

Alvord Elementary School

ALVORD ELEMENTARY SCHOOL CAMPUS IMPROVEMENT PLAN

ALVORD INDEPENDENT SCHOOL DISTRICT CAMPUS IMPROVEMENT PLAN **ALVORD ELEMENTARY SCHOOL** 2025-2026

LA INFORMACIÓN SE COMPARTIRÁ, EN LA MEDIDA DE LO POSIBLE, EN UN IDIOMA QUE LOS MIEMBROS DE LA FAMILIA PUEDAN ENTENDER. SI NECESITA AYUDA O TIENE ALGUNA PREGUNTA SOBRE ESTE DOCUMENTO, COMUNÍQUESE CON **CAMPUS PRINCIPAL, ELIZABETH ESPOLT** (940-427-2881) . LOS SERVICIOS DE TRADUCCIÓN ESTÁN DISPONIBLES

IT IS THE PURPOSE OR MISSION OF THE ALVORD INDEPENDENT SCHOOL DISTRICT TO PROVIDE A SAFE ENVIRONMENT AND A SOUND EDUCATIONAL PROGRAM FOR ALL STUDENTS ALLOWING THEM TO DEVELOP TO THEIR FULL POTENTIAL INTELLECTUALLY, PHYSICALLY, AND SOCIALLY IN ORDER TO BECOME RESPONSIBLE CITIZENS AND CONTRIBUTING MEMBERS OF SOCIETY. INHERENT WITHIN THIS PURPOSE AND MISSION IS THE BELIEF THAT ALL STUDENTS CAN LEARN AND THAT THE SCHOOL, THE HOME, AND THE COMMUNITY CAN MAKE A DIFFERENCE IN THE LIVES OF ITS STUDENTS.

WORKING TOGETHER FOR EXCELLENCE IN EDUCATION

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Alvord Elementary School Site-Based Decision Making Committee

Liz Espolt, Principal

Printed Name	Position on the Committee	Email/Phone Number
Liz Espolt longterm	Principal	lespoltl@alvordisd.net 940-427-2881
Courtney Archa 2023-2026	Business	courtarcha@gmail.com 940-389-0991
Carrie Walker 2023-2026	Dyslexia Teacher	cwalker@alvordisd.net 817-454-6006
Jenna Clark 2022-2025	Counselor	jclark@alvordisd.net 940-736-0660
Ashton Burns 2022-2025	Parent	ashtonburns@hotmail.com 940-389-0521
Carrie Morgan 2023-2026	4th gr teacher	cmorgan@alvordisd.net 940-210-1487
Danelle Sandate 2023-2026	1st gr teacher	scampbell@alvordisd.net 940-255-9355
Rachel Hall 2023-2026	Business	rachel.hall.1518@gmail.com 940-393-2648
Dana Hale 2023-2026	Parent	danahale2@gmail.com 940-255-6961

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Tammy Nivens 2023-2026	Special Education Teacher	tnivens@alvordisd.net 360-517-0687
Erin Cornell 2023-2026	Parent	ecornell@nisdtx.org 817-304-4314

Alvord Elementary NEEDS ASSESSMENT, PRIORITIES, and PROGRAM OUTCOMES Completed **4-1-2025** by AES Committee

1. The percentage of **5th grade** students who **approach grade level on the STAAR Math** assessment will be higher than the state percentage score of a **66% scaled score. AES will work to increase from the 2021 scaled score of 85% to 86% by May 2023.** Baseline Data: 2021 TAPR STAAR 1st administration results
2. The percentage of **2nd grade** students reaching Level 28 on the Developmental Reading Assessment (DRA) will be **87%**
3. The percentage of **4th grade** students who reach 'approaches' or higher for grade level ELAR (STAAR) (English Language Arts & Reading) will increase from 68% to 69% by the end of the **2023-24 state assessment cycle.**

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Alvord district is exempt from the Supplement/Supplant guidance as noted on the Supplement Not Supplant Methodology Statement kept at the district office.

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY

SCHOOL YEAR: ALVORD ELEMENTARY 2025-2026

Data Sources Reviewed:			
● AEIS Report, STAAR Data, TEA Performance Reports, STAAR Data, Discipline Reports from TxEIS, Disaggregated P.E.I.M.S. Data, Assessment Data from Benchmarks, CBA (Curriculum Based assessments), TELPAS and Exact Path ● 2025-26 Campus Improvement Plan and Campus Needs Assessment, Technology Plan, Student Handbook and Student Code of Conduct, Title I, Part A Plan			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	● Enrollment is currently: Elem. 300 IS 122. ● 100% of the professional staff is considered highly qualified in their positions. 19 General education teachers, 2 Special Education teachers, 1 library aide, 5 full time Special Education aides, 2 Pre-K aides, 1 MTSS aide at the elem. IS: 7 General	● 7% of student enrollment was retained, with the largest percentage in first grade in the 2025-26 school year. ● 46% of student enrollment is listed as free or reduced lunch recipients. ● Small rural school with decreasing income from taxing entities.	● Continue using the K-2nd grade math assessment tool with the Go Math Curriculum adoption to track individual progress, PK uses CLI Engage. ● Purchase Lowman for 3rd grade math, Purchase IXL again to provide programs to support Math, ELA and Science 4th-5th grade. ● Purchase software again and staff development. STARFall for Pre-k, and IXL for 4th-5th. State Assessments PK-CLI ENGAGE, Kinder-Tx KEA, First & Second- TPRI, and Third-Fifth- IXL program utilize

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	Education Teachers, 1 Special Education Teacher, 1 Library/PE/Inclusion Aid, 2 Full Time Special Education Aids. ● 29 Pre-K students		the state assessments provided with these programs to conduct BOY, MOY and EOY scores ● Provide additional tutoring/additional instruction within the school day/MTSS. ● Provide extended day (before or after school) tutorials as requested or needed ● Provide accelerated, intensive program for 'At-Risk" students failing the STAAR through tutoring, computerized instruction and specialized reading/math classes. Follow HB 1416 stipulations and guidelines for students who failed the STAAR test.
Student Achievement	● A majority of students are 'Approaching' goals in Reading/ELA, and Math based on 1st administrations of 2024 STAAR exams. ● First administration of 5th grade Math showed 98% are at the Approaches level 7 points higher than last year. ● 1st administration of 5th gr Math STAAR 70% of the Students Scored at the MEETS level on the Math STAAR is the same compared to last year's 59%. ● 26% of 5th graders scored at the Mastered level on the Math assessment up by 1 points. ● 1st administration of the 5th grade Reading STAAR showed 81% reached the Approaches level down 5 points from last year. 57% reached the MEETS level was less, compared to 55% last year, and 26% reached the MASTERED	● 10 -5th gr students did not meet APPROACHES standards on the Reading STAAR exam on the 1st administration. ● 1 -5th gr students did not meet APPROACHES standards on the Math STAAR exam on the 1st administration in 2024. ● Increase the number of GT (Gifted and Talented) and other subgroup students scoring in the MASTERS level. ● Need to work on curriculum alignment and instructional assessments.	● Campus instructional focus and resources need to be directed toward the subgroups. TAPR showed in 2024 for approaches for Sped population..60% scored on all assessments, 64% in Reading (above state) and 93% Math (above state). ● More focus shall be concentrated on the area of Science and Social Studies instruction in all grade levels. ● Addition of a Reading Interventionist (not dyslexic teacher) for all grade levels (K-5th) would be beneficial. ● Continued use of the RTI addressing students' needs in small groups. ● An Rtl Reading and Math interventionist could be utilized for all grade levels to address the academic needs of students needing extra classroom small group support.

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	level which is down compared to the 29% last year . ●Have seen growth for the Economic Disadvantage and LEP students in Math and Reading benchmarks throughout the year.		
School Culture and Climate	●Good student/teacher ratio average is at 18:1. Our second grade ratio is 22:1 other grade levels are under the ratio for the 2025-26 school year. ●Teachers feel comfortable to visit administration regarding areas that need improvement, concerns or honest feedback. ●The Parent Volunteer program has been very beneficial to the teachers and students. ●Teachers have created a safe and secure environment for students in their classrooms and around the building. ●The staff has “high expectations” for all their students. ●Improved Security features have been made throughout the building.	●More input from teachers and parents in development of the student handbook and student code of conduct.	●Provide opportunities for faculty and parent volunteers to review and make recommendations to the Student Handbook.
Staff Quality/ Professional Development	●Three-fourths of staff have an ESL certificate and seven-eighths have a G/T endorsement etc. We are continuing to work on 100% of staff. ●100% of the teaching staff is “highly qualified”.	●We do not have a new teacher “mentor” program, but utilize experienced teachers as mentors AKA buddy system. ●CPI de-escalation training for all staff ●Need more training on meeting the needs of our ESL population.	●Develop and improve a mentor program for new teachers to the campus. ●Provide staff development in key areas as identified by staff put in the CIP. ●Provide math training through researched-quality workshops

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	●Staff have created a family type atmosphere. They see success as a team effort. ●Professional development is encouraged and supported throughout the year. ●Staff shall receive 5 days of staff development during the summer.		
Curriculum, Instruction, Assessment	●Provide a rigorous curriculum with high academic standards for students at all grade levels ●Provide a curriculum that is appropriate for all student ability groups. ●Improvements in instruction using various technologies & Data is a great tool.. ●Scores on STAAR and STAR literacy exams show measured effectiveness of curriculum. ●This coming year we will have data from TPRI, CLI Engage, IXL, DRAs, Renaissance	●Vertical teaming is needed for all subject areas. ●Training needed to continue to assist teachers in developing a scope and sequence framework for all core subjects. ●Improve writing techniques and instruction for lower grade levels.	● Provide professional development in educating teachers more effective writing techniques and strategies. ●Continued purchase of IXL software for 3rd-5th grade Math, ELAR and Science development. ●Continue purchasing TX-Kea for Kindergarten, Istation software programs for 1-2 Reading and Math instruction, Exact Path, and IXL for 3rd-5th enhancement and assessment programs. ●Updates were made to the Renaissance Reading Program (A.R.) continued use and evaluation of the program will be monitored.
Family and Community Involvement	●Very effective Parent Volunteer Program/PTO ●Glow Party ●Family Movie Nights ●Christmas Store w/Family Night ● Christmas Family Night with Santa ●Rodeo Day for K-1st. ●Title I Parents Night ● Curriculum Night	●Need to continue to improve parental and community involvement on our campus. ●Allow teachers and students to do new engaging learning activities together. ● Hear what teachers are saying about how to keep our district great.	●Parent events once or twice a year where parents and students come together incorporated through the PTO organization. ●Special meeting with non-native speaking families to discuss school activities and questions concerning students and school. Help teachers build relationships with those families.

