



# Campus Improvement Plan 2019-2020

**Drs. Reed & Mock Elementary**  
*Dr. Karla Montemayor, Principal*

Board Approved:

# **Pharr-San Juan-Alamo Independent School District**

## **Drs. Reed & Mock Elementary**

# **2019-2020**

## **Vision**

Our vision for Drs. Reed & Mock Elementary School is one where children are educated through a collaborative effort among parents, faculty, students and the community. Our school environment encourages children to become future leaders and to take risks in becoming creative producers without fear of failure. Through cooperation and unity of spirit, challenges become opportunities where achievements are recognized and celebrated.

## **Mission**

The mission of Drs. Reed & Mock Elementary is to provide all learners a high quality, stimulating academic learning environment with an enriched up to date educational research based curriculum and teaching methodologies with the assurance of a highly-qualified staff that will deliver the curriculum and to set high standards for all learners.

# **Pharr-San Juan-Alamo Independent School District**

## **Drs. Reed & Mock Elementary**

# **BELIEFS**

We believe that the purpose of education is to teach the child to become a self-directed learner in all areas: social, emotional, academic, and physical in order to be successful in life.

We believe that effective schools teach students to be self-motivated, critical thinkers, and challenge students to learn independently and cooperatively.

We believe that a successful student is able to apply his/her thinking skills, to solve problems and to communicate effectively.

We believe that excellent teachers are mentors who recognize children's individual needs, motivate and foster creativity as they prepare children to succeed in life.

# **GOALS**

Our goals at Drs. Reed & Mock Elementary are to improve all students' academic achievement, to improve students' attendance, and to increase active participation of parents and community members in all our endeavors.

## ***What We Believe In***

### ***Guiding Principles***

- Commitment to Greatness
- Passion For our Work
- Live the Golden Rule
- No Excuses
- Accountability

## ***What We Want to Accomplish***

Every student will graduate bi-literate, college ready, college connected, and college complete.

## **THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

### **THE STATE OF TEXAS PUBLIC EDUCATION GOALS**

- GOAL #1:** The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

### **THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES**

- Objective #1:** Parents will be full partners with educators in the education of their children.
- Objective #2:** Students will be encouraged and challenged to meet their full educational potential.
- Objective #3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4:** A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5:** Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6:** The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7:** School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8:** Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## Title I, Part A

### School wide Components:

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. School wide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school wide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.



# PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT

## REED-MOCK ELEMENTARY 2019-2020



### School Administration

Dr. Karla Montemayor, Principal  
Dr. Cynthia Gonzales, Assistant Principal  
Alma Cepeda, Counselor

<u>Organization &amp; Management</u>	M. Garza	<u>Student Attendance</u>	N. Rodríguez	<u>Student Achievement: Sp. Program</u>	
C. Gonzales	P.Cervantes (Sp Ed)	A. Rodríguez	M. Reyes	<u>Science/Social Studies</u>	
V. Vega	K. Balderas	T. Ramirez	E. Esparza	A. Feliciano	L. Trevino
J. Rodriguez	G. Moreno	Lopez	M. Sepulveda	Y. Garza	P. Cervantes
				R. Rodriguez	E. Moreno
				S. Gonzalez	
<u>Student Achievement: Math</u>		<u>Student Achievement: Technology</u>		<u>Student Achievement: Writing</u>	
J. Villarreal	A. Garza	P. Padilla	V. Huerta	F. Sánchez	C. Escobedo
M. Villarreal	V. Villarreal	S. Guzmán	C. Ferron	I. Trevino	P. Garcia
D. Copp	Z. Morales	M. Vela TA	M. Puente	C. López	N. Elizondo
M. González (3rd)	M. Dominguez	M. Oseguera		M. Vela-Gutierrez	D. Treviño
<u>Student Achievement: Reading/Library</u>		<u>Student Achievement: Self-Esteem</u>		<u>Parental Involvement</u>	
R. Treviño	L. Cárdenas	A. Cepeda	M. Chapa	L. Nava	A. Galván
A. Warkentine	B. Poe	E. Mtz #2	G. Flores	M. G. Ruiz	M. Garcia
B. Sepulveda	L. Longoria	M. Luna	Mtz #1	R. Cortez	T. Garza.
L. Rosas	Y. Cavazos			C. Rodriguez	A. Ruiz

PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT

CAMPUS PLAN: REED – MOCK ELEMENTARY

2019-2020

TABLE OF CONTENTS

I. ORGANIZATION AND MANAGEMENT ..... 9-16

II. STUDENT ACHIEVEMENT

    A. READING .....17

    B. WRITING ..... 28

    C. MATH .....33

    D. SPECIAL PROGRAMS /SCIENCE(CONTENT AREAS) .....38

    E. TECHNOLOGY .....48

    F. COUNSELING SERVICES .....55

III. STUDENT ATTENDANCE .....59

IV. PARENTAL INVOLVEMENT .....62

V. RECRUITMENT/RETENTION OF QUALITY STAFF .....66

VI. APPENDIX.....70

- Comprehensive Needs Assessment Summary.....71
- Comprehensive Needs Assessment.....73
- Coordination Program List.....80
- Projection Chart on Disaggregated Data List.....81
- TAPR Report.....83
- Parental Involvement Survey Results Students.....87
- Budget (Title I/SCE) .....88
- List of At Risk .....90



# **I. ORGANIZATION AND MANAGEMENT**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
 CAMPUS IMPROVEMENT PLAN  
 Drs. Reed & Mock Elementary  
 2018-2019**

**GOAL AREA:** Effective Organization and Management

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will have all components of an effective school organization and management system in place.

**OBJECTIVE:** By May 2020, Drs. Reed & Mock Elementary will have developed the initial plan for the development and implementation of an effective school organization and management system.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED FTE'S	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Establish effective campus communication through: <ul style="list-style-type: none"> <li>❖ Monthly staff meetings</li> <li>❖ Grade level chair meetings twice a month</li> <li>❖ Weekly Grade Level Meetings</li> <li>❖ SBDM/CPOC distributes information to staff monthly</li> <li>❖ Memos/School letters approved &amp; signed by Principal</li> <li>❖ Online District Newsletter</li> <li>❖ Online School Monthly Calendar</li> <li>❖ Students Daily Announcements</li> <li>❖ Staff Announcements—Email</li> <li>❖ Staff Weekly Newsletter</li> <li>❖ Staff Monthly Calendar</li> <li>❖ Staff Reminders-text</li> <li>❖ School Marquee</li> <li>❖ District Calendar</li> <li>❖ On-Line Attendance</li> <li>❖ On-Line Grades</li> <li>❖ District/Campus Webpage</li> <li>❖ Online and/or Printed Notices for Events, Fieldtrips, and Activities</li> <li>❖ Admin &amp; Staff Conferences</li> </ul>		Campus Staff Administration Grade Level Chairperson Administration Administration Asst. Princ. Administration Administration Counselor/ Grade Level Chairpersons Campus Staff Campus Staff Classroom Teachers Classroom Teachers Grade Level Chairpersons	Letters for the Marquee	8/19 8/20 8/19 8/20	Sign In Sheets Sign In Sheets Records of Memos Copies of Memos Reports



<ul style="list-style-type: none"> <li>• Opportunities for equal... <ul style="list-style-type: none"> <li>○ Representation</li> <li>○ Involvement</li> <li>○ Input at every level of the school management</li> </ul> </li> <li>• Identification of individual staff expertise through the use of a questionnaire.</li> <li>• Establish an incentive program to reward teachers for improved student achievements, Attendance, Extra-curricular activities, other <ul style="list-style-type: none"> <li>❖ Plaques/Trophies</li> <li>❖ Announcements</li> <li>❖ Extended Lunch</li> <li>❖ Coupons</li> </ul> </li> <li>• Events for Staff: <ul style="list-style-type: none"> <li>○ Beginning of the year</li> <li>○ Thanksgiving Luncheon</li> <li>○ Christmas Luncheon</li> <li>○ End of the Year Luncheon</li> </ul> </li> <li>• Other; Admin &amp; Staff <ul style="list-style-type: none"> <li>○ Pay copy machine invoices/lease</li> <li>○ Black &amp; color ink cartridges for printers</li> <li>○ Instructional supplies</li> <li>○ Print shop requests/printing</li> <li>○ Other</li> <li>○ Promethean lamps/supplies</li> <li>○ Conferences(TEPSA and others as needed or recommended by the district)</li> </ul> </li> </ul>	<p>Campus Staff</p>	<p>Administration</p>	<p>Breakfast, Lunches, Incentives</p> <p>Title I/SCE/Local</p> <p>Title I /Local</p> <p>Title I /Local</p> <p>Title I / Local</p> <p>Title I/Local</p> <p>Title I/SCE/Local</p> <p>Local library dept budget</p>	<p>8/19</p> <p>8/19</p> <p>8/19</p> <p>8/19</p> <p>Title I/Local</p> <p>8/19</p> <p>8/20</p>	<p>Records of Memos/Invitations</p>
--	---------------------	-----------------------	--	--	-------------------------------------

Replace/Upgrade Printers:

Revised 3-28-15

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN  
Drs. Reed & Mock Elementary  
2019-2020**



<ul style="list-style-type: none"> <li>❖ Hall Reading</li> <li>❖ Accelerated Reading Testing</li> <li>❖ Campus Supervision</li> <li>❖ Computer Lab usage</li> <li>❖ Library usage</li> <li>• Lunch Time: <ul style="list-style-type: none"> <li>❖ Cafeteria Rules</li> <li>❖ Playground/Playscope Rules &amp; Consequences</li> <li>❖ Organized Games at Patio</li> </ul> </li> <li>• After School: <ul style="list-style-type: none"> <li>❖ Front of the School Supervision</li> <li>❖ Bus Area Supervision</li> <li>❖ Accelerated Reading Testing / Incentives</li> <li>❖ Library</li> <li>❖ After school clubs</li> </ul> </li> <li>❖ After school team sports</li> </ul>	<p>PK-5<sup>th</sup> 3<sup>rd</sup>-5<sup>th</sup></p>	<p>Campus Staff</p> <p>Campus Staff</p> <p>Campus Staff</p> <p>Staff sponsors Coach &amp; Parent Volunteer</p>	<p>Administration</p> <p>Administration</p> <p>Administration</p> <p>Administration Administration</p>	<p>8/19</p> <p>8/19</p> <p>9/19</p> <p>9/19</p>	<p>8/20</p> <p>8/20</p> <p>8/20</p> <p>8/20</p>	<p>Supervision AM Duties Evaluation</p> <p>Supervision Duties Evaluation</p> <p>Supervision PM Duties Evaluation</p> <p>Six weeks Intervention End of the year evaluation w/rewards</p> <p>End of the season Evaluation with rewards</p>
--	--	--	--	---	---	--

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN  
Drs. Reed & Mock Elementary  
2019-2020**

**GOAL AREA:** Effective Organization and Management

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will have all components of an effective school organization and management system in place.

