Convention &amp; Exposition</li> <li>• D.M.R. Educational Consulting</li> <li>• UIL Annual Conference</li> <li>• William MacDonald</li> <li>• Ford Ferrier Instructional Materials</li> <li>• Irma Duran</li> <li>• Rogelio Gomez Jr.</li> </ul>	All Students	Principal Asst Prin Teachers Paraprofessional Instructional Coach	Principal Asst Prin CPOC Instructional Coach	Asst Prin	State District Adopted materials NCS Software	Local	See Appendix	Aug 2019	May 2020	<p><b>Summative:</b> Improve student achievement in all areas <b>Formative:</b> Staff Development Plan</p> <p><b>Formative:</b> Computer Reports <b>Summative:</b> Improved Student Achievement in all Areas <b>Formative:</b> Schedules Lesson Plans</p> <p><b>Formative:</b> <b>Summative:</b> Improved Student Achievement in all areas</p>	
	Bilingual Stud Sp Ed Students GT Students Eco. Dis. Students /At-Risk All Students	Computer Lab Manager, Librarian, Teacher	Principal, Asst Prin	Computer Lab Mgr	1 Teacher	SCE Title I	SCE				
	All Students LEP Students	Teachers Librarian, Dodge Vipers, Reading Tickets for Success	Principal Asst Prin	1 Parent Educator	Computers	Title I					
	All Students	Administration Teachers Paraprofessionals	Admin CPOC	1 Teacher	Salary	Title I					
				1 Teacher		Title I					
				Principal Asst Prin							
			Teachers						Aug 2019		May 2020

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<p><b><u>READING – ALL STUDENTS</u></b> Implement a quality Instructional Reading Program that will focus on the “Five Essential” components of. Reading: Phonemic Awareness, Phonics, Vocabulary, Fluency, Comprehension. Disseminate and use</p> <ul style="list-style-type: none"> <li>• TEKS Reading Standards per grade level</li> <li>• Macmillan McGraw-Hill Series for K-5</li> <li>• TEKS Based Instructional Materials</li> <li>• Use Inservice training from Diana Ramirez Campus staff (teacher to teacher)</li> <li>• Utilize the TEKS to guide instruction and prepare for STAAR</li> </ul>	<p>All Students Reading 3<sup>rd</sup> 90% 4<sup>th</sup> 90% 5<sup>th</sup> 90%</p>	Teachers	Principal Asst Prin		<p>TEKS Reading Standards STAAR Materials Macmillan McGraw-Hill Series STAAR correlated Training Materials TEKS STAAR Workbooks</p>	Local Title I SCE	Aug 2019	May 2020	<p>Summative: Increase number of passing scores on STAAR Formative: TPRI, LAS Links, TEJAS LEE, , STAAR M Staff Development Plan Lesson Plans TEKS Alignment Instruction</p>
<p>Enhance the State Adopted Reading Program to develop reading skills:</p> <ul style="list-style-type: none"> <li>• Provide phonemic awareness instruction <ul style="list-style-type: none"> <li>*SSRW</li> <li>*Rigby</li> <li>*Cancionero</li> <li>*LEER MAS</li> <li>*Accelerated Reading</li> <li>*Supplemental Reading Wbks.</li> <li>*Dr. Jean Educational CD’s</li> <li>*Bilingual reading bks/centers</li> </ul> </li> </ul>	All Students	Teachers	Principal Asst Prin		<p>State Adopted materials Commercial materials Kamiko TEKSing Toward STAAR Motivational Reading Break Away toward Reading</p>	Local Title I SCE			<p>Summative: Lesson plan Increase number of passing scores on STAAR Formative: TPRI, TEJAS LEE, STAAR, STAAR M Lesson Plans</p>

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<ul style="list-style-type: none"> <li>• Provide phonics instruction               <ul style="list-style-type: none"> <li>*SSRW</li> <li>*Mentoring Minds</li> <li>*Alphabet trays</li> <li>*M Class/CPALLS</li> </ul> </li> <li>• Fluency instruction               <ul style="list-style-type: none"> <li>*Rigby Readers</li> <li>*Treasures</li> </ul> </li> <li>• Vocabulary instruction               <ul style="list-style-type: none"> <li>*Word of the day</li> <li>*Word Walls</li> <li>*Fluency word lists</li> </ul> </li> <li>• Implement effective comprehension strategies to elicit critical thinking               <ul style="list-style-type: none"> <li>*Maintain TEKS/STAAR focus</li> <li>*Focus on comprehension skills that address student expectations</li> <li>*Diana Ramirez graphic organizers</li> <li>*Thinking Maps</li> </ul> </li> </ul>	Special Populations	Teachers	Principal Asst Prin.		Instructional Materials, TV	Title-I SCE Local Migrant		Aug 2019	May 2020	Summative: Lesson Plan Increase number of passing scores on STAAR Formative: TPRI, TEJAS LEE
Promote Accelerated Reader Program on a daily basis to encourage reading, increase vocabulary, and improve testing scores.	All Students	Teachers Librarian	Principal Asst Prin	All Teachers	AR Class Sets	SCE Local Title I Migrant		Aug 2019	May 2020	Formative: AR Point Awards
<ul style="list-style-type: none"> <li>• AR Class Sets shared by teachers</li> <li>• Classroom Libraries</li> <li>• Library Books</li> <li>• Track Student points in classroom</li> <li>• AR Fieldtrip</li> </ul>	ELL Students	Teachers	LPAC Committee Principal Asst Prin		SSRW Passport					Formative: Schedules  LPAC Information



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Use Sing, Spell Read & Write to facilitate transition of ELL students into English reading <ul style="list-style-type: none"> <li>Use Passport Series (Supplemental Program)</li> </ul>	ELL Students	Teachers	Principal Asst Prin	All Teachers	SSRW Passport			Aug 2019	May 2020	LPAC Information
Implement a 15-30 min. (Be Excited About Reading-BEAR Time) to increase endurance and promote reading. <ul style="list-style-type: none"> <li>Class Sets</li> <li>Library Books</li> <li>Supplemental readers</li> </ul> <p>At the beginning of the school year, establish Reading Buddies between classrooms to meet once a week.</p> <ul style="list-style-type: none"> <li>30 Minute sessions weekly</li> </ul>	All Students	Staff			Class Sets Library Books Supplemental Readers		SCE Title I Local Migrant			Formative: Schedules
Utilize State Compensatory Ed. (SCE) Pupil Teacher Reduction: <ul style="list-style-type: none"> <li>Pupil Teacher Reduction, 4<sup>th</sup></li> </ul>	4 <sup>th</sup> Grade  LEP Students 3 <sup>rd</sup> 90% 4 <sup>th</sup> 90% 5 <sup>th</sup> 90%	4 <sup>th</sup> Teachers		1 SCE Teacher	Reading Materials		See Appendix			Formative: Classroom Schedules
	Econ. Disad. / At-Risk 3 <sup>rd</sup> 90% 4 <sup>th</sup> 90% 5 <sup>th</sup> 90%	Grade 3 Teachers Grade 4 Teachers Grade 5 Teachers					SCE Salary			Formative: Classroom Schedules
										Formative: TPRI, LAS Links IRI, TEJAS LEE, STAAR,  Formative: Improve STAAR scores

