

PEARSON ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

Students First • Innovation • Collaborative Ownership • Diversity • Continuous Learning

Vision Statement

PEARSON ELEMENTARY will prepare and inspire all students to be equipped to excel in the college and career of their choice, dominate 21st century skills in leadership, knowledge, language, and technology to compete in a global economy and serve as successful citizens in their community

Collective Commitments

We believe that we have the duty to foster opportunities for each student to build a legacy of success .

We, therefore, collectively commit to:

- ✓ Putting students first and inspiring innovation
- ✓ Taking ownership of a collaborative, educational partnership through student, parent, and civic engagement
- ✓ Understanding cultural diversity with the ability to relate effectively amidst varied cultures within a global economy
- ✓ Learning professionally for continuous improvement

Nondiscrimination Notice

PEARSON ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Board of Trustees
2017-2018

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DISTRICT GOALS

- GOAL 1.0** **Mission CISD Students demonstrate academic success through a curriculum that is well balanced, appropriate, and relevant to the real world in order to be college and career ready.**
- GOAL 2.0** **All stake holders understand the district's mission and vision and are actively involved in providing service to our family and community to ensure the education of our students.**
- GOAL 3.0** **Mission CISD has a plan to address the efficient operations of District facilities, safe environment, integration of technology, and fiscal responsibility.**
- GOAL 4.0** **A process is in place that assures quality and highly effective personnel will be recruited, developed, and retained as part of our Mission CISD team.**

PEARSON ELEMENTARY

Roster by Grouping

2017-2018

Campus Based Professional Staff

Miriam Camara
Gabriela Rada
Liza Guerra
Rachael Leal
Evelyn Rangel
Maira Gonzalez
Rene Garza II
Belinda Carrera
Abigail Melendez
Maria Garza

Non-Teaching

Melissa E. Davis - Principal
Velma Flores - Assistant Principal
Lina Soza Candelaria - Counselor
David Carrera - I and A Strategist
Eleazar Casanova - Librarian

District Level Professional Staff

Maria De Leon - Dyslexia Teacher
Selena Perez - Diagnostician
Angelica Villarreal-Perez - Speech Pathologist
Shannon Smith - Speech Therapist

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Julian Carrera - Southwest Hay and Feed
Alex Dianas HEB Public Relations (South Conway)

Parents

Randy Perez - Facilities Committee
Mabeli Hernandez - Superintendent's Parent Advisory Committee

Community Representatives

Hilda C. Escobar - Educational Consultant
Ofilia Soza Pharmacist at Walmart

Central Office Representative

Jessica Reyna Garza - Language Arts Coordinator

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Melissa E. Davis	Principal
Velma E. Flores	Assistant Principal
Lina Soza Candelaria	Counselor
David Carrera	Instruction and Assessment Strategist
Eleazar Casanova	Librarian
Miriam Camara	Pre Kinder Teacher
Carmen Frias	Pre Kinder Teacher
Gabriela Rada	Kinder Teacher
Sonia Trevino	First Grade Teacher
Marisol De La Rosa	First Grade Teacher
Liza Guerra	First Grade Teacher
Jessica Hernandez	Third Grade Teacher
Rachel Leal	Second Grade Teacher
Sonia Flores Farias	Fifth Grade Teacher
Rene Garza II	Fifth Grade Teacher
Maritza Martinez	Second Grade Teacher
Marlena Isidro	Kinder Teacher
Evelyn Rangel	Third Grade Teacher
Araceli Gonzalez	Fourth Grade Teacher
Rita Perez	Third Grade Teacher
Fernando Villarreal	Fourth Grade Teacher
Erika Gonzalez	Fifth Grade Teacher
Belinda Carrera	Resource Teacher
Elizandro Flores	Teacher - Sp. Ed. Self Contained Unit
Jorge Menchaca	Coach
Gloria Sandoval	Music Teacher
Leticia Galindo	School Nurse
Eugenia De Leon	Student Data Management Clerk
Melba Elizondo	Library Clerk
Dulce Juarez	Campus Principal Secretary
Debra Garcia	Instructional Aide - Sp. Ed. Self Contained Unit
Barbara Gonzalez	Instructional Aide - PK
Ezequiel Gutierrez	Instructional Aide - Sp. Ed. Self Contained Unit
Rosa Lopez	Instructional Aide - Pre Kinder
Francisca Orozco	Instructional Aide-Resource