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	● Spirit Table sales from September, November, January, and March ● School Supplies purchased for the 2025-26 school year to present ● Book Fair week along with muffins with mom, donuts for dad and goodies with grandparents ● Refreshments/snacks for Kids' Heart Challenge Activities by parents/PTO ● Meals/Snacks for Teacher Appreciation Week by parents/PTO ● School spirit t-shirts purchased for all students and faculty to wear to field trips and on field day events by our PTO ● Bounce houses, snow cones, snacks for field day events ● Coffee/tea and condiments for Teachers' lounge, coffee truck visits ● Family members and small business personnel to serve on Campus Improvement Team ● Laser Tag 4th and 5th grade ● House Competitions and Celebrations 4th and 5th grade	● Muffins with mom, donuts with dad, & goodies for grandparents.	
School Context and Organization	● The teachers feel they have a voice in the decision making process through the DEIC, Campus Needs Assessment Plan and the Campus Improvement Plan.	● Allow for more input from teachers regarding aspects that have a major impact on students and teachers, such as Student handbook, Student Code of Conduct.	● Continued assistance from the Parent Volunteer group to further help with the RTI students. ● Develop a strategy for teacher input on the Student Handbook/Code of Conduct. ● Through RTI for all grade levels, provide extra help for students who are struggling.

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	● Through the evaluation of teachers and paraprofessional schedules, adequate time is devoted to the organization. ● Excellent student to teacher ratio 18:1 but some ratios were exceeded due to higher enrollment.	● Para-professional help is essential for areas of need with the RTI students and with the Special Education inclusion areas. ● Drop off and pick up procedures modified for car students. Covered walkways would be beneficial on bad weather school days.	
Technology	● Computers and Promethean TVs' in every classroom PK-5th grade and Dyslexia Reading Therapy. ● Each Kindergarten and 1st grade classrooms have their own chromebook cart ● Art& Stem class uses a Typing Program ● 1 to 1 Chromebooks for All elem. and IS students ● Technology will be used to enhance lessons, student interaction and enrichment, class activities, research for more class projects and assessment. ● The use of technology has shown to improve student performance.	● Many members of staff need exposure and/or training on more up to date types of technology (iPads, podcasting, advanced smart board, etc.)	● Provide training to assist teachers in developing new world based lessons utilizing the learning for students through new ideas and interactive activities. ● Ensure each classroom has an instructional presentation platform ● Align technology standards and student expectations.

Evaluation of Plan Activities listed under the Summative Evaluation column.

Activities reviewed during the year as numerated: **1**-October/November; **2**-January/February; **3**-March/April; **4**-May/June.

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<i>Strategies/Activities</i>	<i>SchWi de Eleme nt #</i>	<i>Staff Responsible</i>	<i>Resources</i>	<i>Time Line</i>	<i>Formative Evaluation</i>	<i>Summative Evaluation</i>
<u>Comprehensive Needs Assessment:</u> Planning Team will make data-driven & teacher input about the classroom instructional strategies decisions for the entire campus toward the goal of maximizing student achievement for all students. The Team will analyze data from state assessments, attendance, discipline referrals, drug and violence reports, teacher retention, report cards, and surveys. Campus profile and vision will be included.	#1 Summary attached to this document	Superintendent; Principals; Counselor; Campus Comm. Specialists	AEIS; PBMAS; Attendance; Discipline; Staff and parent surveys	Throughout the school year	Disaggregated data	Areas of strengths and weaknesses identified and CNA developed and modified as needs change. See CNA at the beginning of this plan. Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
<u>Schoolwide Reform Strategies</u> *Ensure school-wide reform research-based strategies and methods for <i>tiered intervention</i> that address areas of	#2	Principals; Teachers; Campus Comm. Specialists	Title I, Part A \$ 86,465 Title II, Part A \$26,837	Throughout the school year	Daily class schedules; All diagnostic and progress monitoring assessments; Tier II and Tier III intervention logs	Increased student scores State required Assessments, TPRI, IXL, etc.

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weaknesses are identified in the CNA. *Review master schedule to identify opportunities for <i>extended learning time</i> *Investigate how manipulatives are used in various core areas *disaggregate data by sub-groups to determine programs; effectiveness in meeting the needs of underserved students populations			Title IV, Part A \$10,00 State/Local funds; POA			Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
<u>Instruction by Effective/Certified Staff</u> *Ensure instruction of all students by effective staff - review all required certification data *Ensure all TIA SWide paraprofessionals (paid from ESSA funds) are HQ and certified for their positions before hired	#2	SBDM - campus and district committees Federal Program Director Principals	Title IA funds for schoolwide classroom teacher serving PK-2 Title IA - \$ 86,465	Throughout the school year Before school begins - Review all certifications against the master schedule. Campus PR 1500 due 11/15/25	List of all teachers providing instruction on each campus Determine if teachers are certified for their current assignments on the master schedule. Review service records for number of years experience. Complete Effective Teaching Matrix for each teacher including: certification,	Teacher certificates and years of experience on file and completed for each teacher. Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4 Submitted Campus PR1500 Evaluation of Activity: Completed 1 2 3 4

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*Provide time for PD *Provide <i>mentoring</i> system *Monitor instruction by frequent walk-throughs *Provide pre-service for “in-place” programs				District Equity Plan due 11/1/25 Update CIP to address District Strategies addressing any equity gaps or Root Causes Address selected strategies identified in Root Causes for Long Term Implementation of District Equity Plan	years of experience, and information on how they met the District Definition of Effective Teaching including (at a minimum): teaching performance; student learning; student engagement.	Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4 Submitted District Equity Plan Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
<u>High Quality and Ongoing Professional Development</u> *Select PD to meet the specific needs of teachers, paras, principals, parents, students * Utilize video conferencing and/or online training *Provide PD throughout the year for	#2	Superintendent; Principals; ESC 17 Core Curriculum Contract.	Title I, Part A \$ 86,465 Title IIA \$ 26,837 Title IVA \$ 10,000 State/Local Funds	Summer and throughout the school year	Staff development calendars	Attendance Certificates Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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staff required to be certified for what they teach. Conferences, ESC, locally developed						
<u>Attract Highly Effective/Certified Teachers</u> * advertise on web and ESC *attend job college and ESC job fairs *Provide mentoring program *provide effective leadership *provide on-going and “catch-up” training for programs already in place		Superintendent; Principals	State/Local funds; Job Fairs; Post jobs to be filled by certified teachers on websites ESC Title I, Part A; \$ 86,465	Throughout the school year as needed	Grade level vacancy list	Highly qualified (certified) staff hired during interview process Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
<u>Ensure retention efforts</u> of highly effective (certified) staff are implemented		Superintendent; Principals; Counselor	State/Local funds Title I, Part A; \$ 86,465	Throughout the school year	Teacher Evaluations	Staff Interviews Staff Retention Rates Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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<u>Increase Parent/Family Engagement</u> Provide activities that are planned by parents in order to increase parent involvement, such as family literary services <u>*Notification:</u> 1) provide information to parents in a language and format they understand 2) parents right to know teacher and paraprofessional qualifications, 3) parents' right to notification of non-certified teachers assigned to their child, 4) annual report cards, 5) reports regarding student achievement, 6) parental/family engagement policy and school-parent compact; 7) frequent reports on student progress; 8) post schoolwide plan on the website; 9) homeless liaison	#3	Principals; Counselor; Teachers; Parent representatives; Campus Comm. District Comm.	State/Local Funds	Throughout the school year -Registration packets -TIA Annual parent Meeting -PK-5 teacher conferences -District/campus websites	Parent Involvement activities scheduled on school calendar by the principal	Sign-in sheets at activities to determine increase/decrease Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
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inform parents of opportunities for their homeless students; 10) option to not release student information to military recruiters; 11) follow FERPA policies and practices <u>Title III-LEP</u> – outreach –inform parents of LEP students: 1)how to be involved in child's instructional services; 2) identification procedures and program goals. <u>Right to transfer</u> - 1) notify parents if their student is a victim of a violent criminal offense on school property. Notify parents if campus is identified as Persistently Dangerous. <u>Consultation:</u> 1)Include parents in the development						
	Superintendent Principal Counselor	SBOE Policy	August notification of policy. Within 14 days anytime an	FDD Policy updates	Notifications and results	Evaluation of Activity: Completed 1 2 3 4