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Utilize Title II 4th Teacher - Writing Lab • For 4 <sup>th</sup> Grade to improve in writing process.	4 <sup>th</sup> Grade	Grade 4 Teachers	Principal Asst Prin	1 Tchr	State Adopted Materials SSRW	Title II		Aug 2019	May 2020	Summative: Improved STAAR Reading Scores
	4 <sup>th</sup> & 5 <sup>th</sup> Grade	Grade 4& 5 Teachers	Principal Asst Prin	1 Tchr	State Adopted Materials	SCE		Aug 2019	May 2020	Formative: LAS LINKS Test Scores
Set up STAAR Tutorial block for teachers in grades 3,4,5  After school and conference tutoring	Econ. Disad. / At-Risk 3 <sup>rd</sup> 90% 4 <sup>th</sup> 90% 5 <sup>th</sup> 90%	Grade 3,4,5 Teachers			STAAR Reading Materials Benchmark Tests			Oct 2019	Apr 2020	Summative: Improved STAAR, TELPAS Scores Formative: Benchmark Test Results
Paraprofessionals in grades Pre-K, K, will use 90% of their time to reinforce instruction  Use High School Ready, Set, teach students to tutor Carman students	Economic Disadvantaged Population At-Risk	Teachers  Teachers	Principal Asst Prin	Para's	State adopted reading / Language Materials	Bilingual Title I SCE Salary Local Sp. Ed	See Appendix	Aug 2019	May 2020	Class Schedules Walk throughs
Kinder Paraprofessionals will tutor 1 <sup>st</sup> grade students Provide a literature rich environment by increasing the number of Spanish books in library and make available to All students.	1 <sup>st</sup> Grade  All Students	Kinder Para's  Bilingual Ed Teachers Librarian	Principal Asst Prin	Para's	Spanish Library Books					Formative: AR scores Spanish Library Book Check out

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Support instructional program in Reading through implementation of Dual Language Program for Bilingual students identified as At-Risk	At-Risk Students  Grades PK-3	PK-3 Teachers	Principal Asst Prin		Materials			Oct 2019	May 2020	Formative: Pre/Post, TPRI, Tejas Lee TELPAS, STAAR
Utilize full-time music teacher to enhance oral language development in PK-5 during regular class periods	All Students	Music Teacher Teachers	Principal Asst Prin	.5 .5	SSRW Music Adoption	Title I Local		Aug 2019	May 2020	Formative: Music schedule
Implement Computer Assisted Instruction in reading through computer lab and distributed computers in the classrooms <ul style="list-style-type: none"> <li>• Macmillan/McGraw-Hill Software/ Web Sight</li> <li>• SME</li> <li>• Waterford Reading Program</li> <li>• United Streaming</li> <li>• Star fall</li> <li>• Brain Pop</li> <li>• Isatation</li> <li>• Think Through Math</li> <li>• Learning.com</li> </ul>	All Students	Computer Lab Manager Lab Schedules	Principal Asst Prin	1	Computer Lab Mgr Computers Internet	SCE Techn	See Appendix	Aug 2019	May 2020	Formative: Computer Reports Summative: Improved STAAR Scores, Computer schedule
Utilize technology to enhance instructional programs <ul style="list-style-type: none"> <li>• Desktop Computers</li> <li>• Active Votes-Clickers</li> <li>• Ed Helper</li> <li>• Lap Tops</li> <li>• Document Readers</li> <li>• Ignite Program 4<sup>th</sup> / 5<sup>th</sup></li> </ul>	All Students  All Students	Teachers Librarian Computer Lab Manager	Principal Asst Prin		Computers  Reading Software			Aug 2019	May 2020	Formative: Lesson plan schedules Formative: Technology in the classroom Formative: Improve Reading Skills

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Implement extended day program for At-Risk and economically disadvantaged students <ul style="list-style-type: none"> <li>• Extended Year (Summer School)</li> <li>• Extended Day</li> </ul>	At-Risk & Economically Disadvantaged Students	Teachers	Principal Asst Prin		STAAR Materials SRA Kits Reading Program Rigby SSRW	Title I Local	See Appendix	Oct 2019	Apr 2020	Summative: Improve Reading Scores Formative: Class schedules Benchmark results Summative:Improve reading, math & science scores Formative: Lesson Plans
	At-Risk Students		Teacher’s	Principal Asst Prin						Summative:Improve reading, math & science scores Formative: Lesson Plans
Reinforce Reading objectives through <ul style="list-style-type: none"> <li>• Sp. Ed. Resource</li> <li>• LD/Content Mastery</li> <li>• Co-Teaching</li> </ul>	Sp. Ed. / CM LD Students	LD Resource /CM Teacher Sp Ed Para	Principal Asst Prin		LD Resource Materials Classroom Computer Saxon Program	Sp Ed		Aug 2019	May 2020	Summative: Improved Scores in STAAR (Fewer Sp Ed Exemptions) Formative: Coordination Forms Lesson Plan
Utilize Campus Vertical Academic Teaming for implementation of effective reading practices <ul style="list-style-type: none"> <li>• Schedule grade level meetings on campus (CLC)</li> <li>• Schedule cross-grade level meetings with campus grade levels</li> </ul>	All Students	Teachers	Principal Asst Prin		Gr. Level Minutes			Aug 2019	May 2020	Summative: Improved Reading Scores Formative: Grade Level Meeting Logs Cross Grade Level Agendas

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
<p><b>Establish continuous professional staff development in identified areas of need.</b></p> <ul style="list-style-type: none"> <li>• Lead4ward</li> <li>• Graphic Organizers</li> <li>• Thinking Maps</li> <li>• TEKS-STAAR Reading Writing * Write from the Beginning *William MacDonald</li> <li>• Special Education-Inclusion</li> <li>• Math *TX Regional Collaborative for Excellence in Math teaching -Michael Sweet * Frogstreet SSRW Hampton Brown *Everyday Math</li> <li>• Science *TX Regional Collaborative for Excellence in Science teaching -Michael Sweet *Yvonne Gomez *Michael Sweet</li> </ul>	All Students	Teachers	Principal Asst Prin		Graphic Organizers	SCE T-I Local		Aug 2019	March 2020	Formative: Inclusion of TEKS in lesson plans Summative: Improve Math scores
		Parent Educator	Principal Asst Prin	1	Reading Materials	SCE	See Appendix	Oct 2019 Sept 2019	May 2020 May 2020	Formative: Agendas and minutes Sign-in logs
Hold parent meetings with migrant parents to enhance the need for their children's prompt and regular attendance in school and in extended day programs.										

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING BUDGET	Beginning	Ending	
Provide tutoring for migrant students, identified on the Priority for Services report, using a Reading Intervention Program	All grades	Teachers	Principal Asst Prin		STAAR Reading, Math, Writing & Science Summer Project Materials				Formative: Schedule Priority for Service Report
Ensure that migrant students, identified on the priority for services report and at risk of failing TPRI, attend extended day instruction on the appropriate subject(s).	Migrant Students K-2	Teachers K-2	Principal Asst Prin		Supplemental pay and materials		Nov 2019	May 2020	Summative: Decreased retentions; Increased number of passing TPRI scores Formative: Migrant list
Ensure that migrant students, identified on the priority for services report, attend STAAR tutoring sessions	Migrant Students 3-5	Teachers 3-5			STAAR Materials TEK based Materials	Local Title I	Oct 2019	Apr 2020	Summative: Increased STAAR scores; Formative: increased number of migrants attending tutoring
Provide additional computer time as needed before school	3 – 5	Computer Lab Mgr	Principal Asst Prin						Schedule
<ul style="list-style-type: none"> <li>Migrant parent tutor for students identified on Priority for Services Report and at-risk of failing TPRI</li> </ul>							June 2019	June 2020	
Provide Summer School for migrants	1 - 5	Teacher							
<b><u>READING-ECO. DIS. / AT-RISK</u></b>		Teachers 1-5	Principal Asst Prin	1	Teacher	SCE			Formative: Class rosters Lesson Plans Teacher Schedule
<ul style="list-style-type: none"> <li>For grades 1-5 to improve language arts</li> </ul>				1	Teacher	Title I			
Assign T-II teacher to reduce teacher/pupil ratio in the 4 <sup>th</sup> grade.		SCE Teacher	Principal/ Asst Prin	1		SCE	Aug 2019	June 2020	Formative: Schedule Lesson Plans Improved Test scores
Assign SCE Read 180 Teacher to improve reading in 4 & 5 grade.		T-II Teacher				Title II			
Utilize Reading Strategist in grades K-3 to address ELL/Non LEP for students at risk of being retained.		Teachers Reading Strategist				SCE			Voyager TPRI / Tejas Lee Results