**OBJECTIVE:** By May 2020, Drs. Reed & Mock Elementary will have developed the initial plan for the development and implementation of an effective school organization and management system.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED FTE'S	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<p>Develop and implement a plan for transition of children from Early Childhood Programs to the public school system.</p> <ul style="list-style-type: none"> <li>• Meet with Early Childhood Program staff to plan transition.</li> <li>• Develop a plan for introducing children to school.</li> <li>• New parent Teacher Orientation</li> </ul> <p>Establish a Parent Orientation for PK and K students from home to school:</p> <ul style="list-style-type: none"> <li>▪ Send notes to parents</li> <li>▪ School Announcements</li> <li>▪ Marquee Announcements</li> <li>▪ PSJA /School Website</li> </ul>		<p>Campus Staff</p> <p>Administration</p>	<p>District Brochures &amp; power point presentations</p>	<p>8/19</p>	<p>8/20</p>	<p>Letters to Parents Calendar Notes Announcement Sign in Sheets</p>
<p>Develop and implement a plan for transition of students from 5<sup>th</sup> grade to Middle School.</p> <ul style="list-style-type: none"> <li>• Counselors setup orientation meeting with middle school personnel.</li> <li>• Students will be accompanied by counselor to an orientation meeting conducted by middle school personnel.</li> </ul>		<p>Campus Staff</p> <p>Counselor</p> <p>5<sup>th</sup> grade teachers</p> <p>Administration</p>	<p>Staff Development/ Trainings</p>	<p>8/19</p>	<p>8/20</p>	<p>Letters to Parents Calendar Notes Announcement Sign in Sheets</p>

<ul style="list-style-type: none"> <li>Students are given the opportunity to select available electives at middle school.</li> </ul> <p>Develop and Implement an effective Regular Educational Two-Way Program and Multicultural Education:</p> <ul style="list-style-type: none"> <li>Class Settings</li> <li>Teacher Trainings</li> <li>Highly Qualified Staff</li> <li>Staff Development</li> <li>Curriculum Planning</li> </ul> <p>Insure that all migrant students comply with the uniform policy:</p> <ul style="list-style-type: none"> <li>Establish a payment plan</li> <li>Issue a "Teach a Student" voucher</li> <li>Submit request to Migrant Program for funding of uniform</li> <li>Provide donated used uniforms for needy families who will accept used uniforms</li> </ul>		<p>Campus Staff      Administration</p> <p>Campus Staff      Administration</p> <p>Counselor            Administration</p> <p>Nurse/Coach        Administration</p> <p>                                 /Parent Educator</p>	<p>Staff Development/ Trainings</p> <p>Title I/Local  <small>44 44 44 44</small></p> <p>Staff Development/ Trainings</p>	<p>8/19</p> <p>8/19</p> <p>8/19</p> <p>8/20</p>	<p>Lesson Plans  Curriculum  Admin. Evaluation  walk thrus  CIF Observations</p>       <p>Lesson Plans  Curriculum</p>
---	--	---	--	--	---



## **II. STUDENT ACHIEVEMENT: A. READING**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve mastery on the state mandatory examinations for Reading based on the approaches, meets and masters standards.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	FTE'S	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<b>READING- ALL STUDENTS</b>								
Implement an instructional reading program to meet the needs of all students.	All Students 3 <sup>rd</sup> 88% 4 <sup>th</sup> 74% 5 <sup>th</sup> 80%	Teachers  Principal/ Asst. Princ.	.25	Asst. Princ./Staff  TEKS	*SCE/Title I	8/18	8/19	Increased number of passing scores on STAAR, STAAR-ALT, TPRI, TEJAS LEE, VOYAGER, PASSAPORTE  TEKS
Conduct a Vertical and Horizontal study of the TEKS Standards for Reading. <b>TEKS TEACHING CARDS</b>		Teachers  Principal/ Asst. Princ.		TEKS/STAAR Information Booklet				
Utilize TEKS curriculum.		Teachers		Pearson Scholastic Story Works			8/19	Lesson Plans
Implement District Reading Program to develop reading skills: Pearson, and DMR		Teachers		Leveled Readers Voyager/Pasaporte			PK-3 Student mastery on BOY, MOY, EOY Assessment	Increased number of Passing scores on STAAR, TPRI, TEJAS LEE
• CIF Strategies • PK-5th-Scholastics  2 <sup>ND</sup> -5 <sup>TH</sup> Readers Theatre	All Students K-5th  PK all students	Teachers  Principal/ Asst. Princ.  Principal/ Asst. Princ.		Dr. Diana Ramirez Cynthia Gonzales  Title I		8/18		

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	FTE'S	RESOURCES NEEDED	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
*Provide phonemic awareness instruction -(list strategies, supplies and/or materials) PK-K	Pre-K	Teachers Principal/ Asst. Princ.		Frog Street Songs Imaging Learning Title I	8/18	8/19	Lesson Plans
*Provide phonics instruction - phonics centers (K-3rd )	All Students	Teachers Principal/ Asst. Princ.		McMillan McGraw-Hill SCE	8/18	8/19	Lesson Plans
*Fluency instruction -Flexible grouping (K-2nd) -Level Readers (3 <sup>rd</sup> -5 <sup>th</sup> )	All Students	Teachers Principal/ Asst. Princ.		Early Start Program (PreK) Istations	8/18	8/19	Lesson Plans -TPRI (K-3 <sup>rd</sup> ) -TejasLee
*Vocabulary instruction -Level Readers -Vocabulary refinement (K-3 <sup>rd</sup> ) -Word Explorer 3 <sup>rd</sup> -5 <sup>th</sup> *Text comprehension Forde-Ferrier	All Students	Teachers Principal/ Asst. Princ.		SCE	8/18	8/19	Lesson Plans
-Level Readers/Anthology -Use DOK different level of questioning	All Students	Teachers Principal/ Asst. Princ.		Title I	8/18	8/19	Lesson Plans -TPRI (K-3 <sup>rd</sup> ) -TejasLee (K-3 <sup>rd</sup> )
Reading Response Journals Thinking Maps (PK-5 <sup>th</sup> ) Dr. Diana Ramirez Reading Mentoring Minds Figure 19 Mat/Story Map Pearson	All Students 1 <sup>st</sup> -5 <sup>th</sup>	Teachers Principal/ Asst. Princ.		Title I Title I Title I	8/18	8/19	Lesson Plans -TPRI (K-3 <sup>rd</sup> ) -TejasLee (K-3 <sup>rd</sup> )
Rally Education Readers Education Peoples Education/Mastery Dr. Webb Depth of Knowledge	All Students " " " " All Students " "	Teachers Principal/ Asst. Princ.		Title I " " " " SCE " "	8/18	8/19	Lesson Plans " " " " SCE " "

Revised: 01-27-14

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	FTE'S RESOURCES NEEDED	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
Computer Lab *Provide Curriculum Night PreK-5th IStation; Imagine Learning	All Students 1 <sup>st</sup> -2 <sup>nd</sup>	Teachers Teachers	Principal/ Asst. Princ.				Computer lab schedule Sign in Sheets
<b>LIBRARY</b> -Use Accelerated Reading program to encourage reading STAR Reading Program	All Students	Teachers	Principal/ Asst. Princ./ Librarian				AR Points
Family Nights every Wednesday	All Students	Librarian /Parent Educator	Elementary Administrator				
-Enhance oral language development through music							
-Videos from united streaming -Brainpop -Power Videos	All Students	Principal	Principal/ Asst. Princ.	Music Teacher Pearson  Diana Ramirez/ -Scholastic -Pearson -Cynthia Gonzales	8/18	8/19	Music Class
-Provide classroom with a print rich environment -Mackin VIA Instructional Resources -Capstone	All Students " " " "	Principal	Principal/ Grade Level Chair/ Asst. Princ. Librarian Teachers				Classroom Library

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	FTE'S RESPONSIBLE MONITORING	RESOURCES NEEDED	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
-Provide classroom libraries -Scholastics Story Works -Magazines -Newspapers -Chapter Book (2nd-5 <sup>th</sup> ) -Class sets (PK-5 <sup>th</sup> )	All Students 3 <sup>rd</sup> -5 <sup>th</sup>	Teacher Principal/ Asst. Princ.	Principal Asst. Princ.	Title I/Local			
-Encourage students to read during summer with the Bright Summer Readers Program Readers are Leaders -Encourage the use of websites -www.mackinVIA.com -www.MightyBook.com -www.StarFall.com -www.Brainwave.com -www.Learning.com -www.tickettoread.com -www.ebooks -www.brainpopir/brainpopespaol	All Students Staff, parents & students	Principal/ Asst. Princ. Teacher	Principal Asst. Princ. Principal/ Asst. Princ./Grade Level Chair/Coordinator	New Computers			Certificate/Evaluation Form/Sign in Sheet
Establish continuous Professional staff development in identified areas of need. -Bilingual -Diana Ramirez -Two-way -GT -Reading -Writing -Forde Ferrier	Staff Librarian	Principal	Principal/ Asst. Princ./Librarian/ Reading Teacher	Title I/Local	April 2020	1 week	Evaluation Form/Sign in Sheet  Cert. of completion, hours credit