CAMPUS IMPROVEMENT PLAN**Directory Cont.****NAME****TITLE**

Blanca Reyes	Activity Fund/Budget Clerk
Rolando Salinas	Campus Computer Technician
Miriam Tijerina	Home/School Liaison
Maria G. Ybarra	Instructional Aide - Kinder
Sandra Zapata	Lab Proctor
Maira Gonzalez	Fourth Grade Teacher
Abigail Melendez	Academic Coach-Reading
Maria Garza	Academic Coach-Mathematics
Yadira Cortez	Kinder Teacher
Etna Medellin	Kinder Teacher
Claudia Garza	Second Grade Teacher
Melanie Morales	Second Grade Teacher
Armandina Garza	Fifth Grade Teacher
Britzia Galindo	Third Grade Teacher
Jose Guterrez	P. E. Instructional Aide



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Maintain/Increase school enrollment.
- 2 Maintain an attendance rate of 97% or better for each six weeks.
- 3 Increase the level of academic achievement for Special Education (SE) and English Learners (EL).

STUDENT ACHIEVEMENT

- 1 Increase grade level expectations and level of rigor in the classroom for all students PK-5th.
- 2 Provide targeted professional development in the areas of reading, math, writing, science, and social studies.
- 3 Close gaps in reading and math for all students to increase overall reading and math levels.
- 4 Increase the passing rate of all student groups in all subjects with a focus on reading, math, writing, and science.
- 5 Increase college and career readiness of students.

SCHOOL CULTURE AND CLIMATE

- 1 Upgrade North/South gates in parking lots by installing key/ID pads.
- 2 Create additional visitor/staff parking in North parking lot.
- 3 Upgrade all exterior door hardware to ensure proper door closure.
- 4 Add more security cameras to our existing system to in order to improve school safety as finances allow.
- 5 Establish coordination between the Boys and Girls Club for after school activities to promote safety.

STAFF QUALITY, RECRUITMENT, AND RETENTION

- 1 Encourage all teachers to seek bilingual certification.
- 2 Attend GLAD TOT Training as provided to ensure 100% teachers trained.
- 3 Maintain Professional Learning Communities.
- 4 Have one teacher TxBess trained per grade level to improve staff effectiveness in the classroom.
- 5 Establish a lower student-teacher ratio in a testing grade level by adding the Classroom Reduction Teacher (CRP).
- 6 Utilize Instructional Coaches to increase horizontal and vertical alignment and communication within grade levels.
- 7 Hire Team Teachers to provide small group interventions in reading and math for at-risk students.
- 8 Support teacher incentives and recognition throughout the school year.

CURRICULUM, INSTRUCTION, AND ASSESSMENT

- 1 Implement the restructured Response to Intervention process and monitor the progress of students.
- 2 Implement a school wide plan of action to improve writing across the grade levels and improve writing scores.
- 3 Implement, monitor, and evaluate the district's curriculum in each of the content areas and adjust instruction as needed based on data.
- 4 Implement the Accelerated Reader/Reading Renaissance program to impact students' reading fluency and comprehension.
- 5 Disaggregate six weeks assessment results, benchmark results, and STAAR data to make instructional decisions and plan for regrouping and interventions.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Recruit additional parent volunteers.
- 2 Increase the number of hours that parents volunteer.
- 3 Increase parental literacy programs throughout the school year.
- 4 Provide targeted parental meetings for all grade levels and special populations.
- 5 Provide training to educate parents on state and federal testing requirements.
- 6 Host an annual Community Health Fair in collaboration with our Christmas Program.
- 7 Increase collaborative partnerships between our campus, surrounding businesses, and the community.



COMPREHENSIVE NEEDS ASSESSMENT

SCHOOL CONTEXT AND ORGANIZATION

- 1 Maintain school playground with continuous improvements as needed to ensure student safety.
- 2 Utilize and maintain paved track during recess and physical education classes, inspect regularly to ensure student safety, and complete repairs as needed.
- 3 Maintain Pavillion/Gym with continuous improvements as needed to ensure student safety.
- 4 Provide training yearly in communication skills for all staff to promote a positive and welcoming environment.
- 5 Provide a communication system through meetings with staff to address school issues encountered throughout the school year.

