Laredo Independent School District

Joseph W. Nixon High School

2016-2017 Goals/Performance Objectives/Strategies

Mission Statement

J.W. Nixon High School teachers, administrators, staff, and business partners are committed to enhance the academic skills and social awareness of all students. We will provide a safe, orderly, and motivational environment conducive to effective teaching and successful learning.

Vision

J.W. Nixon High School leads its students to its successful future.

Core Beliefs

J.W. Nixon High believes that all students can learn and be successful when afforded challenging and motivational learning experiences and state of the art learning tools.

Table of Contents

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: 80% of students will meet or exceed state assessment standards. ELL and SPED students will meet System Safeguard criteria.

Evaluation Data Source(s) 1: Data report will indicate passing rates that meet or exceed State accountability measures on Texas Accountability Indices 1, 2, 3, 4.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
State System Safeguard Strategy **Critical Success Factors** CSF 1 1) Sustain and implement a quality instructional program that enhances teaching, learning and support by all staff for all students.	4, 9	Principal Assistant Principals	Staff Development Walk-Throughs Electronic Lesson Plans Collaborative Planning Documents	◕			
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - $6521326.00, 199 - General Fund: CTE (PIC 22) - $1537990.00, 199 - General Fund: Special Education (PIC 23) - $1168544.00, 199 - General Fund: Bilingual (PIC 25) - $69768.00, 211 - ESEA Title I: Improving Basic Program - $710274.00, 224 - IDEA - Part B: Formula Fund - $355474.00, 255 - ESEA II, A Training & Recruiting - $122560.00, 263 - LEP Bilingual Program Fund - $57536.00, 435 - SSA Regional Day School - Deaf - $2507.00, 199 - General Fund: Athletic (PIC 91) - $64582.00, 199 - General Fund: Operating (PIC 99) - $1055041.00, 199 - General Fund: SCE (PIC 30) - $842853.00, 181 - Athletic Fund - $4000.00, 199 - General Fund: GT (PIC 21) - $1165.00, 199 - General Fund: CTE (PIC 22) - $21188.00, 199 - General Fund: Special Education (PIC 23) - $185.00, 199 - General Fund: Bilingual (PIC 25) - $86010.00, 199 - General Fund: SCE (PIC 30) - $52122.00, 199 - General Fund: Operating (PIC 99) - $78568.00, 199 - General Fund: Basic Instruction (PIC 11) - $91043.00, 199 - General Fund: CTE (PIC 22) - $185.00, 482 - Dr. Hochman Grant Fund - $38.00				
Critical Success Factors CSF 1 2) Schedule STAAR EOC Academies and EOC Lock ins on Saturdays and after school.	1	Assistant Principals	Student Attendance Rosters, Teacher Sign-Ins, Tutorial Schedule	◕			
		Funding Sources: 211 - ESEA Title I: Improving Basic Program, 211 - ESEA, Title I: School Improvement Grant, 199 - General Fund: SCE (PIC 30)					
Critical Success Factors CSF 2 3) Administer CBA's/benchmarks in EOC subject areas to identify students needs and plan accordingly to meet the needs of all students.	2, 8	Principal Assistant Principals	CBA/benchmark results sorted by priority students. Priority students will be identified and targeted for remediation.	◕			

Critical Success Factors CSF 3 CSF 7 4) Conduct departmental and focus meetings to discuss assessment results, review student progress, and plan lessons accordingly for all student populations.	2	Principal Assistant Principals	Meeting Agendas Sign In Sheets Lesson plans	

State System Safeguard Strategy **Critical Success Factors** CSF 1 5) Sustain Bilingual methodologies such as SIOP strategies, oral language development and other researched based practices.	9	Assistant Principals	EOC Results CBA Results	
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - $178.00			

Critical Success Factors CSF 3 6) Implement credit recovery program for targeted students	2	Assistant Principals At risk counselor	number of students completing credits, increased number of graduates	
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)			

State System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 7) Schedule interventions during the instructional day for EOC content areas to meet the needs of our at-risk students. Interventions include SLN, Literary Genres, STAAR ELA, STAAR Algebra, STAAR Biology and STAAAR US History	9	Principal Assistant Principals Academic Counselors	Increased number of students passing EOC exams.	
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11), 211 - ESEA, Title I: School Improvement Grant			