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		IMPLEMENTATION	MONITORING		RESOURCES			Beginning	Ending	
Support instructional program in reading through the implementation of Tutoring	1 <sup>st</sup> ,2 <sup>nd</sup> Bilingual Students	Teachers		1		T-1				Formative: TPRI/Tejas Lee
Schedule additional computer time before school for 3 <sup>rd</sup> -5 <sup>th</sup> grade students	3–5 Students based on Benchmark Scores	Computer Lab Mgr		1 Lab Mgr	Technology SME			Nov. 2019	Apr 2020	Formative: Lab Scores Student Sign-in Rosters
Provide additional support to students identified at-risk of failing 4 <sup>th</sup> grade (Title II) <ul style="list-style-type: none"> <li>• Materials</li> <li>• Tutoring after school</li> <li>• Conference Tutoring</li> <li>• STAAR action Plan (Reading and Math)</li> <li>• RTI</li> </ul>	At-Risk	Teacher	Principal Asst Prin		STAAR Materials		See SCE Budget Appendix	Dec 2019	Apr 2020	Formative: Sign-in rosters Lesson plans Schedule  TPRI / Tejas Lee, Results
		RTI Committee								

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning		Ending
<b><u>MATH - ALL STUDENTS</u></b> Provide and implement a quality instructional program to meet the needs of all student groups in Math: <ul style="list-style-type: none"> <li>• Disseminate &amp; Use math TEKS standards per grade level</li> <li>• Use inservice training from               <ul style="list-style-type: none"> <li>*Everyday Math</li> <li>*Scholastics</li> <li>*Thinking Maps</li> <li>*Motivation Math</li> <li>*STAAR Ready Math Collection</li> <li>*Math Texas Coach (Triumph Learning)</li> <li>*Conference for the Advancement of Mathematics Teachers (CAMT)</li> <li>*Supplemental Instructional materials such as workbooks and manipulatives &amp; supplies from District Central Supply</li> </ul> </li> <li>• Utilize AIMS Materials for science/math activities</li> <li>• Use Problem Solver/Math Moment/Math Minute Utilize math manipulatives to enhance math instructional program</li> <li>• Problem-solving strategies</li> <li>• Graphing skills, Basic Facts</li> <li>• Cooperative learning/Paired Learning</li> <li>• Utilize computers (SME) to reinforce math</li> <li>• Review student math practice test scores with parents</li> </ul>	All Students	Teachers	Principal Asst Prin CPOC		TEKS Strategies		Local Title I SCE	Aug 2019	May 2020	Summative: Improved Math STAAR, STAAR, STAAR M Scores  Formative: Lesson Plans TEKS Aligned
	PK-5					Everyday Math, Curriculum AIMS Materials				
	K-5 Students			1 Lab Mgr	Math Manipulatives					Formative: Computer reports Math Benchmark results
					Technology			Oct. 2019	Mar 2020	
					STAAR Homework Folder					



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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Utilize Vertical Academic Teaming for implementation of effective math strategies <ul style="list-style-type: none"> <li>• Grade Level Meetings (CLC)</li> <li>• Cross-Grade Level Meetings</li> <li>• Planning Period</li> <li>• Back-to-Back Planning</li> </ul>	All Students	Teachers	Principal Asst Prin		VAT Meeting Schedule			Sept 2019	May 2020	Formative: Grade Level Meeting Logs Improved Math Scores TEKS Aligned Schedule, Agenda, Minutes of meetings
Reinforce math instruction through LD Resource class room/Tutoring, SME	LD Students Resource	LD Teachers	Principal Asst Prin Diagnostician		LD Resource Math Materials  Computer Programs	Sp. Ed.  SSIG		Aug 2019	May 2020	Summative: Improved math Scores Formative: Fewer Exemption in math
Provide additional computer time and assistance for identified students <ul style="list-style-type: none"> <li>• 7:30-8:00</li> </ul>	At-Risk Students 3,4,5 Special Programs	Teacher Computer Lab Manager			Computer Lab			Nov 2019	Apr 2020	Summative: Improved STAAR Scores in Math Formative: Computer Reports

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING BUDGET	Beginning	Ending			
Participate in continuous Math staff development (Aug.-May) with at least 90% staff attendance through <ul style="list-style-type: none"> <li>• Grade Level Meetings</li> <li>• Region I Math Collaborative</li> </ul> <b><u>MATH – LEP</u></b> Introduce the math concepts the first day in the native language for students who have not transitioned. <ul style="list-style-type: none"> <li>• Sheltered Math (PK-K)</li> <li>• Bilingual strategies (PK-5)</li> <li>• Dual Lang. Prog. (PK-3)</li> </ul> Provide LEP students additional computer time based on need Provide Extended Year Program <ul style="list-style-type: none"> <li>• Before/after school</li> <li>• Utilize Bilingual strategies</li> </ul> Schedule parent/teacher conferences to discuss student progress  <b><u>MATH – MIGRANT</u></b> Provide instruction with supplemental materials to tutor identified students	All Students	Teachers	Principal Asst Prin		Consultants	Title I Local		Aug 2019	May 2020	Formative: Staff Development calendar Meeting agendas/ minutes Conference Attendees	
	LEP Students	Teachers		.25	Asst Prin	Bilingual  SSIG		Aug 2019	May 2020	Formative: Lesson Plans   Formative: Computer Lab schedule	
			Teachers Computer Lab mgr			SME Lab	Technology				Formative: Tutoring/Ext. Day / Week Schedules
			Teachers Parent Educator			Parent Educator	SCE				
	Migrant Students 3 <sup>rd</sup> * 4 <sup>th</sup> * 5 <sup>th</sup> * (* less than 5)	Teachers				Title I Local		Aug 2019	May 2020	Formative: Increase math scores Lesson Plans Schedule Benchmark results	

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				FTE'S	RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Hold Teacher / parent meetings to discuss student expectations twice a year (Meet the teacher night and Texas public school week)	All Students	Teachers Parent Educator	Principal Asst Prin	1	Salary	SCE		Aug 2019	May 2020	Formative: Sign-in logs Meeting agendas
Harvesting Parents as Partners in Education PK – 5 <sup>th</sup>	Kinder, 3 <sup>rd</sup>	Teachers						Oct. 2019	Oct 2020	Formative: Sign-In Sheet
<b><u>MATH - EC. DIS./AT-RISK</u></b> Provide students with tutoring and/or extended year program services before / during / after school (45 min.; twice a week, Oct-Apr)	Econ. Disad. / At-Risk	Teacher	Teacher					Oct 2019	Apr 2020	Formative: Teachers schedule Lesson plans Participant’s Lists for Extended Day
Reinforce teacher’s instruction with supplemental materials in areas of math objectives scoring 75% or less on district benchmarks		Teacher			Salaries Materials	Title-I				Formative: Teacher schedule, lesson plans

