

# **Laredo Independent School District**

## **Santo Nino Elementary School**

### **2016-2017 Goals/Performance Objectives/Strategies**



# Mission Statement

Santo Nino Elementary will ensure "Educational Excellence" by providing all students with a relevant, challenging and responsive curriculum that will enable all students to become self actualizing and successful participants in an information-rich and global society.

## Vision

All students at Santo Nino Elementary will achieve academic success and develop to their full potential to become productive, contributing members of society.

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# Goals





**Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.**













**Performance Objective 1:** To increase the percentage of students meeting the Level II from 76% to 80% in Reading, 86% to 90% in Math, 84% to 90% in Writing, and 88% to 92% in Science . To increase the Index scores from 83-86 in Index 1, 40 to 45 in Index 2, 51 to 54 in Index 3 and 45 to 50 in Index 4 and meet 18 of 18 of the system safeguards.

**Evaluation Data Source(s) 1:** STAAR Reports, TAPR

## Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Hold PLC meetings every six weeks to ensure the effective use of common assessments, proper alignment of curriculum to classroom instruction and assessment and analysis of student data to ensure that students receive effective intervention and enrichment</p>	2, 4, 8	Principal Assistant Principal Instructional Specialist	Sign in Sheets Agenda Lesson Plans Walk Throughs				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>2) Monitor delivery of instruction to ensure implementation of the TEKS with fidelity by conducting at least 10 walk throughs a week by administrators</p>	2	Principal Assistant Principal	Lesson Plans Focused Walk Throughs				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>3) Analyze data to identify students "still developing" in TPRI for grades K-2 and scoring below 70 on Reporting categories for grades 3-5 and develop an individualized intervention plan for each student</p>	2, 9	Principal Assistant Principal Instructional Specialist	Walk Throughs Monitoring Forms Intervention Plans TPRI Results CBA Results STAAR Results				

<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1</p> <p>4) Provide Tier II and Tier III interventions for At Risk students needing additional assistance and enrichment activities for Gifted and Talented students during the day in the form of extended day and extended week tutorials in a small group instructional environment</p>	<p>1, 2, 9</p> <p>Principal Assistant Principal Instructional Specialist Interventionists Tutors Other Paraprofessionals</p>	<p>Focused Walk Throughs Sign Ins Lesson Plans</p>				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$35000.00, 199 - General Fund: SCE (PIC 30) - \$4500.00, 199 - General Fund: Bilingual (PIC 25) - \$16000.00, 199 - General Fund: SCE (PIC 30) - \$17000.00, 199 - General Fund: GT (PIC 21) - \$52437.00, 199 - General Fund: SCE (PIC 30) - \$136537.00, 199 - General Fund: Special Education (PIC 23) - \$365844.00, 199 - General Fund: SCE (PIC 30) - \$4000.00, 211 - ESEA Title I: Improving Basic Program - \$231466.00, 224 - IDEA - Part B: Formula Fund - \$68139.00, 255 - ESEA II, A Training &amp; Recruiting - \$80920.00</p>						
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Utilize scientifically researched based instructional programs and materials to support the curriculum to meet the diverse needs of all special population students (i.e. Bilingual, At-Risk, Special Ed, and Gifted and Talented)</p>	<p>1, 2, 9</p> <p>Principal Assistant Principals Librarian Technology Trainer Instructional Specialist Interventionists</p>	<p>Lesson Plans Walk Throughs Accelerated Reader Reports Alexandria Reports Computer based program reports</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5751.00, 199 - General Fund: Basic Instruction (PIC 11) - \$840.00, 199 - General Fund: GT (PIC 21) - \$296.00, 199 - General Fund: Special Education (PIC 23) - \$73.00, 199 - General Fund: SCE (PIC 30) - \$2000.00, 199 - General Fund: SCE (PIC 30) - \$28535.00, 199 - General Fund: Bilingual (PIC 25) - \$26080.00, 199 - General Fund: Basic Instruction (PIC 11) - \$7971.00, 199 - General Fund: Bilingual (PIC 25) - \$1000.00, 199 - General Fund: SCE (PIC 30) - \$8000.00, 211 - ESEA Title I: Improving Basic Program - \$750.00</p>						
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>6) Implement TEKS Resource System Curriculum along with best practices in every classroom (i.e. Super 8, Rigor and Relevance Framework, SIOP strategies, Marzano strategies, etc.) for effective Tier I instruction</p>	<p>2, 9</p> <p>Principal Assistant principal</p>	<p>Lesson Plans Walk Throughs</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2397313.00, 199 - General Fund: Operating (PIC 99) - \$308566.00, 211 - ESEA Title I: Improving Basic Program - \$2000.00</p>						
<p align="center"><b>State System Safeguard Strategy</b></p> <p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>7) Utilize instructional technology programs and equipment to accelerate student achievement by providing digital learning experiences to our students.</p>	<p>1, 2</p> <p>Principal Assistant principal Technology Trainer</p>	<p>Lesson Plans Walk Through Technology Applications Assessment 2nd and 5th</p>				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$25000.00</p>						