State System Safeguard Strategy **Critical Success Factors** CSF 1 8) Implement co-teaching strategies and techniques to improve student performance for SPED students.	9	Assistant Principals SPED Master Teacher	Increased passing rates of SPED students on EOC exams. Monitoring every three weeks of SPED students.	
	Funding Sources: 199 - General Fund: Special Education (PIC 23), 211 - ESEA, Title I: School Improvement Grant			

Critical Success Factors CSF 1 9) Consistently use effective instructional practices such as: common planning, data binders, differentiated instruction posting of instructional objectives, use of academic vocabulary/word walls and the use of Note-taking/Journaling.	1	Principal Assistant Principals Master Teachers	Increases in CBA Results Increases EOC Results	
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - $31357.00, 199 - General Fund: CTE (PIC 22) - $11020.00, 199 - General Fund: Operating (PIC 99) - $752875.00, 199 - General Fund: Basic Instruction (PIC 11) - $26186.00, 199 - General Fund: CTE (PIC 22) - $8327.00, 199 - General Fund: Operating (PIC 99) - $84018.00			

State System Safeguard Strategy **Critical Success Factors** CSF 7 10) Provide training to teachers on modifications for special population students to ensure comprehension and student success for all SPED students.	4	Assistant Principals SPED Master Teacher	Increases in CBA Results Increases EOC Results	
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)			

Critical Success Factors CSF 7 11) Provide focused professional development on the following: student engagement, collaborative planning, common assessment development, rigor and relevance.	4	Principal Assistant Principals	Increases in student engagement as evidence by walkthroughs CBA Results EOC Results				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program						
Critical Success Factors CSF 7 12) Provide technology integration opportunities to teachers:Student response systems, interactive white boards	4	Principal Assistant Principal Campus Technology Trainer	Increases in the use of teachers using technology as evidence by walkthroughs, CBA Results and EOC Results				
13) Provide year long courses to students in the areas of Algebra 1, English 1 and English 2 for selected students.	9	Principal Assistant Principal	Noted growth in CBA's and benchmarks and increase in the number of students meeting expectations as first time testers.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - $0.00						
✔ = 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: Increase the number of students by 5 % who are college ready supporting AP, Dual Enrollment, and college readiness assessments. Currently TAPR indicates 24% Dual Enrollment, 24% AP completion and 95% College Ready.

   Evaluation Data Source(s) 2: State data report will indicate passing rates that meet or exceed State accountability measures on Texas Accountability Index 4. (Advanced Course/Dual Enrollment Completion),(Career and Technical Education)

   Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			**Summative**
				Nov	Mar	June	June
Critical Success Factors CSF 1 CSF 5 1) Correspond with parents through telephone calls, mail outs, and ads regarding AP assessment dates and course availability of advanced courses	2	Principal Assistant Principals Counselors Parent Coordinator	Class Rosters	◔			
Funding Sources: 211 - ESEA Title I: Improving Basic Program - $25912.00							
Critical Success Factors CSF 1 CSF 5 2) Inform students and parents on higher education opportunities such as college admissions, financial, college entrance exams and dual enrollment opportunities.	2, 6	Principal Assistant Principals Counselors Parent Coordinator	Calendar Dates, increase in the number of students enrolling in colleges and universities.	◔			
Funding Sources: 211 - ESEA, Title I: School Improvement Grant							
Critical Success Factors CSF 1 CSF 5 3) Spring presentations to middle school students in regards to pathways in preparation for fall registration and graduation requirements.	2, 6	Principal Assistant Principals Counselors	Calendar Dates, 9th grade graduation plans in place, completed incoming 9th grade schedules and plans.	◔			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - $0.00							
4) Pay college entrance exam fees TSI and AP testing fees for identified at risk students.	2	Principal Assistant Principals Counselors	Increase in the number of students taking college entrance exams.	○			
Funding Sources: 211 - ESEA Title I: Improving Basic Program							

Critical Success Factors CSF 1 CSF 5 5) Schedule students into the Graduation CTE Endorsements and provide a comprehensive course of study through CTE.	10	Principal Assistant Principals Counselors	Master Schedule, graduation plans			
	Funding Sources: 199 - General Fund: CTE (PIC 22) - $0.00, 244 - CTE Basic Grant - $43650.00					

✓ = 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: Establish a safe, drug free environment that is conducive to learning, consequently reducing disciplinary and drug referrals by 5% per year, truancy by 2%, and will maintain a dropout rate no higher than 1.5% overall, and will reduce students placed at an AEP by 2% as reported by PEIMS.