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning	
<p><b><u>WRITING – ALL STUDENTS</u></b> Implement and provide quality instructional programs to meet in a timely manner the needs of all students in Writing/Language Arts:</p> <ul style="list-style-type: none"> <li>• Disseminate &amp; use TEKS writing standards</li> <li>• Conduct journal writing activities</li> <li>• Attend writing inservice on process scoring</li> <li>• Maintain student writing logs in every classroom</li> <li>• Conduct Writing Contests</li> <li>• Provide parents with an informative session on STAAR Writing requirements</li> <li>• Submit writing samples to be scored by external scorer</li> <li>• STAAR Prep &amp; Practice wkbooks</li> </ul> <p style="padding-left: 40px;">Reading &amp; Writing</p> <ul style="list-style-type: none"> <li>• STAAR Master Writing (4<sup>th</sup>)</li> <li>• Write from the Beginning</li> </ul> <p>Utilize writing materials from district, adoptions, Write from The Beginning, McMillan McGraw-Hill Interventions workbook *Bill McDonald – May the 4’s be With You</p>	<p>Writing 4<sup>th</sup> Grade Students 92%</p>	<p>Principal Asst Prin Teachers Paras</p> <p>Teachers Paras</p> <p>New Teachers</p> <p>Teachers Students</p> <p>Teachers</p>	<p>Principal Asst Prin</p>		<p>TEKS Standard State &amp; Campus Adopted Materials Supplemental materials such as workbooks and manipulatives Journals</p> <p>Writing Skills Boxes</p> <p>Writing Samples</p> <p>Writing Materials, Folders, Consultants</p> <p>Benchmark Tests</p>			<p>Aug 2019</p> <p>May 2020</p> <p>Aug 2019</p> <p>May 2020</p>	<p>Formative: Improved STAAR Writing Scores</p> <p>Formative: Journals Certificate of Attendance Formative: Writing Logs</p> <p>Formative: Agenda, Sign-in sheets</p> <p>Summative: Improved STAAR Writing Scores</p> <p>Formative: Benchmark results Progress Charts</p>
	<p>All Students</p>	<p>Teachers</p> <p>4<sup>th</sup> Grade Teachers</p> <p>Teachers</p>	<p>Principal Asst Prin</p>						

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<p><b><u>WRITING - ELL</u></b> Provide extra reinforcement</p> <ul style="list-style-type: none"> <li>• Elaboration</li> <li>• Vocabulary</li> <li>• Spelling</li> <li>• Grammar</li> <li>• Composition</li> </ul> <p>Provide writing homework folder</p> <ul style="list-style-type: none"> <li>• Write from the Beginning</li> </ul> <p><b><u>WRITING - MIGRANT</u></b> Utilize additional writing materials for reinforcement from district adoptions</p> <p><b><u>STAAR TEST</u></b> Provide snacks for students and teachers Provide lunch for teachers during testing</p> <p>Hold Teacher / parent conferences as needed once every 6 weeks to discuss writing skills/grammar results/spelling</p>	ELL Students	Teachers Gr. 3 <sup>rd</sup> - 5 <sup>th</sup>	Principal Asst Prin		Writing Materials			Aug. 2019	May 2020	Formative: Improved student writing scores	
		4 <sup>th</sup> Teachers			Homework Folders			Nov 2019	Apr 2020	Formative: Parent logs	
		Migrant Students 4 <sup>th</sup> * (*less that 5)	Teacher			Writing Materials	Migrant		Aug 2019	May 2020	Formative: Schedules Participant rosters Lesson plans
		Migrant Students 4 <sup>th</sup> * (*less that 5)	Teachers	Principal Asst Prin					Aug 2019	May 2020	Formative: Teacher log Student work

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<p><b><u>WRITING – ECO. DIS. / AT-RISK</u></b></p> <p>Provide extra time at the computer lab for students scoring below 70% on district benchmarks, a minimum of 45 minutes per week.</p> <p>Schedule tutoring / extended day for 4<sup>th</sup> grade students scoring below 70% on district benchmark</p> <p>Provide Supplemental-writing instruction (Jan.-Feb., at least 1 hr. of instruction)</p> <p>Hold Teacher / parent conferences as needed once every 3 weeks to discuss writing skills/grammar results/spelling</p> <p><b><u>SCIENCE - ALL STUDENTS</u></b></p> <p>Provide opportunities to attend Staff Development on new accountability awareness for Science STAAR</p> <ul style="list-style-type: none"> <li>Use In-service trainings from Area I meetings, Peggy Trevino, Michael Sweet, Area I, Stacy Solis</li> <li>Rio Grande Valley Science Association</li> <li>CAST, NSM</li> <li>Review successful teaching strategies in science for implementation</li> </ul>	<p>4<sup>th</sup> Grade Econ. Disand. / At-Risk 91%</p> <p>Migrant Students 4<sup>th</sup> * (*less that 5)</p> <p>All Students 5<sup>th</sup> Grade 87%</p> <p>Students K-5</p>	<p>Computer Lab Manager</p> <p>Teacher / Para's</p> <p>Teachers</p> <p>Teachers</p>	<p>Principal Asst Prin</p>	<p>1</p> <p>All Teachers</p> <p>Science Teacher</p>	<p>Technology</p> <p>SCE</p> <p>Title I</p> <p>District personnel Region I CAST Consultants</p> <p>Sci Materials TEKS FOSS Kits AIMS Stacy Solis Supplemental Science materials such as workbooks and manipulatives</p>	<p>SCE</p> <p>SCE</p>	<p>Aug 2019</p> <p>Sept. 2019</p> <p>Aug 2019</p>	<p>May 2020</p> <p>May 2020</p> <p>May 2020</p>	<p>Formative: Computer Roster Computer Progress Report</p> <p>Formative: Participant Rosters Schedule</p> <p>Formative: Lesson Plans Schedule</p> <p>Formative: In-service Sign In Staff Development Plan</p> <p>Formative: Science Lab Schedule Lesson Plans Schedules</p>	

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Provide and implement quality instructional programs to meet in a timely manner the needs of all student groups in science <ul style="list-style-type: none"> <li>• Utilize AIMS materials for science activities</li> <li>• Utilize science adoption material</li> <li>• Disseminate and use Science TEKS standards and Timelines</li> <li>• Provide science enrichment/vocabulary in PK-5</li> <li>• Vocabulary Cards</li> <li>• Track Student Science progress through benchmark tests / unit / chapter tests</li> <li>• Align Science materials by grade level</li> <li>• Tim Smith, Channel 5</li> <li>• Sciencosaur</li> <li>• Measuring Up</li> <li>• United Streaming</li> <li>• STC Chemistry Club</li> <li>• Bill Nye CD's</li> <li>• Santa Ana Wildlife Refuge</li> <li>• World Birding Center</li> <li>• Magic School Bus CD's</li> <li>• El Rancho El Charco</li> <li>• Biotech Mobile Lab</li> <li>• STC Planetarium</li> <li>• UTPA Planetarium</li> <li>• Ester Llano Grande Park</li> <li>• HESTEC</li> </ul>	All Students	K-5 Teachers Science Lab Teacher	Principal Asst Prin	1	AIMS Materials	SCE		Sept 2019	May 2020	Summative: Improve Science scores Formative: Lesson Plans Formative: Vocabulary cards Science Lab Schedule Formative: Science Monitoring Charts Formative: Benchmark Tests Formative: Benchmark Scores Vistas Binders
	Students K-5 <sup>th</sup>	1-5 Teachers			District Test Science Charts Science Adoption Unit Tests			Oct 2019	May 2020	