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evaluation of the engagement policies and school-parent compact. 2) Have face-to-face parent conferences for PK-5. 3) Development of Schoolwide Plan, Program Plans and Consolidated Application- (reservation of funds for parent involvement) 4) Title III-consult with educators and parents in the development of the plan including AMAOs 5)Title IA Annual Parent Meeting to explain the program, requirements, right to be involved and opportunity to request regular meetings. <u>Building Capacity:</u> 1)Assist parents in understanding the state's curriculum and required assessments,				offense may occur.		Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
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requirements of Title I, Part A. 2)Provide materials and training in areas such as literacy or technology.						
Transition 1) Conduct a preschool registration and/or round-up to assist children in the transition from early childhood programs to elementary grades- provide explanations of curriculum, procedures and student expectations *Coordinate EC and KG professional development *Provide KG teachers with EC portfolios and assessments for each student *Provide frequent communication with parents regarding their	#3	Principals; Counselor; Pre-K Teachers; Office Staff	State/Local funds	Spring of the school year	Schedules; Teacher lesson plans; list of activities and/or handouts	List of children/parents attending Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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child's progress and parent activities 2) Provide informational parent rights including: *expectations/curriculum/state assessments						
<u>Teacher Decision-Making Regarding Assessments</u> *Provide opportunities for teachers to work together in developing student assessments such as: benchmarks, observation tools, performance assessment, teacher made assessments, student inventories, State assessment, DRA, STAR, STAAR, Istation, Exact path, Study Island * Provide PD on using data to make instructional decisions,		Principals; Counselor; Campus Comm.	State/Local funds	Throughout the school year, as needed; August-September will be the first survey	Agenda item and/or survey	List of assessments to be used Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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Coordinate and integrate federal, state, and local services and programs with the schoolwide program. Programs listed in the funding column are coordinated as well as PD, Parental engagement activities.		Principals; Counselor; Campus Comm.; ESC; Specialists	Title I, Part A; Title II, Part A SCE funds; CTE; State/Local funds; SPED funds; G/T funds; ESL funds Title III-LEP (SSA with ESC) Dollar amounts in preface of plan	Throughout the school year at Staff Meetings, Parent Meetings, etc.	Agenda and minutes of meetings	List of programs by campus and district Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Evaluate parent/family engagement program and policy and include parents in the process	#3	Principals	Evaluation document; Campus Comm.; District Comm Evaluation meeting	Spring of the school year	Results of evaluation	Adjustments made to program/policy Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Conduct annual Title I meetings with parents in order to inform parents of their school's participation in Title I, Part A and to explain the	#3	Principals; Counselor; All teachers	Forum for the Title IA meetings such as: Meet the Teacher Night, Curriculum design, Parent Nights	Week before school starts and during the school year as scheduled on calendar	Meeting scheduled	Sign-in sheets Agenda Power Point Handouts

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requirements and rights of parents to be involved. At least 2 meetings will be held at different times.			Title I, Part A; \$ 86,465			Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Revise annually the School-Parent Compact and provide in Spanish	#3	Principals; Counselor; Campus Comm.	District Comm Spring Meeting for Program evaluation or Separate meeting for parents before the District Committee meets	Spring of the school year	Agenda, minutes, draft of compact	Written compact Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Provide staff development to teachers, administrators, other staff members and parents in order to collaborate and plan program goals and objectives for staff development that will	#3	Principals; Counselor; Campus Comm;	Title I, Part A \$ 86,465 TIA POA - \$ State/Local Funds;	Throughout the school year and summer – staff meetings, SBDM meetings, etc.	Agenda, Minutes, handouts from planning meetings, website	Staff development calendar Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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build ties between parents and school						
Provide information/ communication in a format and in a language that parents can understand and provide translation services as needed or requested	#3	Teachers; Principals; Spanish Translators	State/ Local Funds;	Throughout the school year as needed	List of interpreters/translators	Copies of information/ Communications/ Documents/list of staff available to translate Website Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Provide parents information on the level of achievement of parent's child on any state required assessment	#3	Principals; Counselor;	State/ Local Funds;	As tests results are received	Students names and their achievement level	Copy of notice sent to parents or shown to parents at Goals Days and required state assessments Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
If need ,the campus will provide timely notice that the parent's child has been	#3	Principals; Superintendent	State/ Local Funds	End of September and anytime during	List of teachers not Certified – DOI wording pertaining to certifications	Copy of notice sent to parents Evaluation of Activity: Completed 1 2 3 4

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assigned to a teacher who is not certified for assignment				the year that it is needed		Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Contract for technical assistance in Title IA program/fiscal/compliance issues-reserved at the district level		Superintendent; SBDM Spring Business Mgr.	Title I, Part A; Reserved at the district level. \$ 86465	Throughout the school year as invoiced	Contract	Invoice indicating the services provided. Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Provide highly qualified educational paraprofessionals to support classroom instruction in a small group setting.	#2	Principal Teacher Para	SCE	As needed	Teacher made plans for the para List of students needing the extra support	State Assessment data, Report Cards, Unit tests Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4
Address any ESSA PBMAS or ICR issues		Superintendent Principal Consultant	Local	At the time TEA releases information	Review ICS level 4. The reports were ready to submit on time, but were not submitted.	Agenda, minutes from any required meetings. Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4

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Homeless Reservation district level for services as needed		Superintendent Business Office Homeless Liaison	Title I, Part A; \$ 86,465	Check at 3 weeks and 6 weeks	Review of identified homeless student grades	Extra duty pay agreements, time logs; students served Evaluation of Activity: Completed 1 2 3 4 Continue 1 2 3 4 Continue/ modifications 1 2 3 4 Delete – not working 1 2 3 4

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Alvord Elementary School Campus Improvement Plan

Goal Statement #1: Provide a rigorous curriculum with high academic standards for students at all grade levels.
Provide "world class" curriculum based upon state and national standards and expectations.
Provide a curriculum that is appropriate for all student ability groups.

Performance Objective #1A: 90% or more of Pre-Kindergarten through 2nd Grade students and 90% or more of each subgroup will attain a minimum proficiency or better on reading readiness and reading assessments.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1A.1 Teach the TEKS and local objectives at the appropriate level of academic rigor using scientifically researched instructional methods. 1A.2 Use frequent and systematic assessment of student performance to direct and improve instruction. 1A.3 Provide support through instructional modeling, mentoring, and staff development. 1A.4 Provide support through specialized and supplemental reading programs. 1A.5 Provide tutoring/ additional instruction <u>within the school day</u> for students who are not making adequate progress towards passing or are "At-Risk." 1A.6 Provide additional tutoring/ additional instruction <u>outside of the school day</u> and year for students who are not making adequate progress towards passing or are "At-Risk."	.1 Guided Reading materials and supplies. .2 DRA, Reading, BOY, MOY, EOY STAR Test, Curriculum Benchmarks, iStation BOY, MOY, EOY, .3 AISD Staff Development, ESC XI, Kilgo Scope & Sequence Training and other workshops .4 Dyslexia Literacy Groups 5 Support materials; RTI .6 Supplemental instructional materials	.1 Provided by the state .2 Provided by 255 funds & IMA/EMAT funds .3 Title II Funds .4 Local Funds Comp Ed funds 5 None .6 Local Funds	.1 Principal .2 Principal .3 Principal .4 Principal, ESL Coordinator, Dyslexia coordinator .5 Teacher* and Principals .6 Principal	.1 Fall - Spring .2 K-2 nd October, February, April or May .3 Fall .4 Fall - Spring .5 Fall - Spring .6 Fall- Spring	.1 Grading records, walkthrough and T-TESS records .2 Assessment results .3 Walkthrough and PDAS results, Session registrations and attendance records .4 Assessment results from item 1A.2 and grading reports .5 Assessment results from item 1A.2 and grading reports .6 Assessment results from item 1A.2 and grading reports

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Performance Objective #1B: 3rd through 5th grade students and students of each subgroup will attain a minimum proficiency or better on the STAAR Reading and Language Arts (including Writing) tests for their grade levels.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1B.1 Teach the TEKS and local objectives at the appropriate level of academic rigor using scientifically researched instructional methods.	.1 Adopted materials Support materials (Measuring Up, STAAR,	.1 \$0	.1 Teachers* and Principals*	.1 Fall- Spring	.1 Grade reports
1B.2 Use systematic assessment of student performance to improve instruction. (6-wk checkpoints)	.2 Curriculum Adoption Assessment materials	.2 \$0 \$0	.2 Teachers* and Principals	.2 End of each 6-weeks .3 Fall - Spring	.2 Checkpoint results Benchmark results
1B.3 Provide tutoring/ additional instruction <u>within the school day</u> for students who are not making adequate progress towards passing or are "At-Risk."	.3 Support materials	.3 None	.3 Principals*	.4 Fall- Spring	.3 Grade reports .4 Revised Improvement Plans
1B.4 Provide time for vertical and horizontal teams to meet to assess the instructional program and recommend improvements.	.4 Abydos/New Jersey Writing training	.4 .5 None	.4 Teachers and Principals*	.5 Fall - Spring .6 Fall	Registration and Session Records. .5 Walkthrough and T-TESS results, and attendance records
1B.5 Provide support through instructional modeling, mentoring, and staff development.	.5 AISD Staff Development	.6 None	5. Principals*		
1B.6 Provide support through specialized and supplemental reading and language arts programs.	.6 Dyslexia Services/RtI		.6 Teachers* and Principals		.6 Master Schedules, class lists, reading and program assessments

Performance Objective #1C: 90% or more of Pre-Kindergarten through 2nd Grade students and 90% or more of each subgroup will attain a minimum proficiency or better on district wide Math assessments.