Evaluation Data Source(s) 1: PEIMS report will show 5% decrease in drug and disciplinary 2% referrals, 2% decrease in truancy cases, 2% decrease in the number of students placed at an AEP, and maintain a dropout rate no higher than 1.5%.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 7 1) Provide teachers with staff development on behavior intervention strategies to deal with all student populations and drug-related symptoms.	4	Principal, Assistant Principals, Counselors	decrease in the number of student behavior referrals				
Funding Sources: 211 - ESEA Title I: Improving Basic Program							
Critical Success Factors CSF 1 2) Promote attendance to increase learning of at-risk students through the assistance of an attendance officer assigned to each grade level.	1	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in student attendance rate to 96%.	✗	✗	✗	
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 6 3) Solicit donations and provide fundraisers in order to provide student incentives to increase student attendance.	1	Principal, Assistant Principals, Attendance Officers, At Risk Counselor, Communities in Schools	Increase in student attendance rate				
Funding Sources: 461 - Campus Activity Fund							
Critical Success Factors CSF 6 4) Implement an effective In School Suspension system to meet the academic needs of students	1, 9	Principal, Assistant Principals, ISS teacher	Decrease in the number of students in ISS and an increase in student achievement.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							

Critical Success Factors CSF 6 5) Utilize Communities in Schools to address the personal and academic needs of our at-risk population to promote academic success.	1, 9, 10	Principal, Assistant Principals, At Risk Counselor, Communities in Schools	Increase in academic achievement	🟠			
Funding Sources: 199 - General Fund: SCE (PIC 30) - $18000.00							
State System Safeguard Strategy **Critical Success Factors** CSF 1 CSF 4 6) Dropout Leaver Recovery Reports -LV-221 and LV-222 will be requested and utilized by attendance officers to track students.	1, 9	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates	✔	✔	✔	
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 4 7) Ensure the proper identification of homeless students in orders to provide needed services such as tutorials provided by the district.	1, 9	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates. CBA results, EOC results	🟠			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 8) Ensure the proper identification pregnant students in orders to provide needed services.	1, 9	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates. CBA results, EOC results	🟠			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 5 9) Provide assistance in obtaining available services from government agencies or community service organizations, to eliminate obstacles to school attendance and increase graduation rates	1, 10	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates, increase in attendance rates CBA results, EOC results	🟠			
Funding Sources: 211 - ESEA Title I: Improving Basic Program, 199 - General Fund: Basic Instruction (PIC 11), 199 - General Fund: SCE (PIC 30)							
Critical Success Factors CSF 6 10) Maintain and upkeep facilities to provide a conducive learning environment.		Principal, Assistant Principals, Teachers	Workorders	🟠			
Funding Sources: 180 - E-Rate Fund							
✔ = 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 2: Incorporate and strengthen visitor management procedures to include other safety and security measures to provide a safer learning environment for all students and staff.

Evaluation Data Source(s) 2: Raptor system reports will show an increase of the number of ID's scanned.
A work related accidents will be reported on annual accident reports.

Summative Evaluation 2:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 6 1) Monitor and enhance Safety, Arrival/Dismissal/Procedures.	1	Principal, Assistant Principals, Campus Police	Decrease in traffic congestion	◕			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 6 2) Provide training to all front office personnel on visitor Management procedures and Emergency Management Response Plan	1	Principal, Assistant Principals, Campus Police	Increase in the use of Raptor	◕			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 6 3) Provide a clean work and learning environment for all staff and students.	1	Principal Assistant Principals	Clean and safe work environment as evidences by accident reports	◕			
4) Provide training to staff on accident prevention.	1	Principal Assistant Principals Campus Safety Officer	Meeting Agenda Campus accident reports	◔			
✔ = 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 3: Increase the attendance percentage rate from 94.0 % to 96.0%.

Evaluation Data Source(s) 3: PEIMS and State data report will indicate an increase in student attendance.

Summative Evaluation 3:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 1 CSF 4 1) Collect the names of students who are absent from first period by 9:15 am.	1	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates, increase in attendance rates CBA results, EOC results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 4 CSF 5 2) Attendance personnel will make contact with parents/guardians prior to attendance snap shot time.	1, 6	Principal, Assistant Principals, Attendance Officers, At Risk Counselor, Parent Coordinator	Increase in graduation rates, increase in attendance rates CBA results, EOC results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 4 3) Implement a Mustang Round Up during second period every school day to ensure proper attendance coding of students who may out in hallways.	1	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates, increase in attendance rates CBA results, EOC results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 4 4) Provide each student support department with a standardized sign in sheet in order to accurately report 2nd period attendance.	1	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates, increase in attendance rates CBA results, EOC results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							