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<ul style="list-style-type: none"> <li>• Show What You Know on the STAAR</li> <li>• TXESS Revolution Materials</li> <li>• SME</li> <li>• Just Science Maniacs</li> <li>• Brain pop</li> <li>• Comprehensive Science Assessments 4<sup>th</sup> / 5<sup>th</sup> Options</li> <li>• STAAR Ready Practice Science 5<sup>th</sup></li> <li>• Science Starter Kits (People Education)</li> <li>• School Specialty Science School Edition</li> </ul>	K-5 <sup>th</sup> Grade	K-5 Teachers Science Lab Teacher	Principal Asst Prin	1		SCE		Sept. 2019	May 2020	Summative: Improve Science scores Formative: Lesson Plans Formative: Vocabulary cards Science Lab Schedule Formative: Science Monitoring Charts Formative: Benchmark Tests Formative: Benchmark Scores Vistas Binders
Schedule Gr. 4 -5 students to Science Lab weekly <ul style="list-style-type: none"> <li>• 5<sup>th</sup>-4x a week; 4<sup>th</sup>-1x a week</li> <li>• May 4<sup>th</sup> - 4x a week</li> </ul>		Science Teacher		1	Science Lab Teacher	SCE		Aug 2019	May 2020	Formative: Science Schedule
FOSS Kit available in Science Lab and Measurement Tool Kit (Grades 3 <sup>rd</sup> -5 <sup>th</sup> )	Students 3 <sup>rd</sup> -5 <sup>th</sup>	Science Teacher			Foss Kits	SCE		Aug 2019	May 2020	Formative: FOSS Kit per grade level in place with training
		Teacher 3 <sup>rd</sup> -5 <sup>th</sup>								



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS PLAN: CARMAN ELEMENTARY  
2019-2020**

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Provide opportunities for teachers to attend staff development <ul style="list-style-type: none"> <li>CAST</li> <li>RGVSA – Mini last IMAS</li> <li>TEPSA</li> <li>Junior Master Gardener Trainings</li> <li>The Leader in Me Symposium</li> </ul>	All Students	Teachers	Principal Asst Prin		Consultants	Local		Aug 2019	May 2020	Formative: Attendance to Conference
Provide use of Internet for research/Projects		Teachers Librarian			Technology			Sept. 2019	May 2020	Formative: Research Projects
Analyze data from STAAR and district science tests (district timeline) to insure all groups are meeting Objectives and goals <ul style="list-style-type: none"> <li>Implement Timeline PK, 5<sup>th</sup></li> </ul>		Science Lab Teacher, Resource Teachers	Principal Asst Prin		Test Data	SCE Title 1 Local		Jan 2019	May 2020	Summative: Improve Student Achievement STAAR, STAAR M
Utilize Science Lab Teacher to provide hands-on experiences to students in grades 3 <sup>rd</sup> -5 <sup>th</sup> <ul style="list-style-type: none"> <li>Prepare for Science STAAR 2017</li> <li>Utilize Science Lab for experiments</li> <li>Integration of Science / Math activities</li> <li>Assess students in Science Unit Tests (Textbook Adoption)</li> <li>Plan with teachers on science investigation activities</li> <li>Implement CScope Science</li> </ul>		PK - 5 <sup>th</sup> Teachers Science Lab Teacher		1 Tchr	AIMS Materials	SCE Title 1 Local		Sept. 2019	May 2020	Formative: Science Scores
		Teachers 3 <sup>rd</sup> -5 <sup>th</sup> , Resource			Science Adoption					Lesson Plans
					Other approved consumables					Science Benchmark Tests Science Monitoring Charts
					Science Lab Schedule					Improved Benchmark Results
					Foss Kits CScope					

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
<b><u>SCIENCE – ELL</u></b> Conduct a Vertical and Horizontal study of TEKS Standards, twice a yr.  Enhance science curriculum by providing Spanish Science reference and reading books in the library and classrooms.  Provide additional tutoring / reinforcements to students needing assistance in 5 <sup>th</sup> grade  Utilize ESL instruction to assure comprehension  Ensure that migrant students attend STAAR tutoring and extended day sessions.	ELL Students 5 <sup>th</sup> 80%	Teachers	Principal Asst Prin		Science TEKS  Library			Aug 2019	May 2020	Formative: TEKS Aligned TEKS Science Charts Formative: Books in library
		Science Lab Mgr. Teachers 5 <sup>th</sup> grade				SCE		Oct 2019	April 2020	Formative: Schedule
	Migrant Students 5 <sup>th</sup> * (*less that 5)	Teachers 5 <sup>th</sup> grade								Formative: Attendance Rosters
<b><u>SCIENCE – ECO. DIS./AT-RISK</u></b> Utilize resource science teacher / teacher in the Science Lab	5 <sup>th</sup> Eco. Dis/ At-Risk 96%	Science Lab Teacher/ Teachers			Science Assessment Guides 3 <sup>rd</sup> . 4 <sup>th</sup> , 5 <sup>th</sup> TEKS, Technology, Measuring Up CScope District Timeline	SCE				Formative: Science Lab Schedule Teacher Schedule

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning		Ending
<b><u>SOCIAL STUDIES – ALL STUDENTS</u></b>										
Provide and implement a quality instructional program Aug – May to meet the needs of all student groups in Social Studies	Students K-5	Teachers K-5	Principal Asst Prin	Teachers K-5	Social Studies Adoption			Aug 2019	May 2020	Formative: Social Studies Benchmarks Unit Tests  Report Cards  Social Studies Lesson Plans
<ul style="list-style-type: none"> <li>Utilize Social Studies Adoption materials</li> <li>Disseminate and utilize Social Studies TEKS</li> <li>Utilize magazine and periodical subscriptions from Time, Weekly Reader, Monitor, etc. to enhance Social Studies Instruction</li> <li>Social Studies Alive</li> <li>Constitution Day</li> <li>Thinking Maps</li> <li>Brain Pop</li> <li>Ignite Torch (4-5)</li> <li>edHelper</li> </ul>	3 <sup>rd</sup> – 5 <sup>th</sup> gr.	3 <sup>rd</sup> -5 <sup>th</sup> Teachers			Periodicals			Oct 2019	Oct 2020	Formative Teacher Lesson Plans
Increase students' geographic skills Aug - May by enhancing the state-adopted Social Studies programs by providing:	All Students	Principal Asst Prin Teachers	Principal Asst Prin Social Studies Campus Representative		Wall map Floor maps Desk maps Computers Globes Internet Library books Geographic Software Periodicals Time for Kids Scholastic News					Formative: Increased number of passing scores on STAAR Campus Assessments

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Implement a comprehensive program to meet the needs of all students  Enhance social studies curriculum Aug – May by encouraging students to read different genres of Literature: <ul style="list-style-type: none"> <li>• Biographies (non-fiction)</li> <li>• Autobiographies</li> <li>• Newspaper (current events)</li> <li>• Historical literature-based</li> <li>• Primary and secondary sources</li> <li>• Culture-based Big Books</li> <li>• Starfall.com</li> </ul>	All Students	Teachers	Principal Asst Prin Librarian		Time for Kids K-5 Scholastic Newspapers Biographies A.R. Library Books Internet Technology			Aug 2019	May 2020	Formative: Increased number of passing scores on STAAR
Enhance Social Studies Curriculum by providing maps and Globes to: <ul style="list-style-type: none"> <li>• Integrate maps and social studies skills with reading and technology</li> <li>• Problem-solving</li> </ul>	All students	Teachers	Principal Asst Prin		Desk Maps Floor Maps Wall Maps Globes Computer/ internet Technology			Aug 2019	May 2020	Formative: Social Studies STAAR
Analyze data from 6 weeks grades and campus Social Studies assessments from August to May to ensure all groups are meeting stated objectives and goals.					Atlases			Aug 2019	May 2020	Formative: Attendance Certificate