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Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1C.1 Teach the TEKS and local objectives at the appropriate level of academic rigor using scientifically researched instructional methods. 1C.2 Utilize TX-Kea and iStation along with Textbook Adoption Assessments Proclamation 14). 1C.3 Provide support through instructional modeling, mentoring, and staff development. 1C.4 Provide support through specialized and supplemental math programs.	.1 Adopted materials Support materials .2 Local Assessment funds .3 AISD Staff Development, ESC XI, .4 Supplemental materials	.2 \$800 .3 \$2000 .4 \$1000	.1 Teachers* .2 Teachers* and Principals* .3 Teachers and Principals* Superintendent .4 Teachers and Principals*	.1 Fall - Spring .2 Fall - Spring .3 Fall- Spring .4 Fall - Spring	.1 Grade reports .2 BOY/MOY/EOY Assessment results .3 Walkthrough and T-TESS results and attendance records .4 Program assessments/reports, Grade reports
Performance Objective #1D: 3rd through 5th grade students and students of each subgroup will attain a minimum proficiency or better on the STAAR Math test for their grade levels.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1D.1 Teach the TEKS and local objectives at the appropriate level of academic rigor using scientifically researched instructional methods. 1D.2 Use a systematic assessment of student performance to improve instruction. (Check points, consider purchasing the ITBS assessment) 1D.3 Provide support through instructional modeling, mentoring, and staff development. 1D.4 Provide support through specialized and supplemental math	.1 Adopted materials Support materials .2 Curriculum Adopted Assessments .3 AISD Staff Development, ESC XI, CAMT (Fed. Funds) .4 Supplemental materials, Study Island, iStation	.1 None .2 None .3 \$5000 .4 \$3000	.1 Teachers* and Principals .2 Teachers .3 Teachers, Principals .4 Principals*	.1 Fall - Spring .2 End of 6-weeks period .3 Fall - Spring .4 Fall	.1 Grade reports .2 Check point results Benchmark results And CBA results .3 Walkthrough and T-TESS results and attendance records

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programs (Study Island, iStation) and calculators. 1D.5 Vertical and horizontal teams will meet to assess the instructional program and recommend improvements. 1D.6 Provide tutoring/additional instruction <u>within the school day</u> for students who are not making adequate progress towards passing or are "At-Risk." 1D.7 Provide additional tutoring/additional instruction <u>outside of the school day</u> for students who are not making adequate progress towards passing or are "At-Risk."	.5 Staff Development Day/ Special times during conference periods .6 Support Material .7 Supplemental instructional materials Extra-duty pay	.5 None .6 None	.5 Teachers and Principals* .6 Teachers* and Principals .7 Teachers* and Principals	.5 Fall - Spring .6 Fall- Spring .7 Fall- Spring	.4 Grade reports .5 Revised Improvement Plans Study Island Science and Math reports. Istation instructional support and assessment reports .6 Grade Reports .7 Grade Reports
Performance Objective #1E: 100% of the PK-5 students in each grade level (with the exception of those excused by IEP or §504 Committee) will participate in a <u>fine arts</u> curriculum that includes opportunity for advanced and rigorous study.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1E.1 Appraisals (especially continuous classroom visits) to the curriculum expectations. 1E.2 Vertical and horizontal teams will meet to assess the instructional program and recommend improvements	.1 Walkthrough forms and appraisers .2 Staff Development Day. Substitutes for release time	.1 None .2 Local	.1 Principals .2 Principals	.1 Fall -Spring .2 Spring 2020	.1 Walkthrough and appraisal forms and documentation. .2 Revised Improvement Plans
Performance Objective #1F: 100% of the K-5 students in each grade level (with the exception of those excused by IEP or §504 Committee) will participate in a <u>physical education</u> curriculum that includes opportunity for advanced and rigorous study. All students will demonstrate 15-20% improvement passing all components of Physical Fitness Testing.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document

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1F.1 Tie mentoring and appraisals (especially continuous classroom visits) to the curriculum expectations. 1F.2 Monitor each student's progress through exercises daily. (All students) 1F.3 Design and present lessons using Heart Rate Monitors to target struggling students. (All students) 1F.4 The students will demonstrate knowledge of the Fitnessgram, Presidential Fitness Challenge standards.(All students) 1F.5 The students perform proper Fitness gram, Presidential Fitness technique to maximize success.(All students) 1F.6 The students will participate in a weekly fitness activity to increase their levels of fitness.(All students) 1F.7 Students will be involved in fitness and a healthy lifestyle through the Coordinated School Health Program. 1F.8 Students will target upper body strength and flexibility 1F.9 Continuation of our running program whereby miles are accumulated and PR(Physical Progress) noted with running	.1 Walkthrough forms and appraisers .2 Instructor .3 PE Central, PE Lesson Fit-N-Wise .4 Fitnessgram DVD .5 Trained instructors .6 PE Instructors, .7 PE Instructors .8, PE Instructors .9 PE Instructors .10 Instructors	.1 None	.1 Principals* .2 PE Instructors .3 PE Instructors, Fit-N-Wise Specialist .4 PE Instructors .5 PE Instructors .6 PE Instructors .7 PE Instructors .8 PE Instructors .9 PE Instructors	.1 Fall- Spring .2 Ongoing .3 Bi-Weekly .4 Ongoing .5 Pre-test .6 Weekly .7 Ongoing .8 Ongoing .9 Ongoing	.1 Walkthrough and appraisal forms and documentation. .2 Fitness gram, Presidential Fitness Challenge .3 Fitness gram, Presidential Fitness Challenge .4 Fitness gram, Presidential Fitness Challenge .5 Fitness gram, Presidential Fitness Challenge .6 Fitness gram, Presidential Fitness Challenge .7 Fitness gram, Presidential Fitness Challenge .8 Fitness gram, Presidential Fitness Challenge .9 Fitness gram, Presidential Fitness Challenge
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charms provided as incentives. (All students) 1F.10 Students will learn different sports skills in PE class that will enhance future extra-curricular success as well as show school-wide support/appreciation for our JH/HS activities			.10 PE Instructors	.10 Ongoing	.10 Fitness gram, Presidential Fitness Challenge
Performance Objective #1G: 100% of the PK-5 students will participate in a career awareness and guidance program.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1G.1 Conduct PK-5 programs on career awareness and guidance.	.1 Guidance curriculum	.1 None	.1 Counselor*	.1 Fall - Spring	.1 Guidance Lesson Plans
Performance Objective #1H: 90% or more of Special Education and §504 students and 90% or more of each subgroup will attain a minimum proficiency or better on the STAAR or alternative assessment test for their grade levels.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1H.1 Assure that each student in Special Education is educated to the fullest extent of his or her potential.	.1 Support instructional materials and equipment	.1 Local	.1 Teachers and Principals	.1 Sept.	1 Grade reports and STAAR alternative assessment results
1H.2 Vertical and horizontal teams will meet to assess the instructional program and recommend improvements.	.2 Staff Development Day	.2 Local/Federal	.2 Principals	.2 Spring	.2 Revised Improvement Plans
1H.3 Assure that each student in §504 is educated to the fullest extent of his or her potential.	.3 Support instructional materials and equipment	.3 None	.3 Principals/504 Coordinator	.3 Aug.	.3 Grade reports and STAAR assessment results
1 H.4 Ensure all teachers and teacher assistants have proper certification and/or endorsements and/or certificates of training required to teach in this special program	.4 AISD	.4	.4 Principals and Counselor	.4 Sept.	.4 Review of personnel files
	.5 AISD	.5 Local/Federal	.5 Teachers, Teachers' aides and Principals*	.5 Fall-Spring Summer	.5 Staff Development Calendar

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1H.5 Provide research based staff development, with input from staff 1 H.6 Ensure that all students with disabilities have access to the general curriculum 1 H.7 Provide training to teachers regarding modifying curriculum for students with disabilities 1 H.8 Provide parental involvement and provide opportunities for parents of students with disabilities to participate in school-sponsored activities 1 H.9 Provide training to ARD committee 1H.10 Address ESSA Performance and Compliance	.6 AISD .7 AISD .8 Local, Special Education .9 Special Education .9 ESC, Special Education and Federal Funds .10 Local	.6 .7 .8 .9 .10	.6 Principals, Special Teachers, General Education Teachers .7 Special Education Teacher, ESC .8 Principals* and Special Education Teacher .9 ARD Committee .10 ESC, Wise County Shared Services .11 Superintendent	.6 Aug-May .7 Sept .8 Fall -spring Summer .9 Fall - Spring .10 Sept .11 Spring	.6 ARD/IEP, Student Schedules .7 Agenda, Sign in Sheets .8 Parent Involvement Activity Calendar, Sign in sheets .9 AYP Reports .10 Training schedule, Sign-in Sheet .11 Agenda, Written strategies developed
Performance Objective #1I: 90% or more of students who are English Language Learners (was LEP) and 75% or more of each subgroup will attain a minimum proficiency or better on the STAAR or alternative assessment test for their grade levels.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document

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11.1 Utilize Structured Curriculum as the instructional format. 11.2 Vertical and horizontal teams will meet to assess the instructional program and recommend improvements. 11.3 ESL training opportunities for staff. 11.4 Closely monitor English proficiency assessment results to direct instruction on both the student and program levels. 11.5 Identify and provide all LEP students a BE/ESL program that develops proficiency in the comprehension, speaking, reading, and composition of the English language 11.6 Conduct a comprehensive needs assessment of all BL/ESL student to determine strengths and weaknesses 11.7 Ensure that information to parents is provided in the home language 11.8 Provide opportunities for parents of BE/ESL students to	.1 Materials	.1 \$	.1 ESL Teachers*	.1 Spring	.1 Campus schedules, grade reports
	.2 Staff Development Day	.2 \$	.2 ESL Coordinator*	.2 Spring	
		.3 \$	.3 ESL Coordinator*	.3 Fall - Spring	.2 Revised Improvement Plans
	.3 AISD Staff Development, ESC XI [ESL]	.4 \$1000	.4 ESL Coordinator*	.4 Fall - Spring	
	.4 TELPAS [ESL],			.5 Beginning of the school year/as new student enrolled	.3 Walkthrough and T-TESS results, Session registrations and attendance records .4 Assessment results
	.5 ESL Fund, Title 1 funds, local funds	.5	.5 ESL Certified Teacher		
	.6 STAAR, TELPAS, LPAC Records,	.6	.6 Administrator/Coordinator	.6 September and/or May .7 Ongoing	.5 Home Language Survey List of ESL Student, TELPAS Scores, STAAR Scores
		.7	.7 Administrator, BE/ESL Teachers, LPAC	.8 Fall -spring	.6 Disaggregated scores of students, Written annual evaluation of BE/ESL program
	.7 ESL Funds, Local funds,	.8	.8 Administrator, Teacher, LPAC members, SBDM committee	.9 Spring Semester/Summer	.7 List of qualified translators, copies of notices sent to parents .8 School calendar of parent involvement
		.9	.9 Administrator, SBDM		