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	FTE'S	RESOURCES NEEDED BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Implement Reading Program to ensure continuity and consistency of the curriculum: - Have grade level (CLC's) meetings to disseminate information, assure adherence to timelines and curriculum standards, sharing of ideas, analyzing student progress by monitoring fluency program -DMAC -Lead4ward Use tracking forms to chart student progress, etc.	All Students	Grade Level Chairs/ Committee Chairs  Principal/ Asst. Princ.		Title I/Local  *SCE		VAT evaluations  Agenda/ Minutes of meetings
Utilize Vertical Academic Team to identify and share Effective reading practices *schedule grade level meetings *schedule "cross-grade" level meetings Implement planning days every 6wks for all grade levels PK-5 <sup>th</sup> Grade so they can unpack and analyze the new TEKS and create appropriate lesson plans. Use paraprofessionals to reinforce instruction <u>small group instruction</u>		Teacher  Principal/ Asst. Princ.		Title I/Local  Title I	9/19  5/20	Staff Sign Ins /Agendas Lesson Plan guides  Walk-throughs Paraprofessionals schedule
		Teachers Grade Level Chairs  Teachers	1	*SCE		

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		FTE'S	RESOURCES NEEDED		TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT	
					RESOURCES	BUDGET			
<p><b>Reading - Migrant</b></p> <p>(Small Group) Reading Intervention Program.</p> <p>Ensure that migrant students, identified on the priority for services report and at risk of failing TPRI (PreK-3<sup>rd</sup>) score, attend extended day instruction on the appropriate subject(s).</p> <p>Ensure that migrant students, identified on the priority for services report, attend STAAR tutoring sessions.</p> <p>Provide additional computer time to students that need it.</p> <p>Tutor or provide reinforcement before, during, or after school in identified area of need</p>	All Migrant Students 80.4%	Teachers	Principal/ Asst. Princ.	1	Salary Material TEKS	T-1		STAAR scores;	
					Supplemental pay and materials	Migrant			TPRI, TEJAS LEE scores participation lists
		Teacher	Principal/ Asst. Princ.		Supplemental pay and materials	SCE*			Tutoring attendance for migrants
		Teacher/ Teacher- Aide	Principal Asst. Princ.				8/19	8/20	
		Parent Educator							

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p>Have parent meetings to explain to migrant parents the need for their children's prompt and regular attendance in school and in extended day and/or tutoring sessions.</p> <p>Use the Two-Way program to implement 50% English and 50% Spanish to all migrants.</p> <p>RIF Books (PreK, K, 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup>) for each migrant student in these grades.</p>	All Students	<p>Teachers</p> <p>Principal/ Asst. Princ.</p> <p>RIF Department</p> <p>RIF Clerk/ Librarian</p>			Agendas and minutes Sign-in logs



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED	FTE'S	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<b><u>READING-ECONOMICALLY DIS/AT-RISK</u></b>									
Provide instruction in a reduced pupil-teacher ratio for 1 <sup>st</sup> and 3 <sup>rd</sup> grades improve language arts	ED / AR 3 <sup>rd</sup> 88% 86% 4 <sup>th</sup> 74% 73% 5 <sup>th</sup> 80% 75%	Asst. Princ. Principal	Principal	1		SCE.			Class rosters Lesson Plan
Schedule additional computer time before/during school		Teacher	Principal/ Asst. Princ./Comp. Lab Mangr. Two-Way Program Director Librarian						Computer SME lab reports AR points
Schedule additional library before/after school eBooks available on Destiny Capstone		Teacher	Principal Asst. Princ.						
Provide Two-Way Program for all At-Risk One way		Teacher	Principal Asst. Princ.						
Provide ARI tutoring		Teacher	Principal Asst. Princ.		Title II	Title I			Schedule/Lesson Plans Sign In Sheets Lesson Plans
Science, Local Tutoring, TEIR II, /Voyager, Pasaporte for identified students needing interventions		Resource Staff							
TEIR III 3 <sup>rd</sup> grade									

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVES:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT
		Teacher	Principal/ Asst. Princ.	FTE'S	RESOURCES BUDGET	BEGINNING	ENDING	
<p><b>READING-ELL</b> Implement the state standards TEKS/ELPS</p> <p>Enhance the state adopted Reading Program to develop reading skills</p> <ul style="list-style-type: none"> <li>▪ Implement Cantar, Deletrear, Leer y Escribir</li> <li>▪ Accelerated Reading Program</li> <li>▪ Reading Aloud</li> <li>▪ Cancionero-Hampton Brown PK-K</li> <li>▪ District Time/Process</li> <li>▪ Readers Theater (Spanish)</li> </ul> <p>Implement a strong English Oral Language Program to ensure a smooth transition into an English curriculum.</p> <ul style="list-style-type: none"> <li>▪ Use chants, songs, stories</li> <li>▪ Hampton Brown Books</li> <li>▪ Sing, Spell, Read and Write</li> <li>▪ Technology</li> <li>▪ SME</li> <li>▪ Reach</li> <li>▪ Readers Theater (English)</li> </ul>	<p>3<sup>rd</sup>-88% 4<sup>th</sup>-71% 5<sup>th</sup>-29% ELL Students</p> <p>ELL Students</p>	<p>Teacher</p> <p>Teacher</p> <p>Teacher</p> <p>Teacher</p> <p>Admin.</p>	<p>Principal/ Asst. Princ.</p> <p>Principal/ Asst. Princ.</p> <p>Principal/ Asst. Princ.</p> <p>Principal/ Asst. Princ.</p> <p>Principal/ Asst. Princ.</p>	<p>Materials</p> <p>Two-Way Program/</p> <p>Two-Way Program</p>	<p>Title //Library Dept.</p>			<p>STAAR, ITBS, C-SCOPE/LOGRAMOS</p> <p>TPRI / TEJAS LEE report</p> <p>TEKS/ELPS aligned Lesson Plans Student Assess- Lesson Plans Assessments</p>

Revised 1-10-18

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: DRS. REED & MOCK ELEMENTARY  
2019-2020**

**GOAL AREA:** Improve Student Achievement: Reading

**FIVE-YEAR GOAL:** 90% of all students at Reed and Mock Elementary will achieve Mastery on the state mandatory examinations for Reading.

**OBJECTIVE:** By May 2020, Reed and Mock Elementary students will meet or surpass the state standards for STAAR Reading.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	FTE'S	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<p>Provide a literature-rich environment that includes Spanish books in classroom and school library that is available to ELL students</p> <p>Provide additional tutoring/ reinforcement to students identified at risk of failing K-5<sup>th</sup> grade (ARI, OEYP)</p> <p>Provide continuous staff development in:</p> <ul style="list-style-type: none"> <li>▪ Data Analyses to identify language proficiency levels</li> <li>▪ ESL strategies</li> <li>▪ Dr. Diana Ramirez (2<sup>nd</sup>, 5<sup>th</sup>)</li> <li>▪ Cynthia Gonzales</li> <li>▪ Diana Ruiz</li> <li>▪ Dana Center TEKS analyzing</li> </ul> <p>Provide parents with:</p> <ul style="list-style-type: none"> <li>▪ Training and materials to assist students with language development at home</li> <li>▪ ESL instruction</li> </ul> <p>Two-Way strategies and research</p> <ul style="list-style-type: none"> <li>▪ Curriculum Night (PreK-5<sup>th</sup>)</li> </ul> <p>Provide ELPS training</p>	ELL Students	Teacher	Principal/ Asst. Princ.						AR Scores- Library Book Inventory
	ELL Students		Principal/ Asst. Princ.			Title I			Lesson Plans SME Reports STAAR-Benchmark scores, Report cards, Progress reports
	ELL students	Parent Educator				Title I/SCE			Scheduled meeting Agendas Title I Parental Involvement Evaluation Sign In Sheets
		Teachers			Revised 6-18-15				

## **II. STUDENT ACHIEVEMENT: B. WRITING**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement-Writing

**FIVE YEAR GOAL:** Reed and Mock Elementary will have at least 90% of all 4<sup>th</sup> grade students passing the STAAR Writing Test.

**OBJECTIVES:** By May 2020, 90% of the students in all subgroup areas will achieve mastery level of 70% or better on the STAAR Writing Test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION		RESOURCES NEEDED	TIMELINE		EVALUATION/ MEASUREMENT		
		IMPLEMENTATION	MONITORING		FTE'S	BUDGET		BEGINNING	ENDING
<b>WRITING- ALL STUDENTS</b> Implement a quality instructional program to meet the needs of all students.  Implement the following writing strategies: -literature response -journal writing -proofreading activities -utilize computers for composition/mechanics -grammar/spelling -penmanship -integrate writing across curriculum -R2R Response to Reading -Pictures -CIF Activities -Mentoring Minds - <b>KAMICO/STAAR</b> Forde Ferrer *Writing samples: Keep one beginning, middle and end-of-year sample per student  *Implement a continuous monitoring program: -district benchmarks  -grade level meetings to analyze data -conference with students	All students En/Sp	Teacher	Principal Asst. Princ.			8/19	8/20	STAAR results Benchmarks Teacher grades	
	PK-5th Mid Year School Wide School Benchmark	Teacher	Administration	TEKS for Writing	Title I/Local	8/19	8/20	TEKS alignment	
	PK-5 <sup>th</sup> PK-5th	Teacher Teacher	Admin Principal/Asst.Princ.			Title I/SCE “ “ “ “	8/19	8/20	Agenda entries Sign in sheets
	4 <sup>th</sup> -District Benchmark PK-5th	Teacher	Principal/Asst. Princ.						