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Provide opportunities for teachers to attend staff development conferences <ul style="list-style-type: none"> <li>Region One Staff Development</li> <li>Texas LRE (Low Related Education)</li> <li>National Heritage Foundation</li> </ul>	3 <sup>rd</sup> & 5 <sup>th</sup> Gr.	3 <sup>rd</sup> & 5 <sup>th</sup> Gr. Teachers	Principal Asst Prin		Consultants	Local				Formative: Attendance Certificate
<u><b>SOCIAL STUDIES – ELL</b></u> Introduce the social studies concepts in Spanish	ELL Students	Bilingual Teachers	Principal Asst Prin		Textbooks					Formative: Schedule Conference Attendees
Provide tutoring / Extended year program integrating Social Studies with Reading. <ul style="list-style-type: none"> <li>Before/after school</li> <li>During teacher conference</li> <li>Use bilingual strategies</li> </ul>										Formative: Lesson Plans
Enhance social studies curriculum Aug to May by providing Spanish social studies books, resources/materials and training to assist students	ELL Students	Teachers	Principal Asst Prin		Books Spanish resources / materials			Aug 2019	May 2020	Formative: Books in classroom
Schedule Parent/teacher conference to discuss student progress as needed										Formative: Teacher logs

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending		
<p><b><u>SOCIAL STUDIES – MIGRANT</u></b> Provide instruction Aug to May with supplemental materials to tutor and reinforce identified students on the priority list for services report</p> <p>Ensure that migrant students attend STAAR tutoring and extended day sessions.</p>	Migrant Students	Teacher					Migrant		Aug 2019	May 2020	Formative: Lesson plans  Increased scores
<p><b><u>SOCIAL STUDIES – ECON. DIS. / AT-RISK</u></b> Provide integrated reading / Social Studies tutoring through the optional extended year program</p> <ul style="list-style-type: none"> <li>Extended Day</li> </ul>	At-Risk students	Teacher					Carman STAAR Resource Materials Such as workbooks and manipulatives				Formative: Teacher Schedule Lesson Plans
<p>Enhance social studies curriculum Aug to May by providing Spanish social studies books, resources/materials and training to assist students</p> <p>Schedule Parent/teacher conference to discuss student progress as needed</p>	ELL Students	Teachers	Principal Asst Prin				Books Spanish resources/materials				Formative: Books in classroom  Formative: Teacher logs

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
<p><b><u>SPECIAL EDUCATION – ALL CONTENT AREAS</u></b></p> <p>Special Education Teachers will coordinate lessons with regular teachers Aug to May to address student needs</p> <p>As per the ARD-IEP, students with disabilities will have available an instructional program based on individual needs and taking ACG into consideration including:</p> <ul style="list-style-type: none"> <li>• General education instruction with or without modifications</li> <li>• Content mastery</li> <li>• Resource-Reading               <ul style="list-style-type: none"> <li>*Saxon Reading Program</li> <li>*Saxon Math Program</li> </ul> </li> <li>• Speech Therapy</li> <li>• Related Services (OT, PT)</li> <li>• Read Well Program</li> <li>• Cambien Reading Program</li> </ul> <p>In-service teachers on appropriate modifications for students needing assistance</p>	<p>Resource/ Content Mastery Students K-5</p> <p>Special Education students PK-5</p> <p>At-Risk Students Sp Ed Students</p>	<p>Sp. Ed. Teacher</p> <p>Teachers / Sp Ed Teachers &amp; Aide</p> <p>Speech Pathologist</p> <p>Diagnostician Teachers Sp Ed Teacher RTI Committee</p>	<p>Principal/ Asst Prin</p> <p>Principal Asst Prin</p>		<p>Lesson Plan Books Coordination Logs</p> <p>State Adoption Materials</p> <p>Saxon Materials</p> <p>Tchr mods Lesson Plans Student Portfolios</p>	<p>Sp. Ed.</p> <p>Sp Ed</p>	<p>Aug 2019</p> <p>Sept. 2019</p>	<p>May 2020</p> <p>Sept. 2020</p>	<p>Summative: Improved scores on STAAR &amp; STAAR M Fewer STAAR Exemptions in Sp Ed</p> <p>Formative: Lesson Plans Coordination Form</p> <p>Formative: Observation ARD/IEP documents</p> <p>Formative: Treatment plans Lesson Plans IEP Reports Activity Log Coordination Forms</p> <p>Formative: Agendas Staff Meetings Lesson Plan Books</p>	

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Provide modifications as needed for Sp. Ed. students <ul style="list-style-type: none"> <li>Review Sp Ed Individual Education Plans (IEP) Behavioral Plans (BIP)</li> <li>Review 504 accommodation plans (IAP / BAP)</li> <li>Review S.A.T. Intervention Plans (IIP / BIP)</li> <li>Reteaching strategies are used by teachers as needed</li> </ul>	At-Risk Students  Sp Ed Students	Teachers Aide Sp Ed Teachers  Teachers	Principal, Asst. Principal		Lesson Plans Parent Conf Grade Books  C.M. Coordination Forms			Aug 2019  May 2020	Summative: Improved scores Formative: Fewer student Retentions 504 Accommodation Plans Lesson Plans IEP's BIP's	
Interventions for students at-risk of failing. <ul style="list-style-type: none"> <li>RTI (Reading: Macmillan McGraw-Hill- Tier I, II, Voyager, Passports, Math-V-Math, BIP)</li> <li>RTI Intervention</li> <li>Section 504</li> </ul>	At-Risk Students	Teachers	Principal, Asst. Principal		McMillan McGraw-Hill Tier I, II Voyager, V-Math				Summative: Improved scores Formative: Fewer student Retentions 504Accommodation Plans IAP. BIP,	



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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		FTE'S	RESOURCES NEEDED RESOURCES FUNDING BUDGET			TIMELINE Beginning Ending		EVALUATION / MEASUREMENT
Implement a Comprehensive Counseling and Guidance Program to address needs of all students including: Classroom Guidance topics: <ul style="list-style-type: none"> <li>• Motivation to Achieve</li> <li>• Bullying Prevention *PSJA Bullying Curriculum *Be Cool Curriculum *Conflict Resolution *Hunters Remote</li> <li>• Drug/Alcohol/Violence Ed * Anit-Drug Announcements via T.V. *D.A.V. E Curriculum *Safe / Drug Free Schools *Red Ribbon Celebration</li> <li>• Responsible Behavior</li> <li>• Self-Esteem</li> <li>• Interpersonal Effectiveness</li> <li>• Communication Skills</li> <li>• Career Awareness * Career Fair *5<sup>th</sup> Career Presentations</li> <li>• Cross Cultural Effectiveness</li> </ul>	All Students At Risk Students                     5 <sup>th</sup> Students	Counselor Teachers	Principal Asst Prin	Counselor	Counsel/ Guidance Curriculum  Videos Games Tapes  DAVE Curriculum	Local             Title I	Aug 2019	May 2020	Formative: Counselor Schedule and Logs Students positive self-esteem Fewer Discipline problems/referrals	
	Small Group Counseling (Self Esteem, Grief/Loss, Study Skills, Behavioral, Divorce, Etc.)  Individual Counseling to address individual needs (Talk/Play Therapy, Behavior Modification)	All Students At Risk Students	Counselors Teachers	Principal Asst Prin	Counselor	Counsel/ Guidance Curriculum  Videos Games Tapes	1 Local	Aug 2019	May 2020	Formative: Counselor Schedule and Logs Students positive self-esteem Fewer Discipline problems/referrals