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participate in school-sponsored activities 1 I.9 Continue to recruit and retain highly qualified BE/ESL staff including minorities 1 I.10 Increase the number of LEP students in learning English 1 I.11 Increase the number of LEP students attaining English proficiency 1 I.12 Reevaluate students who are transferred out of a bilingual program from other districts/schools	.8 Local funds, ESL Funds, Title I funds, Special Education .9 Local Funds, ESL Funds .10 Title I, Part A, Local, State .11 Title I, Local, State, .12 Local, State, Meeting times	.10 .11 .12	.10 Teachers/ Paraprofessionals .11 Teachers/ Paraprofessionals .12 Administration, LEP Teachers, LPAC	.10 Each Six weeks .11 Each Six Weeks .12 Each Semester	activities, Parent Sign-in Sheets .9 Positions posted, Fully certified staff hired .10 Benchmark Test, LPAC records, PEIMS .11 Benchmark Test, RPTE, LPAC records .12 Benchmark test, Report Cards, STAAR, LPAC information
Performance Objective #1J: <u>Individual Acceleration (or Intervention) Plans</u> will be developed and successfully implemented for 100% of the students designated as being at-risk of dropping out of school per the State Compensatory Education criteria.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1J.1 Construct and Implement Student Support <u>CARE Teams</u> to determine individual plans.	.1 Intervention Teams – CARE Team	.1 None	.1 Lead by the campus Principal and Counselor*, with participation by the campus Teachers, Support Staff	.1 Sept	.1 SST Minutes, IAP's, IEP's
1J.2 CARE TEAM will refer students to other programs, interventions, and agencies as needed.	.2 Referral Procedures	.2 None		.2 Upon determination of the CARE team	.2 CARE TEAM Minutes, IAP's, IEP's
1 J.3 Develop a policy for identifying, entering, and exiting students from the At-Risk Program.	.3 Local	.3	.2 Counselor*, Principals	.3 Sept	.3 Meeting to develop policy
1 J.4 Provide teachers with the confidential list of At-Risk students	.4 Local-Campus assessments, STAR, DRA			.4 Beginning of school	

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and supporting criteria used for identification 1 J.5 Conduct a comprehensive needs assessment which includes but is not limited to STAAR, dropout rate, RPTE, to identify areas to accelerate 1 J.6 Serve K-2 students who failed readiness test with accelerated, intensive program for early literacy, A-Z Program. 1 J.7 Serve LEP students through an accelerated program to acquire proficiency in the English Language 1 J.8 Provide accelerated, intensive program for At-Risk students failing the STAAR through tutoring, computer-assisted instruction, extended day, week, year, specialized reading/math classes, etc. 1 J.9 Provide research based staff development designed to assist students at-risk of dropping out of school for professional/paraprofessional staff with input from staff 1 J.10 Conference with parents, encourage parental involvement and provide opportunities for	.5 Local, Title I, Part A, SCE .6 Local, A-Z Reading Program .7 Local, ESL Fund Rosetta Stone .8 Local .9 Local, Title II, BL/ESL, .10 Local,		.3 Superintendent, Principals* .4 Principals*, Teacher .5 Counselor, Teacher, Site Base Team .6 Principals*, Teacher* .7 Certified ESL Classroom Teachers, Principals* .8 Principals*, Teacher* .9 ESC, Principals .10 Principal, SCE Staff	.5 Sept .6 Fall .7 Daily .8 Sept - May .9 Fall -Spring Summer .10 Sept -May 11. Sept	.4 List development, all teachers with list and supporting documentation .5 data disaggregated for at-risk students, results of comprehensive needs assessment .6 DRA Results and Study Island/Exact Path along with Istation .7 Progress Report, LPAC Meetings, STAAR, results .8 Progress Reports, Report Card grades, Benchmark tests, STAAR, Completion Rate .9 Staff Development, Calendar, Teacher/ paraprofessional attendance Certificates, Sign-In Sheets .10 Parent involvement calendar, Evaluation of parent involvement activities
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parents to participate in school-sponsored activities i.e. open house, fall festival, UIL 1 J.11 Staff training of implementing specific TEKS	11. Local		11. Principal/ Teachers		11. Staff development
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Performance Objective #1K: 75% or more of Migrant and Immigrant students and 75% or more of each subgroup will attain a minimum proficiency or better on the STAAR or alternative assessment test for their grade levels.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1K.1 Provide supplemental tutorial and support interventions based on Priority of Services (Needs)	.1 Instructional Materials	.1 \$	.1 Migrant Coordinator*, Principal	.1 Sept.	.1 Grade reports, records of purchases and services provided, surveys
1K.2 Provide recruiting and community support services	Health Interventions Clothing .2	.2 \$	.2 Migrant Coordinator*, Principals	.2 Aug.	.2 Completed PEIMS records
1 K.3 Name District contact person to coordinate the identification and recruitment of migrant student	.3 Local	.3	.3 Administration	.3 August	.3 Observation, Person Named
1 K.4 Survey all new enrollees	.4 Local	.4		.4 Ongoing	.4 Interview, Eligibility determined
1 K.5 Update migrant student list for PEIMS and other district personnel	.5 Local	.5	.4 Secretary	.5 As needed	.5 Student List
1 K.6 Refer migrant families and students for educational support and support agencies	.6 Local	6	.5 MEP Coordinator .6 MEP Coordinator	.6 As needed	.6 Log Entries, Referrals made

Performance Objective #1L: The Pre-K program shall be designed to develop the skills necessary for success in the required public school curriculum, including language, mathematics, and social skills.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
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1L.1 Ensure that all teachers/ paraprofessionals that teach in the program have the proper certification and/or endorsements	.1 Local, Title I,	.1	.1 Administration	.1 August	.1 Interview Process, Teacher Certification
1L.2 Provide research based staff development for professional/ paraprofessional staff with input from staff	.2 Local, Title I,	.2	.2 Administrator ESC	.2 Fall, Spring, Summer	.2 Survey, staff development calendar, Attendance Certificates
1L.3 Provide parent involvement opportunities, with input from parents, so that parents may participate in school-sponsored activities	.3 Local, Title I, ESL, Special Education	.3	.3 Administrator SBDM	.3 August - May	.3 Parent Involvement Calendar, agenda, minutes of planning meetings, sign-in sheets
1L.4 Provide Pre-K curriculum reflecting a balance of all areas of learning and encourages children to be actively involved and experience a variety of activities and materials (CLI-Engage)	.4 Local,	.4 \$2,000.00	.4 Pre-K Teacher	.4 Daily	.4 Observation, Lesson Plans, Summary of assessment instruments
1L.5 Provide activities i.e. registration day, round up, classroom/campus visitation, to ensure a smooth transition for children into the public school	.5 Local, Title I,	.5	.5 Pre-K Teacher	.5 Spring	.5 Activities scheduled Notification, agenda, handouts, Observation
1L.6 Identify four-year-old students through communication to the population in the district with	.6 Local	.6	.6 Administration	.6 May -July	.6 Newspapers, Letters, Notices posted, etc. Copies of Notices

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children who are eligible in both English and Spanish					
Performance Objective #1M: The G/T program shall be designed to increase opportunities for students to strive for a higher quality of success in and out of the regular education classroom.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1M.1 Update written policies that include provisions regarding furloughs, reassessment, exiting of students from program services, transfer students, appeals of district decisions regarding program placement 1M.2 Continue an ongoing student nomination process with particular focus on BE/ESL, economically disadvantaged, special education, migrant, and minority student nominations and/or placements 1M.3 Provide an advanced and challenging curriculum to all G/T students in all grades through the use of independent study projects such as the Texas Performance Standards Project or other district approved projects; differentiation in the regular classroom, advanced level products using technology such as laptops, internet research,	.1 Local	.1	.1 Administration, G/T endorsed teachers, G/T Selection Committee	.1 May—August	.1 Agendas, Minutes, Sign-in sheets, written policies, handbooks
	.2 Local	.2	.2 Administration, G/T Staff, G/T Selection Committee	.2 August-May	.2 Training of staff on G/T characteristics, List and record of student nominations
	.3 Local, G/T funds, ESC	.3	.3 General G/T Staff	.3 August - May	.3 Lesson Plans, Student Projects/Student scores STAAR
	.4 Local, G/T Funds	4	.4 G/T Staff, G/T Selection Committee	.4 Fall to Spring	.4 List of students to be tested, List of test for students with language other than English/Non-verbal tests

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Google programs and iPad minis and presentation software. 1M.4 Ensure equity of opportunity for all students for identification selection, and placement of students that includes the use of native language and non-verbal assessment 1M.5 Continue to provide opportunities for all professional staff to obtain 30 hours of G/T training and 6 hours annually. 1M.6 Revision-Serve the needs of the G/T students with differentiated instruction in the regular classroom providing a higher level of depth, complexity and rigor in the four core academic areas. Serve the needs of G/T students through enrichment classes that promote cooperative learning, independent studies, and creativity. 1M.7 Provide opportunities for G/T identified students to work together as a group, work with other students, and work independently during the school day as well as the entire school year	.5 Local, G/T Funds				.5 Staff development calendar, Attendance Certificates
	.6 Local	.5	.5 Administration	.5 Fall Spring and Summer	.
		.6		.6 Weekly	6 Notes, minutes from meetings, G/T Curriculum revisions
	.7 Local, G/T Funds	.7	.6 All classroom teachers will receive their 30 hour GT endorsement, G/T Staff	.7 Weekly	.7 Lesson Plans, Schedules, Student surveys
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
	.1. Local	.1	.1 Administration, School Board, Dyslexia Staff	.1 late Fall for 1st grade, Beginning of	. 1 Staff Training, List of students eligible. Behavior