**Revised 4-2-14**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary  
2019-2020**

**GOAL AREA:** Student Achievement-Writing

**FIVE YEAR GOAL:** Reed and Mock Elementary will have at least 90% of all 4<sup>th</sup> grade students passing the STAAR Writing Test.

**OBJECTIVES:** By May 2020, 90% of the students in all subgroup areas will achieve mastery level of 70% or better on the STAAR Writing Test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	MONITORING	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT
				FTE'S	BUDGET	BEGINNING	ENDING	
<b>WRITING- LEP</b> Provide extra reinforcement in the area of: -elaboration -vocabulary development -spelling -grammar -composition -conventions -organization -voice -writing	LEP En/Sp	Teacher / Tutors		Writing Resources	SCE/Title I	8/19	8/20	-TEKS alignment -Writing Samples
Utilize the following strategies: -oral language development -Reach -read aloud stories -share oral and picture stories -two-way strategies * language of the day -thinking maps -CIF Activities Strategies	PK-5 <sup>th</sup>	Teacher			SCE/Title I	8/19	8/20	
Schedule teacher/parent conferences to discuss writing skills/grammar results/spelling	PK-5th	Teacher			SCE/Title I	8/19	8/20	-Parent Contact Logs

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary  
2019-2020**

**GOAL AREA:** Student Achievement- Writing

**FIVE YEAR GOAL:** Reed and Mock Elementary will have at least 90% of all its 4<sup>th</sup> Grade students passing the STAAR tests.

**OBJECTIVES:** By May 2020, 90% of the students in all subgroup areas will achieve mastery level of 70% or better on the STAAR Writing Test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION		PERSON(S) RESPONSIBLE MONITORING	FTE'S	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT
		RESOURCES	BUDGET			BEGINNING	ENDING			
WRITING- Migrant Utilize migrant-funded Teacher/paraprofessional to reinforce/tutor students in writing skills College Tutors	Migrant Eng/Sp. 93%	Teacher / Paraprofessional	Principal	Principal	1	Salary	Migrant	8/19	8/20	Schedule for Teacher / Paraprofessional Participant rosters Lesson Plans
Utilize additional writing materials for reinforcement						Writing Resources	T-1	8/19	8/20	Student work
Hold teacher/parent conferences as needed		Teacher		Principal				8/19	8/20	Parent contact logs
WRITING – ECO. Dis. / AT RISK	Eco. Dis. En/Sp 92%									
Schedule tutoring	At – Risk En/Sp 92%	K-5 Teacher/paraprofessional	Principal	Principal		Supplemental pay	Title I T-1/SCE			Participant roster

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
 2019-2020

**GOAL AREA:** Student Achievement-Writing

**FIVE YEAR GOAL:** Reed and Mock Elementary will have at least 90% of all 4<sup>th</sup> grade students passing the STAAR Writing Test.

**OBJECTIVES:** By May 2020, 90% of the students in all subgroup areas will achieve mastery level of 70% or better on the STAAR Writing Test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION		MONITORING	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT	
		Asst. Princ.	Princ.		FTE'S	RESOURCES	BEGINNING	ENDING		
Provide staff development in writing to include: -Write from the Beginning -Dr. Marcy Mitchell -William MacDonald Forde Ferrier Consultant	Pk-5 <sup>th</sup>	Principal Asst. Princ.	Elementary Administration			Consultants	T-1/SCE	8/19	8/20	Sign-in sheets
	PK-5 <sup>th</sup>	Teachers					Title I/SCE Title I/SCE			
Schedule tutoring and/or extended day/week		Teacher				Supplemental pay	T-1/SCE	8/19	8/20	Participant's list Teacher's schedule
		Asst. Princ.	Principal			Consultants	T-1/SCE	8/19	8/20	Sign in Sheets Certificates of Participation



## **II. STUDENT ACHIEVEMENT: C. MATH**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement-Math

**FIVE -YEAR GOAL:** Drs. Reed & Mock Elementary will have 90% of all its students passing all STAAR tests.

**OBJECTIVES:** By May 2020, 90% of the 3<sup>rd</sup>-5<sup>th</sup> graders at Drs. Reed & Mock Elementary in each subgroup will achieve 70% Mastery level on the Math STAAR test or an appropriate state approved testing instrument.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	FTE'S RESOURCES	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<b>MATH - ALL STUDENTS</b>									
Utilize Vertical Academic Team to identify and share effective math strategies through	All Students-En/Sp 3 <sup>rd</sup> - 60/74 4 <sup>th</sup> - 84/ 95 5 <sup>th</sup> - 63/24	Teachers	Principal/ Asst. Princ.		Early Start Prog. (PK)		9/19	8/20	Agendas/Minutes of meetings
Conduct a Vertical and Horizontal curriculum alignment, grades PreK-5 Sharon Wells Math 2 <sup>nd</sup> -5 <sup>th</sup> Pearlized Math K-1 <sup>st</sup> Mathematics Scott Foresman (PreK) Mentoring Minds TEKSing Towards STAAR Forde Fernier Countdown to STAAR					TEKS  Math Activities  Campus Binders		9/19	8/20	TEKS aligned  Lesson Plans
Provide manipulative materials to help students with math skills. Thinking Maps (Pk-5 <sup>th</sup> ) America math (3 <sup>rd</sup> -5 <sup>th</sup> ) Integrate technology into the curriculum to reinforce and enhance math skills							9/19	8/20	Lesson Plans
-computer lab NCS (SME) -classroom computers -Third Party Software -PSJA District website -ExamGen Tier Intervention Marilyn Burns Math Warm-ups					Manipulatives				Lesson Plans
					Title I/Local		<b>Title</b> <b>9/19</b>	<b>8/20</b>	Lesson Plans Schedule

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

**2019-2020**

**GOAL AREA:** Student Achievement-Math

**FIVE - YEAR GOAL:** Drs. Reed & Mock Elementary will have 90% of all its students passing all STAAR tests.

**OBJECTIVES:** By May 2020, 90% of the 3<sup>rd</sup>-5<sup>th</sup> graders at Drs. Reed & Mock Elementary in each subgroup will achieve 70% master level on the Math STAAR test or an appropriate state approved testing instrument.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	FTE'S	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
Provide Staff Development * Sharon Wells Math 2 <sup>nd</sup> -5 <sup>th</sup> * RGV Math Conference * Thinking Maps * CAMT-Math Conference * Sandra C. Garza * Pearlied Math Kinder- 1 <sup>st</sup> Grade	All Students 3 <sup>rd</sup> -83 % 4 <sup>th</sup> -83 % 5 <sup>th</sup> -83 %	Teachers	Principal/Asst. Princ.		Consultants fees	T-II T-I Local	9/19	8/20	Agendas/Minutes Of meetings
	All Students	Teachers	Principal/Asst. Princ.			AMI Local T-1/SCE Title I			Staff Development calendar Meeting agendas minutes
	All Students	Teachers	Principal/Asst. Princ.				9/19	8/20	Time Sheets/lesson plans, benchmark results, STAAR scores

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary  
2019-2020**

**GOAL AREA:** Student Achievement-Math

**FIVE - YEAR GOAL:** Drs. Reed & Mock Elementary will have 90% of all its students passing all STAAR tests.

**OBJECTIVES:** By May 2020, 90% of the 3<sup>rd</sup>-5<sup>th</sup> graders at Drs. Reed & Mock Elementary in each subgroup will achieve 70% mastery level on the Math STAAR test or an appropriate state approved testing instrument.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED FTE'S RESOURCES	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<b><u>MATH – ELL</u></b>					9/19	8/20	Lesson Plans
Provide conceptual refinement time	LEP	Teacher	Asst. Princ.	Salary			
Introduce the math concepts in their second language	3 <sup>rd</sup> –81% 4 <sup>th</sup> –83% 5 <sup>th</sup> –83%	Teacher/Lab Manager	Principal				
-NCS (SME) Program		Teachers	Principal	Voyager Math Ignite	10/19	8/20	Computer Lab schedule Tutoring Weekly schedules Benchmark scores STAAR Scores
Provide ELL students additional computer time based on need							
Provide tutoring							
-before/after school/Saturdays							
-utilize Bilingual strategies							
-departmentalize/specialized instruction							
Schedule parent/teacher conferences to discuss student progress							
-Two-Way Bilingual Program							
<b><u>MATH – MIGRANT</u></b>							
Provide instruction with supplemental materials to tutor, reinforce identified students on the priority for services report	Migrant 3 <sup>rd</sup> –79 % 4 <sup>th</sup> –83 % 5 <sup>th</sup> –88%	Teachers	Principal/Asst. Princ.				Increased math scores Lesson Plans