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Provide Systems Support *Safe & Civil Foundation *Keystone Principles *Hunters Remote Control *Peer Mediation *Safe & Drug Free Schools *Fire Prevention *Buddy Bear *Character Cookies *Classroom Management *Conflict Resolution *Be Cool: Chester *Sippi *ROPES Activities Provide 5 <sup>th</sup> grade transition to Middle School <ul style="list-style-type: none"> <li>• Student tour / Orientation</li> <li>• Host presentations for elective classes, i.e. band, orchestra, etc.</li> </ul> Assist with pre-registration to 6 <sup>th</sup> gr.	All Students At Risk Students	Counselors Teachers	Principal Asst Prin	Counsel or	Keystone Curriculum			Aug 2019	May 2020	Formative: Counselor Schedule and Logs Students positive self-esteem Fewer Discipline problems/referrals
<u><b>SCHOOL CLIMATE</b></u> Establish committees to address campus goals <ul style="list-style-type: none"> <li>• Student Achievement / Curriculum &amp; Instruction</li> <li>• Staff Appreciation Incentives</li> </ul>	All Staff	All Staff	Principal Asst Prin CPOC Committee Chairs		Campus Plan			Aug 2019	May 2020	Summative: Improved Student Scores Formative: Campus Plan Committee minutes Campus Calendar

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
<ul style="list-style-type: none"> <li>Student Attendance</li> <li>Parental &amp; Community Involvement</li> <li>Utilization &amp; Reallocation of Resources</li> <li>Effective Organization &amp; Management / Recruitment &amp; Retention of Quality Staff</li> </ul>	All Staff	All Staff	Principal Asst Prin CPOC Committee Chairs		Campus Plan  Committee Members			Aug 2019	May 2020	Summative: Improved Student Scores Formative: Campus Plan Activities Positive School Climate Committee minutes Campus Calendar
Distribute Student Code of Conduct during Meet the Teacher Night <ul style="list-style-type: none"> <li>In-service</li> <li>Distribute and inform parents of Student Code of Conduct</li> </ul>	All Students	Teachers Paras Parents Counselor	Principal Asst Prin CPOC Counselor		Student Code of Conduct			Sept. 2019	Oct 2020	Formative: Parent form Signatures Formative: Tech., Video-TV
Provide Opportunities for Student involvement in extra-curricular activities <ul style="list-style-type: none"> <li>Cross Country Track Meet</li> <li>Destination Imagination</li> <li>GT Summer Camp</li> <li>Student Leadership Council</li> <li>Carman Golden Bear Choir</li> <li>Carman Drumline (music)</li> <li>Library Club</li> <li>STAR Party at IMAS</li> <li>HESTEC</li> <li>Educational Field Trips</li> </ul>	All Students	All Staff  All Committees	Principal Asst Prin					Aug 2019	May 2020	Summative: Improve STAAR Scores  Formative: Student Involvement Students positive self-esteem Student Rewards Awards Newsletters Intercom Announcements Banquets

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		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING BUDGET	Beginning	Ending		
Use an incentive program to reward students for achievement <ul style="list-style-type: none"> <li>• AR prizes</li> <li>• STAAR Recognition, Awards / Plaques/Trophies</li> <li>• Pizza/Ice Cream parties/Snacks/Movies</li> <li>• Recognition Bulletin Boards, Media Recognition</li> <li>• Honor Roll Tea</li> <li>• Pins, Ribbons</li> <li>• Awards Assembly</li> <li>• STAAR incentives / snacks</li> </ul> Promote special activities that will enhance student performance for all groups <ul style="list-style-type: none"> <li>• May fest; STAAR Boosters; STAAR Rally; STAAR Recognition; Field Trips, Holiday dances, Flag Raising Ceremonies</li> <li>• Perfect Attendance</li> <li>• Honor Roll Recognition</li> </ul>	All Students	Principal Asst Prin Teachers Librarian	Principal Asst Prin CPOC		Partners in Education	Title I Local		Aug 2019	May 2020	Summative: Improve STAAR Scores Formative: Increase AR points Honor Roll Lists Perfect Attendance Grade Sheets Honor Plaques
	SA / CI Committee	Committees			Donations					
						Fundraisers				
	All Students	Principal Asst Prin Teachers All Committees	Principal Asst Prin CPOC		Committees	Local STAAR Incentive Monies				Formative: Calendar of events
	5 <sup>th</sup> Students	5 <sup>th</sup> Teachers								

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS PLAN: CARMAN ELEMENTARY  
2019-2020**

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**OBJECTIVES:** By May 2020, Carman Elementary will strengthen core areas' instruction in Reading, Writing, Math and Science by providing small group instruction, tutoring, and STAAR strategies to meet 95% mastery in the STAAR Assessments.

STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		RESOURCES NEEDED				TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning	Ending	
<b><u>PARENTAL INVOLVEMENT</u></b> Designate Meet the Teacher Night <ul style="list-style-type: none"> <li>Discuss/Distribute Campus Compact to all parents</li> </ul> Schedule Teacher/Parent Conferences <ul style="list-style-type: none"> <li>SSI-Student Success Initiative *5<sup>th</sup> Reading &amp; Math</li> <li>Homework</li> <li>Discipline</li> <li>PK Orientation / Meet the Teacher</li> <li>Attendance</li> <li>Programs, Kinder Graduation, Awards Assemblies</li> </ul> Establish P.A.C. to enhance parental involvement & instructional program awareness <ul style="list-style-type: none"> <li>Elect new officers annually</li> <li>Establish parent committees</li> <li>Parent Centers to check out materials for parents to use as home reviews.</li> </ul>	All Students	Teachers Parents	Principal Asst Prin CPOC		Campus Compact Parent			Aug 2019	May 2020	Formative: Compact Signed Meet the Teacher Night Sign-in Sheet
	All Students At-Risk Students Gr. PK-5	Teachers Parents	Principal Asst Prin		Teachers Parents			Sept 2019	May 2020	Formative: Teacher/Parent Log Summative: Improved STAAR Scores
	All Students	Principal Asst Prin Parent Educator Teachers	Principal Asst Prin	Parent Educator	Hidalgo County Extension Services	SCE		Aug 2019	May 2020	Formative: Parent Meeting Agendas and Sign-In Sheets

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		RESOURCES NEEDED				TIMELINE		EVALUATION / MEASUREMENT
				FTE'S	RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Utilize Parent Educator to implement Parental Involvement Activities <ul style="list-style-type: none"> <li>• Schedule Literacy, Nutrition, and Parenting sessions</li> <li>• Develop Title I Parent Campus policy with parent in-put</li> <li>• Review Title I Parental Involvement Plan</li> <li>• Volunteer Training</li> <li>• Student Testing Calendar / Memo</li> <li>• Parent Literacy Awareness Center (Make &amp; Take)</li> <li>• Parental Involvement Surveys</li> <li>• Recruit Parent Volunteers</li> </ul> *Invitations	Parents	Principal Asst Prin Parent Educator Teachers	Principal Asst Prin	Parent Educator	Parent Educator	SCE	See Appendix	Aug 2019	May 2020	Summative: Evaluation forms, Formative: Parent Meetings Schedule, Volunteer Log, Home Visits, Packets on File, Parent Surveys  Formative: Improve Parental Involvement on Campus
Establish Parent Orientation for PK, K Students 2018-2019 (Transition from Home to School) <ul style="list-style-type: none"> <li>• Send Notes to PK Parents</li> <li>• Muffins w Mom &amp; Donuts w Dad</li> <li>• Provide New Enrollees with an invitation</li> <li>• Coordinate with area Day Cares</li> <li>• PK Orientation</li> </ul> Transition for Pre-School students (Home & Day Care, Migrant Head Start Program) <ul style="list-style-type: none"> <li>• Parent Orientation</li> <li>• Parent Student Campus Tours</li> <li>• Pre-K Classroom visits</li> </ul>	PK, K 2017-2018  PK Students Eco. Dis.	Principal Asst Prin Parent Educator Counselors PK-K Teachers Parental Involvement Committee	Principal Asst Prin					Aug 2019	May 2020	Formative: Agenda Sign-In Sheet