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1N.1 Identify students with dyslexia or a related disorder and provide appropriate instructional services 1N.2 Provide a program for early identification, intervention, and support for students at risk for dyslexia or other reading difficulties using the Texas Scottish Rite Hospital Take Flight program. 1N.3 Annually align SBOE approved procedures and district/campus procedures 1N.4 Provide services for students who may be eligible under Section 504 1N.5 Provide services to students at his/her campus 1N.6 Monitor students' progress 1N.7 Ensure teachers of dyslexic students have proper certification and/or endorsements 1N.8 Conduct a comprehensive needs assessment to determine students in program areas of strengths and weakness 1N.9 Provide opportunities for parents of dyslexic students to participate in school-sponsored activities 1N.10 Remain current on dyslexia information contained in the latest Dyslexia Handbook (current is	.2 Local,	.2 \$1,500.00	.2 Dyslexia Staff/school board	school yr for new students or academic needs appear.	checklist with characteristics .2 Continue use of Take Flight program to cover more reading strategies.
	.3 Local time	.3	.3 Dyslexia Staff	.2 Early Fall-Late Spring	3 Written Procedures, Students identified
	.4 Local,	.4	.4 Administrators, 504 Committee	.3 August	.4 Older students practice higher level reading skills; minimum of forty minutes, four days a week of instruction.
	.5 Local,	.5	.5 Administration, Dyslexia Staff	.4 Daily	.5 Drafts of written procedures, written procedures adopted
	.6 Local.	.6	.6 Dyslexia Teacher	.5 Daily	.6 Lists of students identified, list of students served
	.7 Local, Title I, Part A, ESC Training	.7	.7 Administration	.6 Each 6-weeks	.7 Class Schedule, List of students receiving services
	.8 Local, DRA and other assessment tests	.8	.8 Dyslexia Teacher	.7 Spring and Summer	.8 Report cards, Skill mastery. List of Teachers using qualifying procedures
	.9 Local	.9	.9 Administrator, Dyslexia Teacher	.8 August -December	List of Students identified, Disaggregated data
	.10 Local	.10	.10 Administrator/ Dyslexia Staff	.9 Fall	.9 School Calendar of Parent involvement
	.11 Local	.11	.11 Teachers	.10 Spring - Summer, Fall trainings	.10 Copy of latest Dyslexia Handbook revised 2022-23 school year.
				.11 Within 1 st 6-weeks of school	.11 Assessments administered, Results of assessments

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revised State is 2022 and district is 2022) 1N.11 Administer K-2 assessments	.12 Local	.12	.12 Administrators		.12 Assessments administered, Report to commissioner
1N.12 Apply results of early assessment instruments to instruction and report to the Commissioner of Education	.13 Local, Federal	.13	.13 Teachers, Dyslexia Teacher	.12 Fall	.13 Assessments administered, Development/purchase programs
1N.13 Test for Dyslexia at appropriate time; purchase or develop programs that include descriptors listed in the state handbook	.14 Local	.14	.14 Administrator, Teachers	.13 Fall to Spring	.14 List of students tested, Copies of Parent notifications
1N.14 Notify parents in writing before an assessment or identification procedure is used with an individual student	.15 Local	.15	.15 Administrator, Teachers	.14 As needed	.15 List of students, Copies of information/conference given to parents
1N.15 Inform parents of all services and options available to students eligible	.16 Local	.16	.16 Administrator	.15 As needed	
1N.16 Ensure identification of dyslexia is made by a committee that includes persons knowledgeable about the reading process, dyslexia and dyslexia instruction, the assessments used, and the meaning of the collected data	.17 Local	.17	.17 Administration, Local School Board	.16 Fall to Spring	.16 Names of Committee members, Documents showing each committee members' qualifications
	.18 Local			.17 Fall to Spring and Summer	.17 Use a classroom set of books to read more as a class and read different types of literature. Work with 4 th and 5 th graders on higher order comprehensive skills.
1N.17 Local school board annually evaluate dyslexia program					.18 Evaluation Prepared, Board minutes

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1N.18 Use the Rate Practice Book and Comprehensive Practice Book from Scottish Rite.					
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Performance Objective #10: Title I, Part A provides supplemental resources to local education agencies (LEAs) to help schools with high concentrations of students from low-income families provide high-quality education that will enable all children to meet the state performance standards. Title I, Part A, supports campuses in implementing either a school wide program or a targeted assistance program. Alvord Elementary in Alvord ISD is a Title I School wide campus.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
10.1 Conduct a comprehensive needs assessment of the entire school which may include but is not limited to STAAR, DRA, TELPAS, Istation, ESSA indicators, AYP, Staff development	.1 Local, AEIS-It	.1	.1 Administrators, Counselor, SBDM	.1 August to September	.1 Disaggregated Data, Areas of strengths and weaknesses identified
10.2 Ensure school wide reform strategies that address areas of weaknesses as identified in the comprehensive needs assessment such as: (Accelerated Reader, Content Mastery Lab, Computer Assisted Instruction such as laptops, data projectors, calculators, Interactive whiteboards, Portable science labs, Microscopes, Science experiment materials, Ipad minis, etc.)	.2 Title I, Title II, ESL, Local,	.2	.2 Administrators, Teachers, SBDM	.2 Daily	.2 Daily Class schedules, Increased student STAAR scores
	.3 Title II, Local	.3	.3 Administrators, Teachers, ESC	.3 Fall	

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10.3 Provide research based staff development for professional staff and paraprofessionals. Activities will align to Response to Intervention. We are providing research based progress-monitoring tools, technology, and professional development around effective implementation in the classrooms. We have received some training on the implementation of RTI strategies for needs of students...we will use the current technology and further training to take this a step further. 10.4 Attend job fairs, recruit from teacher certification programs, advertisements to ensure avenues for attracting highly qualified teachers to high needs schools 10.5 Provide parent involvement activities that are planned by parents in order to increase parent involvement 10.6 Conduct a preschool registration and/or round up to assist children in the transition from early childhood programs to elementary school 10.7 Provide effective, timely, additional assistance to students (including homeless children) who experience difficulty mastering the proficient or advanced levels of	.4 Local	.4	.4 Administrators	.4 Spring/Summer	.3 Staff Development Calendar, Attendance Certificates
	.5 Local	.5	.5 Administrators, Parent Representatives, SBDM	.5 April/May	.4 Course vacancy list, Highly qualified staff hiring
	.6 Local	.6	.6 Pre-k Early Childhood Teachers	.6 Spring of school year	.5 Sign-in sheets at activities to determine increase/decrease
	.7 Title I, ESL, Local, SCE, Title II,	.7	.7 Administrators, Counselors, Teachers, Homeless Education Liaison	.7 Each 6-weeks	.6 Scheduled/Teacher lesson plans/List of activities and/or handouts, List of children/parents attending .7 3-Week progress reports, Report Cards

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academic achievement standards through frequent monitoring of student progress and placement in supplemental programs in the core subject areas 10.8 Coordinate federal, state, and local services and programs and integration with the school wide program 10.9 Coordinate and integrate Title I, Part A services with other educational services such as Head Start, Reading First, Early Reading First, other preschool programs, LEP programs, special education programs, migratory children, neglected or delinquent youth, homeless children, and immigrant children in order to increase program effectiveness, eliminate duplication, and reduce fragmentation of the instructional program 10.10 Evaluate parent involvement program and include parents in the process 10.11 Review parent involvement policy that is developed jointly, agreed upon, and distributed to parents	.8 Title I, Part A, ESL, CATE, Dyslexia, Title II, Part A, Title II, Part D, Title I, Part C, SCE, Local, Special Education	.8	.8 Administrators, SBDM, ESC	.8 Fall and Spring	.8 Agenda, Minutes of meetings, List of programs by campus/district
	.9 Title I, Part A, BE/ESL, Special Education,	.9	.9 Administration, SBDM	.9 Fall	.9 Schedules, agendas and minutes of planning meetings, List of programs by campus/district
	.10 Evaluation Document	.10	.10 Principals	.10 Spring	.10 Results of evaluation, Adjustment made to program
	.11 Time	.11	.11 Administrators, SBDM	.11 May	.11 Meeting notifications, agendas, minutes, sign-in sheets, evaluation data of parent involvement
			.12 Administration		

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10.12 Conduct an annual Title I meeting with parents in order to inform parents of their school's participation in Title I, Part A and to explain the requirements and rights of parents to be involved 10.13 Revise annually the School-Parent Compact and provide in English and Spanish 10.14 Provide parents information on the level of achievement of parent's child on STAAR and timely notice that the parent's child has been assigned to, or has been taught for four or more consecutive weeks by a teacher who is not certified 10.15 Continue to monitor student progress and participation through AYP 10.16 Address PBM Performance Compliance 10.17 Provide additional instruction through the interactive/engaging computer programs.	.12 Time	.12	.13 Administrators, SBDM	.12 Fall	.12 Meeting Scheduled, Sign-in sheets, agenda
	.13 Time	.13	.14 Administrator	.13 Spring - Summer	.13 Agendas, minutes, drafts of compact, Written compact
	.14 Local	.14		.14 Within the first Four Weeks of 'Not Highly Qualified' Teacher/Sub's time period	.14 List of students and teachers not certified, Copy of notice sent to parents
		.15			
		.16	.15 Administrators, Counselors, Teachers	.15 Spring	.15 AYP report disaggregated, AYP annual report results
	.15 Local	.17	.16 Administrator	.16 Spring	.16 TAPR, ESSEA report, Strategies written
	.16 Local		.17 Principals	.17 Spring	.17 Disaggregated data, Benchmarks
	.17				