Critical Success Factors	1, 6	Principal, Assistant Principals, Attendance Officers, At Risk Counselor	Increase in graduation rates, increase in attendance rates				
CSF 1 CSF 4 CSF 6 5) Provide incentives for perfect attendance. Funds from pep rallies and other fundraisers will be used to purchase iPods, video games, games etc.							
Funding Sources: 461 - Campus Activity Fund							
Critical Success Factors CSF 5 6) Update student dwellings to reflect accurate phone numbers via school messenger. Utilize school messenger call reports to ensure accurate phone numbers.	1, 6	Principal, Assistant Principals, Attendance Officers, At Risk Counselor, Registrars	Increase in graduation rates, increase in attendance rates CBA results, EOC results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 1 CSF 4 CSF 5 7) Implement student intervention plans that include parents, for students with excessive absences.	1, 6, 10	Principal, Assistant Principals, Attendance Officers, At Risk Counselor, Parent Coordinator	Increase in graduation rates, increase in attendance rates, decrease in truancy court filings.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							

✔ = 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 4: Implement an anti-bullying program and anti-gang program in order to reduce the number of bullying incidents and gang related incidents

Evaluation Data Source(s) 4: PEIMS and State data report will indicate an decreases to bullying and gang related incidents.

Summative Evaluation 4:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			**Summative**
				Nov	**Mar**	**June**	**June**
Critical Success Factors CSF 6 1) Provide bullying/gang awareness training by behavioral specialists & counselors to training faculty and staff to recognize and require reporting of every form of bullying and gang activity	1, 10	Principal, Assistant Principals, Counselors	Decrease in the number of bullying incidents	🟠			
		Funding Sources: 211 - ESEA Title I: Improving Basic Program					
Critical Success Factors CSF 6 2) Sustain and implement Rachel's Challenge principles	1, 10	Principal, Assistant Principals, Counselors	Decrease in the number of bullying incidents	🟠			
Critical Success Factors CSF 6 3) Accurately document and develop procedures to follow when incidents of bullying and gang activity are brought to the attention of staff.	1, 10	Principal, Assistant Principals, Counselors	Decrease in the number of bullying incidents	🟠			
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11), 199 - General Fund: Basic Instruction (PIC 11)					
Critical Success Factors CSF 6 4) Community organizations and counselors will provide classroom presentations on suicide, conflict awareness and teen violence.	1, 10	Principal, Assistant Principals, Counselors	Decrease in the number of counselor referrals	🟠			
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)					
✔ = 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: Parent involvement and participation will increase by 5% as evidence in the number of parents participating.

Evaluation Data Source(s) 1: An increase in parental involvement as documented by the number of parents participating.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 5 1) Host Open House to highlight student work and provide academic progress reports to parents	6	Principal, Assistant Principals, Parent Coordinator	Increase in parental involvement, parent sign in sheets	🟠			
Funding Sources: 211 - ESEA Title I: Improving Basic Program, 211 - ESEA, Title I: School Improvement Grant							
Critical Success Factors CSF 5 CSF 6 2) Sustain and update a Parent Informational link on the school website and utilize school messenger.	6	Principal, Assistant Principals, Parent Coordinator, Campus Technology Coordinator	Increase in parental involvement	🟠			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
State System Safeguard Strategy **Critical Success Factors** CSF 5 CSF 6 3) Schedule semester ELL and SPED parent support meetings.	6, 9	Principal, Assistant Principals, Parent Coordinator	Increase in parental involvement, parent sign in sheets, CBA results and EOC results				
Funding Sources: 211 - ESEA, Title I: School Improvement Grant							
Critical Success Factors CSF 5 CSF 6 4) Sustain PTO activities and meetings.	1, 6	Principal, Assistant Principals, Parent Coordinator	Increase in parental involvement, parent sign in sheets	🟠			
Funding Sources: 211 - ESEA, Title I: School Improvement Grant							
Critical Success Factors CSF 5 CSF 6 5) Sustain Library Nights, Mustang Legends, Student Awards and Scholarship Nights, Financial Aid Nights.	1, 6	Principal Assistant Principals Parent Coordinator Librarian	Increase in parental involvement, parent sign in sheets	🟠			
Funding Sources: 211 - ESEA, Title I: School Improvement Grant, 461 - Campus Activity Fund							
✔ = 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: Increase the number of health and wellness programs through various programs in order to decrease student and employee health risks.