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT	
		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning		Ending
Establish partnerships with business/community for promoting student recognition: <ul style="list-style-type: none"> <li>• Partners in Education               <ul style="list-style-type: none"> <li>*City of San Juan</li> <li>*H.E.B.</li> <li>*Peter Piper Pizza</li> <li>*Pizza Hut (Book-It)</li> <li>*Target</li> <li>*San Juan Fire Department</li> <li>*Wal Mart</li> <li>*Mr. Gatti's</li> <li>*Wallbangers</li> <li>*Dairy Queen</li> <li>*Cinemark</li> <li>*RGV Vipers</li> <li>*RGV Killer Bees</li> <li>*Kans &amp; Kegs</li> <li>*Baskin Robins</li> <li>*Chick Fil A</li> <li>*Texas Road House</li> <li>*Gladys Porter Zoo</li> <li>*Main Event</li> <li>*Olive Garden</li> <li>*Golden Corral</li> <li>*McDonalds-San Juan</li> <li>*Churches Chicken</li> </ul> </li> </ul>	All Students	Business/ School Community	Principal Asst Prin CPOC					Aug 2019	May 2020	Summative: Improve Student Achievement Student Scores, Student Attendance.
<u><b>RECRUITMENT &amp; RETENTION</b></u> Recruit highly qualified teachers who hold a bachelor's degree, have state certification and demonstrate subject competency that will strengthen student instruction in all core areas through NCLB Act <ul style="list-style-type: none"> <li>• Maintenance/Staff Development in all core areas.</li> <li>• PDAS Updates</li> <li>• TEA Classroom Observation Waiver (optional)</li> <li>• Staff Appreciation Incentives</li> </ul>	All Students	Effective Org/Mgmt Ad-Hoc Committee CPOC Grade Level Chair	Principal Asst Prin Teachers		Committee	Local	See Appendix	Aug 2019	May 2020	Summative: Improve scores in All areas  Formative: PDAS Evaluations Walk throughs STAAR Scores

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STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED		TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING BUDGET	Beginning	Ending	
Maintain technology committee to make recommendations on: <ul style="list-style-type: none"> <li>• SME Computer Lab</li> <li>• Software Selection</li> <li>• Hardware Purchases</li> <li>• Internet Training</li> <li>• Web Page Development</li> <li>• Grant Writing</li> <li>• CPS Training (Science LAB)</li> </ul>	All Students	Technology Committee Administrators	Principal Asst Prin Technology Specialist Lab Mgr.		Technology Coordinator Computer Schedules	Technology	Sept. 2019	May 2020	Formative: EMG Schedules Computer Printouts Technology Agendas
	3 <sup>rd</sup> - 5 <sup>th</sup> , Grade Students								
Attend Job Fairs and recruit highly qualified and certified teachers with experience in student grouping alternative to maximize student learning. <ul style="list-style-type: none"> <li>• Language Arts</li> <li>• Cooperative Learning</li> <li>• Acceleration Pull-Out</li> <li>• Heterogeneous</li> <li>• Gifted-Talented</li> <li>• Inclusion</li> <li>• Multiple Intelligences</li> <li>• Special Ed. Resource</li> <li>• Content Mastery</li> <li>• Learning Centers</li> <li>• Reading Renaissance</li> </ul>	All Students	Teachers Paras	Principal Asst Prin		Schedules District Materials	SCE Title II Local Title I	Aug 2019	May 2020	Summative: Improved scores in all areas  Formative: Lesson Plans Grade Books



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By May 2020, Carman Elementary will strengthen core areas' instruction in Reading, Writing, Math and Science by providing small group instruction, tutoring, and STAAR strategies to meet 95% mastery in the STAAR Assessments.

STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Promote a positive climate for all staff <ul style="list-style-type: none"> <li>• Staff Birthdays</li> <li>• Catered Christmas Social</li> <li>• End of Year Luncheon</li> <li>• Staff Appreciation</li> <li>• Staff Breakfast/ Luncheons</li> <li>• Education Foundation Mini Grants</li> <li>• Office Supplies &amp; Incentives</li> <li>• Teacher Incentives such as               <ul style="list-style-type: none"> <li>*Beginning of Year Shirts</li> <li>*Beg. Of Year Supplies P.O.</li> <li>*Beg. Of Year &amp; End of Year Raffle Prizes</li> </ul> </li> </ul>	Staff	Administration Teachers Effective Org/ Mgmt Committee	Admin CPOC		Committee	Staff		Aug 2019	May 2020	Formative: Calendar Activities
					All campus Committees	Local		Dec 2019	Dec 2020	
								Aug 2019	May 2020	

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
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**GOAL AREA:** Student Attendance

**FIVE YEAR GOAL:** By the end of the year 2023-2024, Carman Elementary will meet or exceed the state’s required standards of 97% in attendance for all student groups

**OBJECTIVES:** By May 2020, Carman Elementary will maintain or increase the overall attendance average of 98% for all student groups by increasing parent awareness of student attendance policies and providing attendance incentives.

STRATEGIES/ACTION STEPS	Student Subgroups & Needs	PERSON(S) RESPONSIBLE		FTE'S	RESOURCES NEEDED			TIMELINE		EVALUATION / MEASUREMENT
		IMPLEMENTATION	MONITORING		RESOURCES	FUNDING	BUDGET	Beginning	Ending	
Establish a student attendance committee in August that will meet every 6 weeks to address student attendance needs for all student groups including LEP, At-Risk, Migrant, Sp. Ed., GT, Eco Dis., Male, Female who are at or above 98%	All Students	Admin Teachers Attendance Committee	Principal Asst Prin CPOC Committee Chair		Committee			Aug 2019	May 2020	Summative: Improved student attendance
Implement attendance incentives Plan <ul style="list-style-type: none"> <li>• Recognition over intercom</li> <li>• P.E. Independent Practice</li> <li>• Certificates</li> <li>• 100 Day Celebration</li> <li>• End of the Year Assembly/Movie</li> <li>• Six Weeks Incentives / pop corn</li> <li>• 100% Attendance on 100 Days Celebration</li> </ul>	All Students	Admin Teachers  Attendance Committee SA / CI Committee	Principal Asst Prin CPOC		Attendance Rewards Prizes				Summative: Improved Student attendance  Formative: Calendar activities	
Administration and the student attendance committee will, on a daily/weekly basis, increase parent awareness of student attendance policies through: <ul style="list-style-type: none"> <li>• PAC Meetings</li> <li>• Parent Conferences</li> <li>• Home Visits</li> <li>• Phone Calls</li> <li>• Announce Daily Attendance</li> <li>• Attendance-Administrator/Parent Educator Visits</li> <li>• Marquee</li> </ul>	All Students	Attendance Committee Admin Parent Educator	Principal Asst Prin CPOC		Attendance Liaison				Formative: Agendas/ Meetings Conference Logs Documentation Parent Meetings	

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		IMPLEMENTATION	MONITORING	FTE'S	RESOURCES	FUNDING	BUDGET	Beginning		Ending
Provide parents with oral and written communication on a daily basis for absences and tardiness	All Students	Admin Teachers Attendance Parent Educator		All Teachers	Absentee Forms			Aug 2019	May 2020	Formative: Documentation of conferences/ home visits/ liaison log
Attendance Administrator/Parent Educator will improve student attendance by providing parents oral and written communication on a daily basis for absences and tardiness.	All students	Admin Student Support Services Director	Principal Asst Prin CPOC							Summative: Increased student attendance Formative: Documentation Home Visits Logs
Monitor Staff Attendance and provide incentives: • Popcorn	All Staff	All Staff		All Staff	Certificates					