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Performance Objective #1P: 3rd through 5th grade students and students of each subgroup will attain a minimum proficiency or better on the STAAR Science test for their grade levels.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
1P.1 Teach the TEKS and local objectives at the appropriate level of academic rigor using scientifically researched instructional methods. 1P.2 Use a systematic assessment of student performance to improve instruction. (Check points) 1P.3 Provide support through instructional modeling, mentoring, and staff development. 1P.4 Provide support through specialized and supplemental science programs. 1P.5 Vertical and horizontal teams will meet to assess the instructional program and recommend improvements. 1P.6 Provide tutoring/additional instruction <u>within the school day</u> for students who are not making adequate progress towards passing or are "At Risk." 1P.7 Provide additional tutoring/additional instruction outside of the school day and year for students who are not making adequate progress towards passing or are "At-Risk." 1P.8 Provide "hands-on" approach to science instruction using scientific lab equipment and techniques whenever possible.	.1 Adopted materials Support materials Science lab equipment .2 Released STAAR ?'s Study Island, TEK benchmarks .3 AISD Staff Development, ESC XI, Annual CAST Science Teachers Workshop Convention, and other workshops. .4 Supplemental materials .5 None .6 Support Material "Measuring Up to STAAR" .7 Supplemental instructional materials .8 Standard Science lab equipment specifically called for in the TEKS; Portable Science lab .9 Computers for Science lab	.1 ~\$1000 [255] .2 None .3 \$300 for CAST [255] .4 None .5 None .6 "Science lab workbook ~\$15 each x number of students [255] .8 \$100 annual equipment replacement/upgrade costs [255]	.1 Principals*, Teacher .2 Teachers and Principals .3 Teachers and Principals .4 Principals* .5 Principals .6 Teachers and Principals .7 Teachers and Principals .8 Principals, Teachers	.1 Fall to Spring .2 End of 6-weeks period .3 Fall to Spring .4 Fall .5 Fall to Spring .6 Fall to Spring .7 Fall to Spring .8 Fall to Spring	.1 Grade Reports .2 Benchmark Results Study Island Results IXL Results .3 Walkthrough and T-TESS results and attendance records .4 Grade Reports .5 Revised Improvement Plans .6 Grade Reports Benchmark Score PEIMS Data. Study Island, IXL Data .7 Grade Reports .8 Grade Reports Benchmark Scores, IXL Data .9 Benchmark Scores

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1P.9 Provide computers for integration of technology TEKS in the teaching of science. Computers will be used in data collection in science laboratory investigations, online “virtual labs”, and virtual field trips, online manipulative and online assessments. 1P.10 Utilize a Science lab application in the computer lab or on the laptops/tablets 1P.11 Consider a centralized Science lab and classroom area for science supplies for experiments and investigations.	.10 .11 State funds	.10 Local funds/255 funds .11 255, 289 funds	.9 Technology Director*, Principal, Teachers .10 Teachers, Principal, Counselor .11 Superintendent, Principal, Board members and teachers	9 Fall to Spring .10 Fall to Spring .11 Fall to Spring	Grade Reports, Study Island, IXL Data .10 Benchmark Scores, Grade Reports .11 Provide a Science lab for hands-on experiments to take place to teach Science TEKS.
Goal Statement #2: Ensure that a safe and drug free environment is maintained in each school.					
Performance Objective #2A: Campus will not be designated as a “Persistently Dangerous School” by state criteria					
Strategies/Activities	Resources	Amount	Staff Responsible*	Time Line	Evaluation/Document
2A.1 Campus will meet the national and state standards of a Safe School as determined through the PEIMS discipline indicators 2A.2 Security video	2.A.1 PEIMS 2.A.2 Video Equipment and Playback	.1 N/A .2	.1 Principals* .2 Superintendent, Tech Director, Principals	.1 May .2 June to May	.1 PEIMS Discipline Report .2 Resource’s data, (texts, phone calls, emails, video playback, etc) 2.A2 More security cameras EX:1 additional in cafeteria, 2/more front of building, 1/more closer to playground and covered pavilion

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Performance Objective #2B: Establish campus wide discipline management systems consistent with state and local regulations.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
2B.1 Update and distribute to all students and their families the district Code of Student Conduct	.1 TASB Model Legal Updates	.1 \$ None	.1 Principals*	.1 Fall	.1 Code of Conduct Parent signed receipts
2B.2 Teach character education, conflict resolution, and coping skills at each grade level.	.2 Agendas, Monthly Character Qualities, Great Expectations	.2 \$4000	.2 Principals* Counselor, Teachers	.2 Fall to Spring	.2 Guidance Lesson Plans Guidance Calendar
2B.3 Maintain district wide support options (counseling and academic interventions, AEP, DAEP, Resource Officers)	.3 Support materials	.3 \$	.3 Principals	.3 Fall to Spring	.3 Discipline records
2B.4 Recognize students monthly	.4 Certificates	.4 \$	.4 Counselor*/Teachers	.4 Fall to Spring	.4 Character bulletin boards posting honorees
2B.5 Cyberbullying/Social Media training	.5 Federal/State	.5 \$600	.5 Counselors/Technology Director/Superintendent	.5 Fall	.5 Student and parent assemblies/surveys

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Performance Objective #2C: All students and staff will receive training in effective safe-schools procedures and self-management skills

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
2C.1 Teach coping skills, conflict resolution, and decision-making skills as a part of each support option in 2B.3 2C.3 All staff will be trained in the Emergency Plan at the start of the year (lockdown, evacuate building, load buses) 2C.3 All students will be instructed in the procedures of emergency drills w/ alternate exits 2C.4 All students will receive age appropriate anti-drug instruction. 2C.5 All students will receive age appropriate anti-violence instruction (including bullying, hazing, sexual harassment, and cultural insensitivity). 2C.6 All students and faculty will use the Great Expectations Model for teaching, learning and understanding proper school and classroom environment success and progress 2C.7 Substitute teacher training -methods of safety, character building	.1	.1	.1 Counselor *, Principals	.1 Fall	.1 Record of use / Posters displayed prominently.
	.2 Support materials	.2 None	.2 Counselor, * Teachers	.2 Fall to Spring	.2 Lesson plans, walkthroughs
	.3 Support materials CPI training	.3	.3 Counselor* Special Ed. Staff Principals	.3 Fall	.3 Training agenda and attendance record
	.4 Emergency Plan	.4 None	.4 Principals*	.4 Fall	.4 Training agenda and attendance record
	.5 Emergency Plan	.5 None	.5 Principals*	.5 Fall– Spring	.5 Emergency Drill Records
	.6 Support materials Great Expectations knowledge of the *Eight Expectations for Living and the * Student Creed	.6 None \$4000	.6 Principals/Counselor*, Teachers	.6 Fall to Spring	.6 Red Ribbon Week Agenda Rise and Shine Assemblies Spirit Team/House Leaders to read daily announcements and help with new students and other areas around the school
	7.Administrators	7.	7. Counselor, Principals* and Teachers	7. Fall -Spring	7. Some type of substitute evaluation and survey

Performance Objective #2D: An emergency readiness plan and structure will be in place at the start of the year,

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
2D.1 The Emergency Plan will be in place before the start of the school year.	.1 Emergency Plan	.1 N/A	.1 Principal*	.1 Fall	.1 Conspicuously posted Plan
	.2 Emergency Plan	.2 N/A	.2 Principals*	.2 Fall to Spring	.2 Emergency Drill Report

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2D.2 Emergency drills will be routinely practiced, monitored, and assessed for effectiveness. 2D.3 Level 1,2, and 3 Guardian training	.3 Emergency Plan	.3 N/A	.3 Superintendent, Crisis Prevention Team	.3 Summer	.3. End of year evaluation of program in place
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Goal Statement #3: 95% or more of the students will earn academic promotion to the next grade level.

Performance Objective #3A: The district will attain an Average Daily Attendance of 95% or better.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
3A.1 Provide incentives and recognitions for excellence in attendance: each 6-weeks and semester.	.1 Suppliers as appropriate	.1	.1 Principals,* Counselor	.1 Fall to Spring	.1 ADA and attendance reports
3A.2 Daily phone calls to parents regarding tardiness and absences.	.2	.2	.2 Principals*, Nurse	.2 Fall to Spring	.2 ADA and attendance reports
3A.3 Attendance Review Committees on each campus regularly track rates, communicate with parents, and plan early interventions for students with poor attendance.	.3 PEIMS	.3 None	.3	.3 Fall to Spring	.3 ADA and attendance reports
3A.4 Utilize the Court system for truant students	.4 Justice of the Peace JP 2	.4 None	.4 Principals*	.4 Fall to Spring	.4 Court reports
3A.5 Monitor attendance rates of Migrant and Immigrant students	.5 PEIMS reports	.5 None	.5 Migrant and Immigrant Coordinator*	.5 Fall to Spring	.5 ADA and attendance reports

Performance Objective #3B: 98% of PK-5 students will promote to the next grade level.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
3B.1 Utilize support services for students in danger of being retained	.1 ESL, Literacy groups, §504, IDEA	.1 None	.1 Principals,* SST Committee	.1 Fall to Spring	.1 Retention report

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3B.2 Utilize the Student Support Team to share intervention strategies to help teachers working with students found to be in danger of being retained. 3 B.3 Develop a retention scale to assist in determining if students should be retained or promoted.	.1 Teachers Support Services	.1 N/A	.1 Principals*	.1 Fall to Spring	.1 Retention report
	2. Teachers and Support Services		3. Principals, Counselor and Teachers	.3 Fall	.3 The development of a retention scale
3B.4 Provide summer school for students who have yet to meet the grade level expectations.	.4 Curriculum, Various Materials	.4 \$12,000	. Teachers*	.1 Summer	.1 Summer school attendance report

Goal Statement #4: Recruit, hire, develop, and maintain a highly qualified instructional and support staff.