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement-Math

**FIVE - YEAR GOAL:** Drs. Reed & Mock Elementary will have 90% of all its students passing all STAAR tests.

**OBJECTIVES:** By May 2020, 90% of the 3<sup>rd</sup>-5<sup>th</sup> graders at Drs. Reed & Mock Elementary in each subgroup will achieve 70% mastery level on the Math STAAR test or an appropriate state approved testing instrument.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION		FTE'S	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT		
		Math	Resource Teacher		Principal	Asst. Princ.	RESOURCES	BUDGET		BEGINNING	ENDING
<b>MATH – ECO. DIS./AT-RISK</b>  Provide Supplemental math instruction for identified k, 1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> , 5 <sup>th</sup> grade students  Provide students with tutoring and/or extended year program services before/during/after school/Saturdays  Reinforce teacher's instruction in areas of need  -NCS(SME) Program – Computer Lab	ECO. Dis. 3 <sup>rd</sup> –82 % 4 <sup>th</sup> –78% 5 <sup>th</sup> –76 %  AT – Risk 3 <sup>rd</sup> –81% 4 <sup>th</sup> –83% 5 <sup>th</sup> –83 %	Math	Resource Teacher	Principal	Asst. Princ.			9/19	8/20	Resource teachers schedule, lesson plans	
			Paraprofessionals Resource Teacher	Teacher			Voyager Math Ignite Marilyn Burns	Title 1 AMI Local	11/19	8/20	Participant's Lists for tutoring and OEYP  Paraprofessional and resource teacher/Schedule, lesson plans
		Teachers	Principal			Technology					Volunteer List
		Staff volunteers	Principal								

**II. STUDENT ACHIEVEMENT: D. SPECIAL  
PROGRAMS /SCIENCE (CONTENT AREAS)**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

**GOAL AREA:** Student Achievement-Science

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing the 5<sup>th</sup> Grade Science STAAR

**OBJECTIVES:** By May 2020, 90% of the 5<sup>th</sup> Grade students at Drs. Reed & Mock Elementary will achieve mastery level 75% or above on the Science STAAR Test or an appropriate approved state or district test. (78% for Spanish)

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	MONITORING	FTE'S	RESOURCES NEEDED	BUDGET	TIMELINE BEGINNING	ENDING	EVALUATION/ MEASUREMENT	
<p><b>SCIENCE – ALL STUDENTS</b></p> <p>Implement a comprehensive program to meet the needs of all students</p> <ul style="list-style-type: none"> <li>• Implement CScope</li> <li>• Science thru literature</li> <li>• Stacy Solis</li> <li>• CIF Strategies(Inst. Coach)</li> <li>• Edusmart 3<sup>rd</sup>-5<sup>th</sup> Pilot Program</li> <li>• McGraw Hill Reading Essential</li> <li>• Curriculum Associates</li> <li>• Mentoring Minds</li> <li>• KAMICO</li> <li>• <b>SUMMIT K12</b></li> </ul> <ul style="list-style-type: none"> <li>• Use adopted state materials/ Discovery Works</li> <li>• Video</li> <li>• Charts</li> <li>• Tapes</li> </ul> <p>Conduct a Vertical and Horizontal study of TEKS standards.</p> <ul style="list-style-type: none"> <li>• Integrate science across the curriculum</li> </ul> <p>Science Labs 3<sup>rd</sup>-5<sup>th</sup> Grade</p> <p>Schedule 3<sup>rd</sup> – 5<sup>th</sup> grade students to Ignite Learning Assessment ExamGen 3<sup>rd</sup>-5<sup>th</sup></p>	All Students 5 <sup>th</sup>	Teachers	Principal Asst. Princ. Grade level chair		TEKS Equipment Lists		8/19	8/20	Science STAAR administered in 5 <sup>th</sup> Gr. District tests for grade 3 and 4	
	All Students	Teachers	Principal Asst. Princ.		Consultant	Grant	8/19	8/20	Sign in Sheet/Obser.	
	All Students	Teachers	Stacy Solis			Consultant State Adopted Materials	SCE	8/19	8/20	Observation Lesson Plans
	All Students	Teachers	Principal/ Asst. Princ.			Science Lab Materials	Title I/SCE Title I/SCE “ “ “ “	8/19	8/20	Observations
	All Students	Teachers	Principal/ Asst. Princ. Grade level chair			TEKS Standards		8/19	8/20	TEKS Standard Study
	3 <sup>rd</sup> – 5 <sup>th</sup> grade	Teachers	Teacher/Admin. Principal/ Asst. Princ. Grade level chair					8/19	8/19	Written Form Science Schedule
	All Students	Teachers	Teachers				TITLE I			Lesson Plans Observation/ Walkthrough

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement-Science

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing the Science STAAR Administered in 5<sup>th</sup> grade.

**OBJECTIVES:** By May 2020, 90% of the 5<sup>th</sup> Grade students at Drs. Reed & Mock Elementary will achieve mastery level on the

Science STAAR Test or an appropriate approved state or district test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	FTE'S	RESOURCES NEEDED	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
-Science Camps K-5 December/April	All Students	Teacher s & Grade Level Chair	Principal/ Asst. Princ.		Science Stations	8/19		Computer/Internet Monthly Calendar/ Lesson Plans
Provide use of Internet for research/projects tutoring	All Students	Teacher	Principal/ Asst. Princ.		Computer	8/19	8/20	Lesson Plans
Field Trips (Science) By Grade Level Chair	All Students	Teachers	Principal/ Asst. Princ.		Trans. Dept.	8/19	8/20	Lesson Plans
Incorporate Science Technology	All Students	Teachers	Principal/ Asst. Princ.		STAAR Information Booklets	8/19	8/20	Sign In Sheets
<ul style="list-style-type: none"> <li>• Power point</li> <li>• Discovery Education</li> <li>• Classroom Performance System</li> <li>• Science Websites</li> <li>• Ticket to Read</li> <li>• Mobi</li> <li>• Promethean Board &amp; Flip Charts</li> <li>• Brain Pop Jr</li> <li>• Brain Pop</li> <li>• Brain ESP</li> </ul>					Title I/SCE Title I/SCE			



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

**GOAL AREA:** Student Achievement-Science

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing the Science STAAR Administered in 5<sup>th</sup> grade.

**OBJECTIVES:** By May 2020, 90% of the 5<sup>th</sup> Grade students at Drs. Reed & Mock Elementary will achieve mastery level on the Science STAAR Test or an appropriate approved state or district test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p><b><u>SCIENCE-ELL</u></b>                      Introduce Science concepts in Spanish PK-5th                      Integrate with Science                      Two-way program                      Schlessinger Videos                      Use E.S.L./Bilingual strategies (2<sup>nd</sup> – 5<sup>th</sup>)                      E.L.P.S.                      Enhance science curriculum by providing English/Spanish Science books in the lab and classrooms                      *Focus on Science Vocabulary dev. Science Notebook K-5                      *Purchase science Vocabulary student books                      * Hands on Activities(processes)Science</p>	All Students	Teachers	Dual Lang. Program Director, Principal/Asst. Princ.		
<p><b><u>SCIENCE – MIGRANT</u></b>                      Compile and organize “catch-up” packets for students who come in late to school or leave early</p>	Migrant En/Sp  Eco. Dis. En/Sp	Teachers  Migrant Program  Teachers	Principal/Asst. Princ.  Principal/Asst. Princ.  Principal/Asst. Princ. Title I/SCE/Local Principal/Asst. Princ. Title I/SCE/Local		Science Voc. List Word Walls Print Shop Vocabulary Journal = Teacher & Aides  Teachers
<p><b><u>SCIENCE – ECO. DIS./AT – RISK</u></b>                      Lecturas de Intervencion Hartcourt Coleccion de Guías del Maestro</p>		Teachers	Principal/Asst. Princ.		

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

**GOAL AREA:** Student Achievement-Science

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing the Science STAAR Administered in 5<sup>th</sup> grade.

**OBJECTIVES:** By May 2019, 90% of the 5<sup>th</sup> Grade students at Drs. Reed & Mock Elementary will achieve mastery level on the Science STAAR Test or an appropriate approved state or district test.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED	FTE'S	RESOURCES BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<p><b>SCIENCE-TEACHERS</b></p> <p>Professional Development:</p> <ul style="list-style-type: none"> <li>RGVSA-Mini Cast: 3-4 teachers per grade level</li> <li>STAT-Cast: 2 teacher per grade level</li> <li>Science Symposium for Elementary Teacher: 2 teachers per grade level</li> <li>NSTA Conference</li> <li>Science Word Wall Training</li> <li>Science Intervention Camp</li> <li>Science Training</li> </ul> <p>Open Purchase Order for Wal-Mart, Lowe's &amp; H.E.B. to purchase supplies for experiments.</p> <p>Provide supplies for science instruction.</p> <p>Pet Smart</p> <p>LakeShore Learning</p> <p>Purchase Life Cycles for classroom observations (1 per classroom</p> <p>1<sup>st</sup> Semester→ Ladybug Cycle</p> <p>2<sup>nd</sup> Semester→ Frog Life Cycle</p> <p>Weather Station-Students to collect and gather weather information to announce it during the morning announcements</p> <p>Wireless Eggsper to use for building science vocabulary with students (1 per classroom) K-5<sup>th</sup></p> <p>ExamGen</p> <p>Visuals-Vocabulary</p> <p>Purchase K-2<sup>nd</sup> Edusmart(Eng&amp; Span)</p>		Teachers	Principal/Asst. Princ.		Title I	9/19	8/20	District Test
		Teachers	Principal/Asst. Princ.		Title I	9/19	8/20	Observation
		Teachers	Principal/Asst. Princ.		Title I/ local	9/19	8/20	Scientifically Research Based
		Teachers	Principal/Asst. Princ.		Title I Title I	9/19	8/20	Lesson Plans/ Observations
		Teachers	Principal/Asst. Princ.			9/19	8/20	Lesson Plans/ Observations
		Teachers	Principal/Asst. Princ.			9/19	8/20	Observation
		Teachers	Principal/Asst. Princ.			9/19	8/20	Observation/ Lesson Plans

**Revised 03-25-13**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

**GOAL AREA:** Student Achievement/Social Studies and Special Programs

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing all District test.