8) Provide enrichment activities through real world experiences such as video conferences, field trips, Weird Science, Genre Fair, Mathematicians Day and music resources	1, 9	Principal Assistant Principal	Lesson Plans Sign Ins Walk Throughs				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$8000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$500.00						
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 3 CSF 7 9) Provide a systemic research based staff development program that supports the implementation of standards based curriculum	4, 5	Principal Assistant principal	Sign in Sheets PD360 Reports Agendas Walk Throughs				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$750.00, 199 - General Fund: SCE Pre K (PIC 34) - \$400.00, 199 - General Fund: Operating (PIC 99) - \$2000.00, 211 - ESEA Title I: Improving Basic Program - \$4666.00						
10) Implement a campus wide writing plan that reviews and provides feedback to students and teachers utilizing the writing rubrics and verifying alignment with the district's lead documents.	2	Principal Assistant Principal	Writing Samples Writing Rubrics				
11) Inform parents of goals, expectations and Pre-kinder and Kinder curriculum to new students and parents through orientation meetings and school tours.	7	Principal Assistant Principal	Sign in Sheets				
	Funding Sources: 199 - General Fund: Basic Instruction PreK (PIC 32 - \$153965.00, 199 - General Fund: SCE Pre K (PIC 34) - \$207643.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$52929.00						
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 3 12) Keep students informed of their performance on local and state assessments and grades and set goals for their 2016-2017 assessments through written contracts and conferences with teacher and principal.	8, 9	Teachers Principal Assistant Principal	Student Contracts				
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 13) Integrate mathematics drills and vocabulary instruction to physical education activities.	2	P.E. Teachers P.E. Para Professionals	Walkthroughs Observations				
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 14) Motivate students to meet their Accelerated Reader goals by providing a varied collection of books, periodicals, and monthly "AR Challenges"	2	Principal Assistant Principal Librarian	Accelerated Reader Reports Alexandria Reports Library Book Inventory				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1411.00, 211 - ESEA Title I: Improving Basic Program - \$110.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 1:** The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

**Performance Objective 2:** By the end of 2016-2017, the percentage of LEP students who advance one or more levels will increase from 53% to 55% and from 23% to 25% scoring advanced high.

**Evaluation Data Source(s) 2:** TELPAS Reports, TAPR

**Summative Evaluation 2:**









Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Implement the early transition and early exit program.	2	Principal Assistant Principal LPAC Committee	Lesson Plans LPAC Documents				
2) Implement the ELPS and SIOP strategies to accelerate student achievement	2	Principal Assistant Principal	Lesson Plans Walk Throughs				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$74675.00, 263 - LEP Bilingual Program Fund - \$11237.00							
3) Monitor and assess students on language proficiency at the beginning and end of school year.	2	Principal Assistant Principal	LAS scores, TERRA Nova scores				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$4000.00							
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 7	2, 7	Principal Assistant Principal	Lesson Plans Walk Throughs				
4) Utilize a variety of researched based instructional materials including but not limited to manipulatives, journals, workbooks, planners, digital resources, etc. to provide engaging, relevant, and interactive lessons.	Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - \$2000.00, 482 - Dr. Hochman Grant Fund - \$81.00						
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1	2	Teachers Interventionists Principal Assistant Principal	Intervention Programs LPAC Documents				
5) Provide ESL instruction and accommodations as per student's intervention plan during small group instruction after school.							
= Accomplished              = Considerable              = Some Progress              = No Progress              = Discontinue							

**Goal 2: The school district will provide all students with a safe, and nurturing learning environment that promotes attendance, character building and high achievement.**

**Performance Objective 1:** Continue efforts to promote a safe and secure drug-free learning environment for staff and students to reduce number of incidents involving violation of student code of conduct from 12 to 10.