Performance Objective #4A: Campus administrators will set high expectations for their staff.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
4A.1 Establish and clearly communicate campus academic expectations.	.1 Campus Improvement Plan, Student and Faculty Handbooks	.1 None	.1 Principals*	.1 August	.1 Campus Report Card, grade and discipline records, walkthroughs
4A.2 Establish and clearly communicate campus behavioral expectations.	.2 Campus Improvement Plan, Student and Faculty Handbooks	.2 None	.2 Principals*	.2 August	.2 Campus Report Card, grade and discipline records, walkthroughs
4A.3 Establish benchmark assessments in K-5 targeting writing; 1-5 targeting math; 1-5 targeting reading.	.3 Supplemental materials	.3 None	.3 Principals*	.3 Oct, February, April	.3 Benchmark Assessments
4A.4 Closely review the teacher pay scale	.4 Local budget	.4\$	.4 AISD Board – Superintendent	.4 Spring	.4 Compare pay scale to comparable districts

Performance Objective #4B: Hire and retain a highly qualified teaching staff and paraprofessional staff.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
4B.1 Aggressively seek bilingual Highly Qualified candidates	.1 Principal	.1 \$	.1 Principals*	.1 Spring	.1 Employee certification records
4B.2 Aggressively seek fully qualified candidates for all openings	.2 Principal	.2 \$	.2 Principals*	.2 Summer	.2 Employee certification records
		.3 \$	.3 Principals*		

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4B.3 Use the TEA developed PAKS to assess all instructional paraprofessionals to assure they meet the “Highly Qualified” standards set by the state	.3 Paraprofessional Assessment of Knowledge and Skills			.3 Aug. and prior to instructional assignment	.3 PAKS records/Released 8 th grade State Assessments
Performance Objective #4C: 100% of the teachers will be certified in the subject/grade level in which they are teaching.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
4C.1 Aggressively seek Highly Qualified candidates for all openings	.1 Principal	.1 \$	.1 Principals	.1 Summer	.1 Employee certification records
Performance Objective #4D: 100% of the teachers and instructional staff will receive high quality staff development as defined in §9101 (34). The training shall include:					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
4D. 1 Provide hands-on training delivered by AISD & ESC11 staffs for Math, Reading, Special Ed, Writing, Science, GT, Dyslexia, RTI	.1 Local	.1 \$	.1 Principals	.1 – Aug. All Staff Development Days	.1 - 11 AISD Staff Development Calendar, Walkthrough and T-TESS results, training agendas, Attendance records,
4D.2 AISD Policies and Procedures use of Eduphoria program for lesson planning, student assessment data, district forms to be used/processed	.2 AISD Staff Development, professional training opportunities, and contracted services	.2 \$	.2 Principals* [depending on topic]	.2 Fall	.2 Distribution of District Policies and Procedures Eduphoria training
4D.3 Campus Policies and Procedures		.3 \$	.3 Principals*, Technology Staff*		.3 Assemblies, Counselor in-class teaching schedule
4D.4 §37 and AISD safe schools policies and procedures		.4 \$			.4, .5 Staff development
4D.5 Harassment and bullying interventions, including sexual harassment policies and procedures		.5 \$			.6 Assign a mentor
4D.6 Two-Year Induction training for all new employees		.6 \$			.7
4D.7 Fourth grade teachers will receive training for reading and math based on the STAAR assessment.		.7 \$			

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Goal Statement #5: Ensure active and appropriate involvement in the campus' decision-making by all shareholders.

Performance Objective #5A: Maintain informative and two-way communication with all shareholders.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
5A.1 Inform our communities of AISD events and issues	.1 District website, AES marquee, newsletters, call out system, Facebook Page, Twitter, Remind text system	.1 \$	.1 Principals*	.1 Aug	.1 Copies of newspapers, School Messenger
5A.2 Maintain effective two-way communication with parents	.2. Telephones, written correspondence, the AISD Website, and e-mail, call out system, AES Facebook Page, student planners and take home folders	.2 \$	.2 Teachers* Principals*	.2 Fall to Spring	.2 Telephone Log, Archived web links, School Messenger
5A.3 Hold informational and special purpose meetings for the parents and community	.3 Open Houses, meet the teacher , PTO Facebook website, District and campus website	.3 \$	.3 Principals*	.3 Fall to Spring	.3 Sign-in sheets and agendas
5A.4 Continue a partnership with the campus PTO to communicate the needs and expectations of the campus.	.4 PTO Membership	.4 \$	.4 Principals*	.4 Fall to Spring	.4 PTO board minutes, Agendas, attend meetings

Performance Objective #5B: Seek participation of parents and guardians in the educational decisions about their children.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
5B.1 Parent participation in ARD meetings & parent conferences.	.1 Weekly/Monthly calendar	.1 \$ None	.1 Principals, Regular & Special Ed Teachers,* Coop representatives	.1 Fall to Late Spring	.1 Attendance rosters
5B.2 Clearly communicate parents' rights and communication procedures in district and campus handbooks, Code of Conduct, web page, etc.	.2 District and campus handbooks, Code of Conduct, web page, etc.	.2 Local	.2 Principals*, Special Ed teachers, Coop representatives	.2 August	.2 District and campus handbooks, Code of Conduct, web page, etc.

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5B.3 Provide translated written materials and translators at meetings.	.3 Spanish language translators	.3 Local	.3 Qualified Translator	.3 All year	.3 Copies of translations
Performance Objective #5C: Seek participation of parents, community members, business representatives and Central Office Representatives in the decision-making process.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
5C.1 Solicit attendance of parents at meeting for each program, i.e. ESL, Migrant, Gifted and Talented, Special Education, Title One, PTO, etc.	.1 News releases and personal communications in English and Spanish [the appropriate program fund]	.1 \$	.1 Principals*	.1 For each meeting	.1 Agendas and meeting minutes
5C.2 Schedule parent-teacher conferences throughout the year	.2 District Calendar-use Teacher conference schedule	.2 \$	.2 Teachers*	.2 Following each grading period in each semester as needed or per request	.2 Attendance records for conferences
5C.3 Hold regular meetings of the Campus Leadership Team, and specialized committees.	.3 Committee calendars	.3 \$	.3 Principals*	.3 At least once per semester; 2-3 per semester is recommended	.3 Committee calendars, agendas, and minutes

Goal Statement #6: Ensure that technology is effectively integrated into the instructional program PK-5.

Performance Objective #6A: Provide high quality technology training.					
Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
6A.1 Integrate technology training into the training for instructional methods in all subject areas.	.1 AISD Staff Development, Software	.1 \$ None	.1 Technology Director*, Principals	.1 Aug	.1 Walkthrough and T-TESS evidence of routine use in instruction
6A.2 Additional classroom computers, data projectors, digital cameras and laptops.		.2 \$15,000.00	.2 Technology Director*	.2 On-going	.2
6A.3 Campus technology assistants	.3 Local	.3 ?	.3 Technology Director/Principals Technology Assistant	.3 Fall	.3 Technology Director's evaluation

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Performance Objective #6B: Ensure that all teachers demonstrate proficiency in technology competencies.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
6B.1 Utilize the technology software programs already in place as primary tools in everyday teaching and communication.	.1 Existing software	.1 None	.1 Technology Facilitator Technology Director	.1 Aug	.1 Walkthrough and T-TESS evidence of routine use in instruction
6B.2 Provide continuing staff development support and training	.2. AISD and contracted Staff Development	.2 \$	.2 Technology Facilitator	.2 Aug	.2 Walkthrough and T-TESS evidence of routine use in instruction
6B.3 Emphasize the effective use of technology in instruction in the staff's annual evaluations.	.3 Evaluation forms.	.3 \$	.3 Principals	.3 Aug	.3 Walkthrough and T-TESS evidence of routine use in instruction

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Performance Objective #6C: Provide high quality instructional technology.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Timeline	Evaluation/Document
6C.1 Implement consistent technology platforms.	.1 Technology hardware	.1 \$	.1 Technology Director Assistant	.1 Aug	.1 Financial and inventory records
	.2 Technology hardware	.2	.2 Technology Director Assistant	.2 Aug	.2 Financial and inventory records
6C.2 Investigate the effectiveness and practicality of new instructional technologies through classroom demonstrations, talks, and studies.		.3 \$	.3 Technology Director Technology Facilitator/Assistant	.3 Aug	.3 Effectiveness assessment results
6C.3 Provide Enchanted Learning access to allow students to interact with real life experiences through hands-on technology.	.3 AISD	.4 \$ renewal of subscription	.4 Technology Facilitator	.4 Aug-May	.4 Effective assessment results
6C.4 Provide access to software programs for all grade levels					

Performance Objective #6D: Ensure that all students demonstrate proficiency in technology competencies.

Strategies/Activities	Resources [fund]	Amount	Staff Responsible*	Time Line	Evaluation/Document
6D.1 Align technology standards and expectations.	.1 Curriculum Document		.1 Principals	.1 Aug to May	.1 Aligned curriculum document
6D.2 Teach the aligned technology TEKS and local objectives across the curriculum.	.2 Lesson and unit plans		.2 Teachers*	.2 Fall to Spring	.2 Walkthrough
			.3 Principals*, Teachers	.3 Fall to Spring	.3 Grade reports, Lesson unit, and campus planning documents and STAAR Practice Workbook esp. in math and writing
6D.3 Assess student mastery of the technology TEKS.	.3 Student Assessments		.4 Technology Personnel, Technology Director, Classroom teachers	.4 Implementation by Spring of 2020	.4 Portfolio presentations
6D.4 K- fifth grade technology portfolio	.4 Campus technology		Principals		

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