**OBJECTIVES:** By May 2020, Reed-Mock will have implemented programs, purchased map and globe equipment and resource materials to provide students an opportunity to pass the test, thereby increasing rates of each sub-group, as per STAAR projection chart.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE		RESOURCES NEEDED	TIMELINE		EVALUATION/ MEASUREMENT
		IMPLEMENTATION	MONITORING		FTE'S	BUDGET	
<p><b>Social Studies-All Students</b></p> <p>Enhance the state-adopted Social Studies program to develop geographic skills by providing</p> <ul style="list-style-type: none"> <li>TEKS-based instruction and performance-based assessment</li> <li>Literature-based instruction with historical and cultural connections to geography</li> <li>Staff development training on:                             <ul style="list-style-type: none"> <li>-ELPS</li> </ul> </li> <li>STAAR/TEKS based Instruction on:                             <ul style="list-style-type: none"> <li>Geography</li> <li>Social Studies Skills</li> </ul> </li> </ul> <p>Implement a comprehensive program to meet the needs of all students.</p> <ul style="list-style-type: none"> <li>Continue on going TEKS vertical and horizontal curriculum alignment.</li> </ul>	All Students	Principal Asst. Princ. Teacher	Principal Asst. Princ. Coordinator	Wall Map Computers Globe Internet Library Books Periodicals Time for Kids Scholastic News	9/19	8/20	Lesson Plans
	All Students	Teachers	Principal Asst. Princ.	Maps  TEKS District Framework Time for Kids Scholastic News Newspapers	9/19	8/20	Lesson Plans



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement/Social Studies and Special Programs

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing all District test.

**OBJECTIVES:** By May 2020, Reed-Mock will have implemented programs, purchased map and globe equipment and resource materials to provide students an opportunity to pass the test, thereby increasing rates of each sub-group, as per STAAR projection chart.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	MONITORING	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT
				FTE'S	BUDGET	BEGINNING	ENDING	
Provide opportunities for teachers to attend staff development conferences	All Students	Teachers	Principal Asst. Princ.		Bus	8/19	8/20	Field Trip
Provide use of computer/internet for research projects								
Provide and implement instructional activities to enhance regular instruction of all student populations in the areas of social studies.	All Students	Principal	Adm. for Elementary Education			8/19	8/20	Staff Dev. Regional District
CSCOPE, United Streaming Video Clips, Thinking Maps Ignite 4 <sup>th</sup> & 5 <sup>th</sup>						8/19	8/20	

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** Student Achievement/Social Studies and Special Programs

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing all District test.  
**OBJECTIVES:** By May 2020, Reed-Mock will have implemented programs, purchased map and globe equipment and resource materials to provide students an opportunity to pass the test, thereby increasing rates of each sub-group, as per STAAR projection chart.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	MONITORING	RESOURCES NEEDED FTE'S	BUDGET	TIMELINE BEGINNING	TIMELINE ENDING	EVALUATION/ MEASUREMENT
<b>Social Studies-ELL</b> Introduce the social studies concepts in Spanish  Provide ELL students additional computer time based on need.  . Use bilingual strategies  Enhance social studies curriculum by providing Spanish social studies books, resources/materials and training to assist students.  Schedule parent/teacher conference to discuss student progress.	ELL Students	Teachers	Administration			8/19	8/20	Lesson Plans
		Teachers						
		Teachers						
		Teachers						
<b>Social Studies-Migrant</b>  <ul style="list-style-type: none"> <li>• Provide instruction with supplemental materials to tutor and reinforce identified students on the priority list for services report.</li> <li>• Ensure that migrant students are given extra time to catch up.</li> </ul>	Migrant Students	Teachers	Asst. Princ.			8/19	8/20	Lesson Plans
		Teachers	Asst. Princ.					
		Teacher	Principal/ Asst. Princ.					

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

**GOAL AREA:** Student Achievement/Social Studies and Special Programs

**FIVE YEAR GOAL:** Reed-Mock will have 90% of all its students passing all District test.

**OBJECTIVES:** By May 2020, Reed-Mock will have implemented programs, purchased map and globe equipment and resource materials to provide students an opportunity to pass the test, thereby increasing rates of each sub-group, as per STAAR projection chart.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	PERSON(S) RESPONSIBLE MONITORING	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT
				FTE'S	RESOURCES BUDGET	BEGINNING	ENDING	
<p><b>Social Studies-Econ.Dis/At-Risk</b></p> <p>Utilize resource social studies teacher/teacher aide, as per: teacher's instruction in areas of need.</p> <p><b>Special Programs</b></p> <p>Career Day</p> <p>Recycle Station</p> <p>Reduction Teacher/pupil ratio</p> <p>Library Activities</p> <ul style="list-style-type: none"> <li>• Constitution Day Sept. 17<sup>th</sup></li> <li>• A.R. every 6 weeks.</li> <li>• Library Week                             <ul style="list-style-type: none"> <li>• Select an Author Day</li> <li>• Parents Read w/ Children Day</li> <li>• Administrators Read to Students Day</li> <li>• Scott Foresman</li> </ul> </li> </ul>	ELL Students	Counselor All Staff	Principal/ Asst. Princ.			8/19	8/20	Lesson Plans
		Librarian	Principal/ Asst. Princ.			8/19	8/20	Lesson Plans
						8/19	8/20	Participant's Log
						8/19	8/20	Teacher Aide

## **II. STUDENT ACHIEVEMENT: E. TECHNOLOGY**



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary**

- GOAL AREA:** Student Achievement: E. Technology
- FIVE YEAR GOAL:** By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.
- OBJECTIVES:** By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION		MONITORING	FTE'S	RESOURCES NEEDED		TIMELINE		EVALUATION/ MEASUREMENT	
		Teachers	Lab Manager			Principal Asst. Princ. Lead Teacher Teachers	BUDGET	RESOURCES	BEGINNING		ENDING
<input type="checkbox"/> Utilize variable technologies and software to improve all students' academic achievement, standardized and/or state test scores. <input type="checkbox"/> Continue the use of TTM in the Computer Lab, and Reading Math K-5 <sup>th</sup> (classrooms)iStation Imagine Learning	All Students	Teachers	Lab Manager	Principal Asst. Princ. Lead Teacher Teachers	1	Lab	*SCE	9/19	8/20	Checklists Reports	
						Computer	Title I				
<input type="checkbox"/> Type to Learn <input type="checkbox"/> Learning.com <input type="checkbox"/> Go Math (think central) <input type="checkbox"/> Ticket To Read English/Spanish Fusion <input type="checkbox"/> Promethean Boards (PK-5 <sup>th</sup> ) Brainpop <input type="checkbox"/> Study Jam <input type="checkbox"/> McGrawhill (connect ED) <input type="checkbox"/> iTouch (TPRI)	All Students	Teachers		Administration		Computer/ Projector	Title I	9/19	8/20	Informal Teacher Evaluation	
		Teachers		Administration			Computer	Title I	9/19	8/20	Informal Teacher Evaluation
		Teachers		Administration					Title I Title I	9/19	8/20

-Train students to use e-mail, one drive, atomic learning, promethean planet, class dojo

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary**

2019-2020

**GOAL AREA:**

Student Achievement: E. Technology

**FIVE YEAR GOAL:**

By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.

**OBJECTIVES:**

By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		RESOURCES NEEDED FTE'S RESOURCES	TIMELINE BEGINNING ENDING		EVALUATION/ MEASUREMENT	
		Lab Manager	Administration		Computer	Title		9/19
<input type="checkbox"/> Use additional software and Internet resources in classroom computers that are grade level appropriate to develop reading, writing, and math skills. <ul style="list-style-type: none"> <li>o <a href="http://www.starfall.com">www.starfall.com</a></li> <li>o <a href="http://www.aaa.math.com">www.aaa.math.com</a></li> <li>o <a href="http://www.code.org">www.code.org</a></li> <li>o <a href="http://www.learning.com">www.learning.com</a></li> </ul>	All Staff	Teachers	Administration	Computer	Title	9/19	8/20	Checklist
		Lab Manager		Computer/Projector		9/19	8/20	
<input type="checkbox"/> Maintain computers in classrooms with Internet services and resources available for teachers.	All Staff	Lab Manager	Principal Asst. Princ. Technology Administration	Computer/Projector	Title	9/19	8/20	Sign-in Sheets
Star Library Program								

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary**

**2019-2020**

**GOAL AREA:**

Student Achievement: E. Technology

**FIVE YEAR GOAL:**

By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.

**OBJECTIVES:**

By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING		FTE'S RESOURCES NEEDED	TIMELINE BEGINNING ENDING		EVALUATION/ MEASUREMENT
<input type="checkbox"/> On site Technology Promethean Instruction classes (District Trainer)		District Trainer & CIT	Administration (Core Team)	Computer/Projector	9/19	8/20	Reports
<input type="checkbox"/> thean Instructional classes (provided by district trainer).	All Students and Staff	CIT	Administration Tech. Admin,	Computer/Projector	9/19	8/20	Sign-in Sheets
<input type="checkbox"/> eSchool Plus (grading)	All Students and Staff	Librarian Teachers	Administration	Computer/Laptop/ Data Projector/ Internet	9/19	8/20	Reports
<input type="checkbox"/> Integrate technology in the classroom through the use of promethean & active inspire clicking	All Students and Staff	Teachers	Administration	Computer/Laptop/ Data Projector/ Internet	9/19	8/20	Lesson Plans
<input type="checkbox"/> Web =Trainings		Teachers	Administration Mrs. Diana Ruiz				Reports

# PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT

## CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary

2019-2020

**GOAL AREA:**

Student Achievement: E. Technology

**FIVE YEAR GOAL:**

By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.