**Evaluation Data Source(s) 1:** PEIMS Report

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) 1. Implement the research-based CHAMPS Discipline Management Program.	2	Principal Asst. Principal	Walkthroughs Behavior Plans Discipline Referrals				
2) 2. Implement a safe school practice program and enforce safety and visitor management procedures.	2	Principal Asst. Principal Counselor	Action Plans Camera Footage Discipline Referrals Raptor Reports				
3) 3. Monitor students during lunch periods and during arrival and dismissal.	2	Principal Asst. Principal Support Staff	Discipline Referrals Camera Footage Walkthroughs				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							



**Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.**

**Performance Objective 1:** Continue to promote partnerships with parents and community institutions and increase the number of events that parents participate in throughout the year from 13 to 16.

**Evaluation Data Source(s) 1:** Parent Liaison reports

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 5</p> <p>1) Promote parental involvement by increasing the number of parent volunteers participating in school events and extra-curricular activities</p>	6	Principal Assistant Principal Parent Liaison	Sign in Sheets Volunteer Logs				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 5</p> <p>2) Facilitate family learning events such as informative sessions (coffee chats) and family reading/math nights that focus on their child's academics</p>	6	Principal Assistant Principal Parent Liaison	Sign in Sheets Volunteer Logs School Messenger Reports Calanders Coffee Chats				
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 5</p> <p>3) Promote partnerships with community members to provide parents and students with information on real life skills and participate in community events such as Pennies for Tennis, Relay for Life, Junior Achievement, etc.</p>	6	Principal Assistant Principal Counselor	Sign in Sheets Volunteer Logs School Messenger Reports Calanders				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$300.00							
<p><b>State System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 5</p> <p>4) Provide after school child care to facilitate parent participation in school activities</p>	6	Principal Assistant Principal Day Care Personnel	Sign in Sheets Registrations				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$31000.00							
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							








**Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.**

**Performance Objective 1:** Implement programs that promote health, wellness and foster well rounded students whose attendance will increase from 97.2% to 98%

**Evaluation Data Source(s) 1:** Attendance Reports PEIMS

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Increase awareness in health and physical activities to maintain and improve healthy lifestyles by implementing the Bienestar Health program, drug free program, and offer a FLU vaccine clinic	2	Principal Assistant principals Nurse PE Staff	Lesson Plans Walk Throughs Fitness Test				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$200.00							
2) Implement a daily 15 minute recess period for PK to 5th grade students	2	Principal Assistant Principal	Class Schedules Walk Throughs				
3) Promote healthy eating by providing nutritional facts during morning V-Brick announcements	2	Principal Assistant Principals Counselor	VBrick Announcements				
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 6	1, 2	Principal Assistant Principal Teachers Counselor Librarian	Attendance Reports Report Cards Accelerated Reader Reports				
4) Recognize students with perfect attendance, A and B Honor Roll, Accelerated Reader, academic improvement, and other academic merits with certificates, awards, trophies, incentives and pictures on bulletin board every six weeks.	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5000.00, 199 - General Fund: SCE (PIC 30) - \$4000.00, 211 - ESEA Title I: Improving Basic Program - \$500.00						
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 4	2	Principal Assistant Principal Attendance Committee	School Messenger Reports Daily Absence Reports				
5) Utilize the Attendance Committee to call students that are absent, complete referrals for truancy, schedule parent conferences and do home visits.							

6) Provide after school co-curricular activities for students such as clubs, cheerleading, sports, UIL, chess, choir, etc.	2	Principal Assistant Principal Sponsors	Participation Lists				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$5000.00, 199 - General Fund: Operating (PIC 99) - \$1500.00						
7) Provide a safe learning and operational environment to ensure daily student learning.	2	Principal Assistant principal Teachers Teacher Aides Custodians					
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11690.00, 199 - General Fund: Operating (PIC 99) - \$125507.00, 211 - ESEA Title I: Improving Basic Program - \$200.00, 199 - General Fund: Operating (PIC 99) - \$16463.00						
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.**

**Performance Objective 1:** Adhere to all financial operating guidelines resulting at 100% compliance in bank accounts, 98% compliance on campus inventory and reduce amount paid for lost textbooks from \$34.00 to \$0

**Evaluation Data Source(s) 1:** Bank Account Campus Inventory Lost textbook report Fixed Assets

**Summative Evaluation 1:**









Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
1) Adhere to all financial operating guidelines	10	Principal Assistant Principal Budget Clerk Club Sponsors	Bank reconciliation				
2) Conduct periodical textbook inventories to reduce the loss of books	10	Principal Assistant Principal	Class Schedules Walk Throughs				
3) Conduct periodical inventory on fixed assets including technology to reduce the loss of items and submit Workflow on disposed or transferred items	10	Principal Assistant Principal Technology Trainer Librarian	Inventory reports				
= Accomplished               = Considerable               = Some Progress               = No Progress               = Discontinue							

**Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.**

**Performance Objective 1:** Implement support programs to maintain a 100% highly qualified staff

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

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7 1) Assign highly effective teachers as mentors for new teachers	4, 5	Principal Assistant Principal	Mentor Observations				
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 3 CSF 7 2) Recruit university Block I, II, and III teacher interns.	5	Principal Assistant Principal Teachers Interns	Observations				
<b>State System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 3 CSF 7 3) Conduct frequent classroom observations and provide feedback that will result in continuous improvement of teacher performance	4, 5	Principal Assistant Principal	Observation Reports Growth Plans				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.**

**Performance Objective 1:** Santo Nino will provide a clean, energy efficient facility that will result in a 5% savings on energy.

**Evaluation Data Source(s) 1:** Energy Efficiency Reports Compu Clean Checklists

**Summative Evaluation 1:**

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
<b>Critical Success Factors</b> CSF 6 1) Will conduct monthly inspections to ensure that energy efficiency tips are followed.		Principal Asst. Principal					
<b>Critical Success Factors</b> CSF 1 2) Participate in the e-rate program that offers discounts for voice, video and data communication.	2	Chief Technology Officer	Fast broadband and continued accessibility to instructional web to ensure communication in the learning process.				
Funding Sources: 180 - E-Rate Fund - \$116079.00							
= Accomplished                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue							

## State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Hold PLC meetings every six weeks to ensure the effective use of common assessments, proper alignment of curriculum to classroom instruction and assessment and analysis of student data to ensure that students receive effective intervention and enrichment
1	1	2	Monitor delivery of instruction to ensure implementation of the TEKS with fidelity by conducting at least 10 walk throughs a week by administrators
1	1	3	Analyze data to identify students "still developing" in TPRI for grades K-2 and scoring below 70 on Reporting categories for grades 3-5 and develop an individualized intervention plan for each student
1	1	4	Provide Tier II and Tier III interventions for At Risk students needing additional assistance and enrichment activities for Gifted and Talented students during the day in the form of extended day and extended week tutorials in a small group instructional environment
1	1	5	Utilize scientifically researched based instructional programs and materials to support the curriculum to meet the diverse needs of all special population students (i.e. Bilingual, At-Risk, Special Ed, and Gifted and Talented)
1	1	6	Implement TEKS Resource System Curriculum along with best practices in every classroom (i.e. Super 8, Rigor and Relevance Framework, SIOP strategies, Marzano strategies, etc.) for effective Tier I instruction
1	1	7	Utilize instructional technology programs and equipment to accelerate student achievement by providing digital learning experiences to our students.
1	1	9	Provide a systemic research based staff development program that supports the implementation of standards based curriculum
1	1	12	Keep students informed of their performance on local and state assessments and grades and set goals for their 2016-2017 assessments through written contracts and conferences with teacher and principal.
1	1	13	Integrate mathematics drills and vocabulary instruction to physical education activities.
1	1	14	Motivate students to meet their Accelerated Reader goals by providing a varied collection of books, periodicals, and monthly "AR Challenges"
1	2	4	Utilize a variety of researched based instructional materials including but not limited to manipulatives, journals, workbooks, planners, digital resources, etc. to provide engaging, relevant, and interactive lessons.
1	2	5	Provide ESL instruction and accommodations as per student's intervention plan during small group instruction after school.
3	1	1	Promote parental involvement by increasing the number of parent volunteers participating in school events and extra-curricular activities
3	1	2	Facilitate family learning events such as informative sessions (coffee chats)and family reading/math nights that focus on their child's academics

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
3	1	3	Promote partnerships with community members to provide parents and students with information on real life skills and participate in community events such as Pennies for Tennis, Relay for Life, Junior Achievement, etc.
3	1	4	Provide after school child care to facilitate parent participation in school activities
4	1	4	Recognize students with perfect attendance, A and B Honor Roll, Accelerated Reader, academic improvement, and other academic merits with certificates, awards, trophies, incentives and pictures on bulletin board every six weeks.
4	1	5	Utilize the Attendance Committee to call students that are absent, complete referrals for truancy, schedule parent conferences and do home visits.
6	1	1	Assign highly effective teachers as mentors for new teachers
6	1	2	Recruit university Block I, II, and III teacher interns.
6	1	3	Conduct frequent classroom observations and provide feedback that will result in continuous improvement of teacher performance