Evaluation Data Source(s) 1: A decrease in the number of students and staff with health impairments.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 6 1) Sustain and implement cautionary measures for blood borne pathogens and other infectious diseases by providing an annual training session for all employees.	1, 4, 10	Principal,Assistant Principals, Nurses	Scheduled trainings, sign in sheets				
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)					
Critical Success Factors CSF 6 2) Sustain implement a fight flu campaign though teacher and staff in-services and health promotion flyers posted around the school.	1, 4, 10	Principal, Assistant Principals, Nurses	Increase in the number of students vaccinated.				
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)					
Critical Success Factors CSF 6 3) Provide parents with Flu Vaccine information during August registration.	1, 10	Principal, Assistant Principals, Nurses	Increase in the number of students vaccinated.	✓	✓	✓	
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)					
Critical Success Factors CSF 6 4) Continue to implement the Fitness tests to all students and increase vigorous exercise in PE classes.	1, 10	Principal, Assistant Principals, Nurses, PE Staff	Medical referrals to parents Decrease in students identified as obese.				
		Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)					
Critical Success Factors CSF 6 5) Develop a competitive athletic program.		Principal, Assistant Principals, PE Staff	Overall wins and loses				
		Funding Sources: 181 - Athletic Fund - $59403.00, 181 - Athletic Fund - $111468.00, 181 - Athletic Fund - $144936.00, 181 - Athletic Fund - $6867.00					
✓ = 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: Maintain a high rate of efficiency for all services provided to the community 100% of the time.

Evaluation Data Source(s) 1: End of year budget expenditure reports will show compliance to financial expectations.

Summative Evaluation 1:

				Reviews			
Strategy Description	**Title I**	**Staff Responsible for Monitoring**	**Evidence that Demonstrates Success**	**Formative**			**Summative**
				Nov	**Mar**	**June**	**June**
Critical Success Factors CSF 3	1	Principal	Expenditure reports, Campus Improvement Plan, Needs Assessment	🟠			
1) Develop, maintain, and evaluate a campus budget that ensures equitable distribution of funds that supports campus initiatives.	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)						
✔ = 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: All students will be taught by highly qualified teachers.

Evaluation Data Source(s) 1: NCLB compliance reports will indicate that all staff are highly qualified.

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			Summative
				Nov	Mar	June	June
Critical Success Factors CSF 3 CSF 7 1) Increase retention of new teachers by providing support through the mentoring program.	5	Principal, Assistant Principals, CEIC committee members	NCLB HQ reports	🟠			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 3 CSF 7 2) Hire and retain 100% qualified professionals and para-professionals.	5	Principal, Assistant Principals, CEIC committee members	NCLB HQ reports	🟠			
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11)							
Critical Success Factors CSF 3 CSF 6 CSF 7 3) Recognize teachers and staff for outstanding performance in various areas such as perfect attendance, instructional practices and achievements.	5	Principal, Assistant Principals, CEIC committee members	NCLB HQ reports, Daily Announcements	🟠			
Funding Sources: 461 - Campus Activity Fund							
✔ = 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: Campus facilities will be kept clean and safe to ensure a conducive working and learning environment.

Evaluation Data Source(s) 1: Work orders will indicate that facilities are kept in working order

Summative Evaluation 1:

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
				Formative			**Summative**
				Nov	Mar	June	June
1) Assistant principal and head custodian will walk the campus to observe and report areas needing cleaning and maintenance.		Principal Assistant Principal	Work orders visual inspections Teacher and staff surveys	◕			
2) Submit and follow up on work orders on a timely basis.	1	Principal Assistant Principal Head Custodian	completed work orders	◕			
✔ = Accomplished ◕ = Considerable ◓ = Some Progress ● = No Progress ✗ = Discontinue							

State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Sustain and implement a quality instructional program that enhances teaching, learning and support by all staff for all students.
1	1	5	Sustain Bilingual methodologies such as SIOP strategies, oral language development and other researched based practices.
1	1	7	Schedule interventions during the instructional day for EOC content areas to meet the needs of our at-risk students. Interventions include SLN, Literary Genres, STAAR ELA, STAAR Algebra, STAAR Biology and STAAAR US History
1	1	8	Implement co-teaching strategies and techniques to improve student performance for SPED students.
1	1	10	Provide training to teachers on modifications for special population students to ensure comprehension and student success for all SPED students.
2	1	6	Dropout Leaver Recovery Reports -LV-221 and LV-222 will be requested and utilized by attendance officers to track students.
3	1	3	Schedule semester ELL and SPED parent support meetings.