**OBJECTIVES:**

By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRAATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	FTE'S RESOURCES NEEDED	RESOURCES NEEDED	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p><b>Reading</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Discovery Education</li> <li><input type="checkbox"/> Star Fall</li> <li><input type="checkbox"/> Accelerated Reader</li> <li><input type="checkbox"/> STAR Program</li> <li><input type="checkbox"/> Student Success Maker / Reading (K-5th)</li> <li><input type="checkbox"/> CPS</li> <li><input type="checkbox"/> Mobi's</li> <li><input type="checkbox"/> Waterford K-2nd</li> </ul>	All Students and Teachers	Lab Manager Teachers	Administration	Computer/Laptop/ Data Projector/ Internet	8/19          8/20	Reports
<p><b>Science/Social Studies</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Discovery Education</li> <li><input type="checkbox"/> CPS</li> <li><input type="checkbox"/> Living with Science Lab</li> <li><input type="checkbox"/> DKC Digital Knowledge Center</li> <li><input type="checkbox"/> Science Discovery ( 3 – 5)</li> <li><input type="checkbox"/> Eng</li> <li><input type="checkbox"/> <a href="http://www.Hartcourt/School.com">www.Hartcourt/School.com</a></li> <li><input type="checkbox"/> Spanish &amp; English</li> <li><input type="checkbox"/> E Knight Skicks</li> </ul>	All Students and Teachers	Lab Manager Teachers	Administration	Computer/Laptop/ Data Projector/ Internet	8/19          8/20	

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary**

2019-2020

**GOAL AREA:**

Student Achievement: E. Technology

**FIVE YEAR GOAL:**

By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.

**OBJECTIVES:**

By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	FTE'S RESOURCES NEEDED	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p><b>Math</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> AAA Math</li> <li><input type="checkbox"/> Discovery Education</li> <li><input type="checkbox"/> Accelerated Math</li> <li><input type="checkbox"/> Student Success Maker</li> <li><input type="checkbox"/> Math Concepts and Skills 2 K-5th</li> <li><input type="checkbox"/> CSCOPE</li> <li><input type="checkbox"/> Eng.</li> <li><input type="checkbox"/> Waterford (K-2<sup>nd</sup>)</li> <li><input type="checkbox"/> enVision Math (1<sup>st</sup> – 5<sup>th</sup>) (CPS – 5<sup>th</sup>)</li> <li><input type="checkbox"/> Peralized Math</li> <li><input type="checkbox"/> Promethean Planet</li> </ul> <p><b>Spelling</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Discovery Education</li> <li><input type="checkbox"/> Student Success Maker</li> </ul> <p><b>Writing</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Discovery Education</li> <li><input type="checkbox"/> Student Success Maker</li> <li><input type="checkbox"/> Update School web pages</li> <li><input type="checkbox"/> Promethean Planet</li> </ul>	All Students and Teachers	Lab Manager Teachers	Computer/Laptop/ Data Projector/ Internet	9/19  8/20  8/20	Web Pages
	All Students and Teachers	Administration (Core Team)		9/19  8/20	
	Teachers	Administration Counselor (Core Team)		9/19  8/20	

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Reed & Mock Elementary**

2019-2020

**GOAL AREA:**

Student Achievement: E. Technology

**FIVE YEAR GOAL:**

By the year 2019-2020, Reed & Mock Elementary students and staff will be computer literate. The level of technological innovations in the classroom and parent participation in the student's education through the use of technology will increase.

**OBJECTIVES:**

By May 2020, Reed & Mock Elementary students and staff will have improved their technology skills and grade level STAAR scores will meet state standards.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<input type="checkbox"/> Purchase Hardware: <input type="checkbox"/> Avery Doc. Reader (PK-K) <input type="checkbox"/> Wireless mouse (1 per teacher) <input type="checkbox"/> TV with /DVD combo (Upgrade Classroom T.V.s) <input type="checkbox"/> Digital Cameras (1 per Grade Level Chair) <input type="checkbox"/> Headphones with mic. <input type="checkbox"/> Purchase new or replace computers, projectors, prometheans, mimio, and laptops in the classrooms for instructional use.  (2) good scanners  <input type="checkbox"/> Purchase Supplies: <input type="checkbox"/> document readers		Ticket to Read  Success Maker Waterford Fluency	Title I  Title I/Local Title I Title I		

**II. STUDENT ACHIEVEMENT: F. COUNSELING  
SERVICES**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** STUDENT ACHIEVEMENT COUNSELING

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will fully implement the district wide Guidance and Counseling Curriculum

**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have implemented, analyzed, and revised the existing Guidance and Counseling Program/Curriculum and other services provided.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p><b><u>Counseling &amp; Guidance</u></b></p> <p>Implement a quality Guidance Curriculum through classroom guidance lessons to help all students develop basic life skills</p> <p>Every 2 weeks: 45 min-2<sup>nd</sup>-5<sup>th</sup> 30 min-PK-1st</p> <p><b><u>Areas to be Covered:</u></b></p> <ul style="list-style-type: none"> <li>*Bullying Prevention Plan</li> <li>*Motivation to Achieve</li> <li>*Drug Safety Awareness</li> <li>*Responsible Behavior</li> <li>*Self-Confidence Development</li> <li>*Communication Skills</li> <li>*Interpersonal Effectiveness</li> <li>*Decision-Making, Goal Setting, Planning, &amp; Problem Solving Skills</li> <li>*Career Awareness</li> <li>*Cross-Cultural Effectiveness</li> </ul>	<p>All Students PK-5<sup>th</sup> Grades</p>	<p>Counselor</p> <p>Administration Classroom Teachers</p>	<p>Guidance Curriculum Books Videos, puppets, hands on materials</p>	<p>9/19</p> <p>8/20</p>	<p>Monthly Schedule (Sign In Logs)</p> <p>Teacher and Student Feedback</p> <p>Classroom Activity Logs (Monthly)</p>



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**

2019-2020

GOAL AREA: STUDENT ACHIEVEMENT COUNSELING

FIVE YEAR GOAL: Drs. Reed & Mock Elementary will fully implement the district wide Guidance and Counseling Curriculum

OBJECTIVES: By May 2020 Drs. Reed & Mock Elementary will have implemented, analyzed, and revised the existing Guidance and Counseling Program/Curriculum and other services provided.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p>Address through responsive services, the immediate personal concerns of students through individual and/or small group counseling.</p> <ul style="list-style-type: none"> <li>• <b>Areas Addressed</b> <ul style="list-style-type: none"> <li>* Academic Concerns</li> <li>* Interpersonal Relationship</li> <li>* Physical/Emotional/Sexual Abuse</li> <li>* Grief/Loss Death Issues</li> <li>* Family Issues, Coping with stress</li> <li>* Social Development</li> <li>* Self-Concept</li> <li>* Anger Management</li> </ul> </li> <li>• <b>Schedule</b> <ul style="list-style-type: none"> <li>* 30 min. Individual/ Group Sessions</li> </ul> </li> </ul> <p>Provide program and staff support activities and services through coordination and consultation</p> <ul style="list-style-type: none"> <li>• <b>Services Include</b> <ul style="list-style-type: none"> <li>* Refer to outside agencies, school psychologist</li> <li>* Serve as RTI &amp; 504 Coordinator                             <ul style="list-style-type: none"> <li><input type="checkbox"/> Gather data</li> <li><input type="checkbox"/> Plan interventions</li> <li><input type="checkbox"/> Set meeting dates</li> </ul> </li> </ul> </li> </ul>	<p>All Students PK-5<sup>th</sup> Grades</p>	<p>Administration Classroom Teachers</p> <p>Administration</p>	<p>Guidance Curriculum Books Videos, puppets, hands on materials</p> <p>Social Workers School Psychologist</p>	<p>8/19</p> <p>8/20</p>	<p>Monthly Schedule (Sign In Logs)</p> <p>Teacher and Student Feedback</p> <p>Classroom Activity Logs (Monthly)</p> <p>Referrals, Documentation of Improvement</p>

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT  
CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary  
2019-2020**

**GOAL AREA:** STUDENT ACHIEVEMENT COUNSELING

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will fully implement the district wide Guidance and Counseling Curriculum

**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have implemented, analyzed, and revised the existing Guidance and Counseling Program/Curriculum and other services provided.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<ul style="list-style-type: none"> <li>*Serve on safe &amp; civil School Team</li> <li>*Implement Anti-Bully Plan</li> <li>*Coordinate Star Student Recognition for 6 weeks</li> <li>*Staff Development</li> </ul>	All Students PK-5 <sup>th</sup>	Counselor Discipline Committee  Administration	At Principal's Discretion	9/19  8/20	
<ul style="list-style-type: none"> <li>*Coordinate meetings to discuss special needs of individual students</li> <li>*Coordinate Red Ribbon/ Anti-Drug activities</li> <li>*Coordinate Career Awareness Activities</li> <li>*Coordinate Positive Behavior Recognition Program (character education)</li> <li>*Pennies for Patients (Leukemia Lymphoma Society)</li> </ul>	All Students PK-5 <sup>th</sup>	Administration  Student Achievement/ Counseling/Self- Esteem Committee	At Principal's Discretion		

### **III. STUDENT ATTENDANCE**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

GOAL AREA: III. IMPROVE STUDENT ATTENDANCE

FIVE YEAR GOAL: Drs. Reed & Mock Elementary will continuously maintain student attendance at the top 2 % of the PSJA schools.

OBJECTIVES: By May 2020, Drs. Reed & Mock Elementary will have maintained student attendance at the top 4 % or better of the PSJA schools throughout the year.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Develop and implement a plan to improve student attendance to include: <ul style="list-style-type: none"> <li>• PRINCIPAL-Meet the Teacher Night</li> <li>• Open House</li> <li>• Parent Meetings</li> <li>• TEACHERS-Phone Calls</li> <li>• Parent Conferences</li> <li>• Home visits</li> <li>• Administration-parent conf. (if 3 unexcused absences)</li> </ul> Establish and implement an incentive program to award perfect attendance <ul style="list-style-type: none"> <li>• Class Posters (Daily)</li> <li>• Weekly announcements for classes with perfect attendance</li> <li>• 6 weeks perfect attendance celebration (moon jump, movie &amp; popcorn, etc)</li> <li>• 6 weeks Display by classroom teacher of 6 wks perfect attendance</li> </ul>	All Students	Attendance Committee		8/19	Attendance District Report Sign In Sheets
	All Students	Teachers	Principal/ Asst. Princ.		8/20
	All Students	Attendance Committee		8/19	Parent Contact Log
					Attendance Reports

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA:** III. IMPROVE STUDENT ATTENDANCE

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will continuously maintain student attendance at the top 2 % of the PSJA schools

**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have maintained student attendance at the top 4 % or better of the PSJA schools throughout the year.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p>Semester bike raffle (one winner per grade level) with big prizes, incentives, etc.</p> <ul style="list-style-type: none"> <li>• Annual awards – Certificates, yearly, medals, trophy (2 or more consecutive years)</li> </ul> <p>-Students walk outside when the whole school is here, 100 percent attendance and cheer.</p> <p>-3 Times 100%attendance will give students pizza party.</p> <p>Administrators will dye hair if School has 100% attendance</p> <p>Teachers will dye hair if her/his class has 100% attendance</p> <p>Display on marquee "100 percent attendance.</p> <p>Reward teachers w/ 30 min. coupon (leaving early, extra lunch time, etc.) by 6 wks</p>	<p>Eligible Students</p>	<p>Administration</p>		<p>8/19</p> <p>8/20</p>	<p>Awards Assembly Agenda</p>

## **IV. PARENTAL INVOLVEMENT**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA: PARENTAL INVOLVEMENT**

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will have fully developed Parental Involvement Program

**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have developed and begun to implement a Parental Involvement Plan

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Develop and implement a plan for effective communication with the parents and other community members	All Students	Principal/ Asst. Princ.	1 Parent Educator	08/19 8/20	Monthly Calendar/ Parent Contact Log
-Oral Communication: <ul style="list-style-type: none"> <li>Meet the Teacher Night</li> <li>Curriculum Orientation Night</li> <li>Public School Week</li> <li>Other: Phone Calls</li> <li>Parent Conferences</li> <li>Holiday/ end of the year programs</li> <li>Family Night at the Library</li> <li>Fall/ Spring Festival</li> </ul>	Parent Educator Parental Involvement Committee  Staff	Principal/ Asst. Princ.	Title I		
*Monthly appreciation for Parents -Written Communication: <ul style="list-style-type: none"> <li>School Compact</li> <li>Report Cards</li> <li>Home /School Connection</li> <li>District Newsletter</li> <li>Website</li> <li>Notes/Letters</li> <li>Invitation to volunteer listed on monthly calendar and Marquee</li> <li>Parental Meetings listed on monthly calendar and Marquee</li> </ul>	Parent Educator Parental Involvement Committee  Parent Educator Parental Involvement Committee	Principal Asst. Princ.	School Compact Newsletter  *SCE  Questionnaire  Suggestion Box	8/19  8/20  8/19  8/19  8/20	Signed School Compact Parent Contact Logs          Returned Volunteer Questionnaires  Calendar Suggestion Log

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA: PARENTAL INVOLVEMENT**

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will have fully developed Parental Involvement Program

**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have developed and begun to implement a Parental Involvement Plan

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
Develop and implement a plan to involve parents in the instructional process. <ul style="list-style-type: none"> <li>• Campus involvement</li> <li>• Parent Meetings by grade levels (Expectations)</li> <li>• Assist in the library (AR Schedule)</li> <li>• Classroom helpers schedule</li> <li>• Assist in the preparation of materials</li> </ul>		Parent Educator  Staff  Librarian Parent Educator	Parent Educator  *SCE	9/19          8/20	Volunteer Experience Surveys  Sign in Sheets Parent Contact Logs  Parent Sign in Sheets Parent Handbook AR Schedule  Parent Sign In sheets
Develop and implement a plan to empower parents and community members by providing a variety of educational opportunities including: <ul style="list-style-type: none"> <li>• Parenting Skills sessions</li> <li>• Use of School Equipment</li> </ul>		Parent Educator  Parent Educator	Computers- Tutorials  T-1	9/19          8/20	Parent Sign In Sheets Parent Handbook



**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA: PARENTAL INVOLVEMENT**

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will have fully developed Parental Involvement Program  
**OBJECTIVES:** By May 2020, Drs. Reed & Mock Elementary will have developed and begun to implement a Parental Involvement Plan

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<ul style="list-style-type: none"> <li>Participate in CPOC</li> <li>ESL, GED Information and meeting places information given to parents</li> <li>Volunteers Mentor new parent volunteers</li> </ul>		Parent Educator		8/19	Copy info. given
Develop and implement a plan to demonstrate appreciation for parents and community members:		Parent Educator	Parent Educator	8/20	Book Fairs
<ul style="list-style-type: none"> <li>Healthy treats for Parent Meetings (PAC)</li> <li>Honor School Board Member</li> <li>Honor Local Heroes</li> <li>End of the Year Luncheon for Parent Volunteers</li> <li>Maintain Comfortable Working Environment for Volunteers</li> <li>Discussion of Surveys and Volunteer Concerns during CPOC and Staff Meetings</li> <li>Periodic Volunteer Appreciations Reminders Announced by Staff</li> <li>Provide supplies, furniture &amp; equipment as needed</li> </ul>		Parent Educator	Parent Volunteer Policy Handbook Local	8/19	Invitations
		Staff by Grade Levels Parent Educator Parental Involvement Committee	Title I Title I	8/19	Invitations

## **V. RECRUITMENT AND RETENTION**

**PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT**  
**CAMPUS IMPROVEMENT PLAN: Drs. Reed & Mock Elementary**  
**2019-2020**

**GOAL AREA: V. RECRUITMENT AND RETENTION OF QUALITY STAFF**

**FIVE YEAR GOAL:** Drs. Reed & Mock Elementary will attract, recruit and retain qualified, certified and effective personnel, with emphasis on increasing the number of qualified minority teachers and administrators to reflect the ethnic composition of the area.

**OBJECTIVES:** By May 2019, Drs. Reed & Mock Elementary will have implemented a plan to reduce the number of personnel not qualified and/or certified by five (5) percent through recruitment and retention of qualified personnel.

STRATEGIES/ACTION STEPS	STUDENT SUB-GROUP & NEEDS	PERSON(S) RESPONSIBLE IMPLEMENTATION MONITORING	RESOURCES NEEDED FTE'S RESOURCES BUDGET	TIMELINE BEGINNING ENDING	EVALUATION/ MEASUREMENT
<p><b>SPECIAL EDUCATION</b></p> <p>Drs. Reed &amp; Mock Elementary will recruit and retain qualified special education staff:</p> <ul style="list-style-type: none"> <li>• Advertise in local newspaper, district TV Station, etc.</li> <li>• Participate in the university and district job fairs</li> <li>• Include a special education teacher or a diagnostician to be part of the screening selection committee</li> <li>• Verify previous employment</li> <li>• Contact references</li> </ul> <p>Reed-Mock will continue to support the effective use of diagnostic support staff by:</p> <ul style="list-style-type: none"> <li>• Providing adequate office space, phone, locked filing cabinet, and access to computer network.</li> <li>• Facilitate and support ARD/ Staffings by ensuring that</li> </ul>	Special Education Gr. K-5th	Administration	Sp.Ed. Staff	09/19 09/20	Qualified Staff
	Special Ed. Pop.	Admin.	Admin.	09/19 09/20	Qualified Staff

<p>appropriate staff is available and informed</p> <ul style="list-style-type: none"> <li>Adequate space for ARD/Staffing</li> </ul> <p>To promote the retention of qualified staff:</p> <ul style="list-style-type: none"> <li>Develop, modify and implement program for children with severe behavioral problems</li> <li>Review the special education departments operating guidelines on how to access and utilize special education support staff effectively (i.e. educational diagnostician, behavior strategist, school psychologist, supervisors, etc.)</li> <li>Support the trans-disciplinary approach to assist students with severe disabilities generalized skills across learning environments by: providing substitutes, if needed, to allow special education staff adequate planning time.</li> </ul>	Admin	Admin.	Admin.	Sp. Ed Support Staff	09/19	09/20	Qualified Staff
<p><b>Bilingual Teachers</b></p> <p>Reed-Mock will recruit and retain qualified bilingual teachers</p> <ul style="list-style-type: none"> <li>Advertise in local newspapers, district TV station, etc.</li> <li>Participate in the university and district job fairs</li> <li>Include a bilingual teacher or a diagnostician to be part of the screening committee</li> <li>Verify previous employment and certification</li> <li>Contact references</li> </ul> <p>Reed-Mock will offer specialized training for students to be able to meet the needs of the LEP students</p> <ul style="list-style-type: none"> <li>Encourage teachers to apply for the Bilingual stipend</li> <li>Encourage teachers and aides</li> </ul>	Bilingual Students Pre-K-5th	Admin.	Admin.	Bil. Dept	09/19	09/20	Qualified Staff

- to apply for financial aid assistance paid by the district to continue their certification process.
- Allow staff members to attend the state and national bilingual conferences to be up to date on the latest in research

**GT Teachers**

Reed-Mock will recruit and retain qualified GT teachers by :

- Recruiting via the job fairs, TV station, on-line via the internet, etc.
- Encouraging that they receive the 30 hours needed to be certified or 6 to update the certification
- Providing the necessary time to attend the GT Training.
- Provide additional supply money to meet the needs of the GT students

## **VI. APPENDIX**