TECHNOLOGY

- 1 Create awareness of technology needs at at the campus level and continue to upgrade and replace hardware/software every 3-5 years.
- 2 Increase budget allocations,as funding allows, in order to purchase technology hardware/software to enhance classroom instruction in all content areas.
- 3 Increase computer to student ratios in our labs and classrooms.
- 4 Provide a teacher computer station and/or laptop for professional staff as funding allows.
- 5 Provide staff with professional development opportunities in technology to enhance use of technology in classrooms.
- 6 Participate in district training on the utilization of software, SMART boards, tablets, and desktops to assist teachers with the delivery of instruction.

School Wide Components

- 1 Comprehensive Needs Assessment
- 2 Reform Strategies
- 3 Instruction by Highly Qualified Teachers
- 4 High Quality Professional Development
- 5 Strategies to Attract HQ Teachers
- 6 Strategies to Increase Parental Involvement
- 7 Transition
- 8 Teacher Decision Making Regarding Assessments
- 9 Effective and Timely Assistance to Students
- 10 Coordination and Integration



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement and monitor the vertically aligned Mission CISD Curriculum PK - 5 and increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Principal Assistant Principal(s) Teacher(s)	175,199,211,21 2,263,165,429 (Pk Grant)	Daily	Lesson Plans Weekly Assessments Six Weeks Assessments District Benchmarks State Assessment Results Walkthroughs	1,2
1.1.2 Utilize multiple sources of data and resources to address state and federal accountability measures.	Principal Testing Strategist Assistant Principal(s) Teacher(s)	175,199,211,21 2,213,263	Daily	Grade Books Eduphoria Reports Six Weeks Data Benchmark Data	1,3,8, 9
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Principal Teacher(s) Assistant Principal(s)	199,211,263,21 2	Weekly	Weekly Assessments Six Weeks Assessments Benchmark Tests Progress Reports Report Cards	3,9,10
1.1.4 Provide teachers with the necessary instructional resource materials aligned to special program requirements, objectives and needs to ensure academic success.	Principal Assistant Principal(s) Testing Strategist	165,171,175,1 99,211,263	Weekly	Requisitions Purchase Orders Supply Request Forms	3,9
1.1.5 Support district initiatives for student participation in extra curricular activities.	Principal Assistant Principal(s) Music Teacher P.E. Coach Teacher(s) UIL Coaches	199	Weekly	Attendance Sheets for Events	6,9



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.6 Participate in library programs and activities in order to promote the love of reading.	Principal Academic Strategist Librarian(s) Parental Liaison	175,199,211	Every Six Weeks	Sign In Sheets Agendas	6
1.1.7 Continue to promote physical fitness and good health.	Principal Assistant Principal(s) Counselor(s) P.E. Coach Teacher(s)	175,199,211	Daily	Lesson Plans	2,3
1.1.8 Recognize students for academic achievement, for being good role models, and for adhering to attendance procedures and school policies.	Principal Assistant Principal(s) Counselor(s) Librarian(s) Teacher(s)	175,211,199	Daily	Attendance Reports Discipline Referrals Counseling Logs	7,9,3
1.1.9 Recognize staff throughout the year to promote morale and promote a positive school climate.	Principal Assistant Principal(s) Counselor(s) Librarian(s) Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas Special Week Activities Holiday Celebrations/	5,10
1.1.10 Review lessons and administer six weeks assessments.	Principal Assistant Principal(s) Testing Strategist Reading Coach	175,199,211	Weekly	Lesson Plans Six Weeks Assessments Aware Reports	3,8,9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.11 Implement full day Pre K for all students and administer a school readiness inventory to all prekindergarten students.	Teacher(s) Testing Strategist	175,199,211	Daily	Attendance Reports for PK School Readiness Inventory	3,9
1.1.12 Implement district curriculum documents to address the time and treatment language requirements of our District One Way Dual Language Education Model and Transition Early Exit Model.	Principal Assistant Principal(s) Bilingual Teacher(s) Reading Coach	165,175,199,211,212,263	Every Six Weeks	Lesson Plans Walkthroughs State Assessment Results PBMAS Results TELPAS Results District Comparison Results	1,4,7,8,9
1.1.13 Provide research based instructional materials that assist students and better prepare them to meet and exceed STAAR standards such as but not limited to: *Step Up to TEKS *STAAR Master *Kamico *Mentoring Minds *Forde Ferrier *STEMS Scopes	Principal Assistant Principal(s) Reading Coach Testing Strategist Teacher(s)	175,199,211	Yearly	Requisitions Purchase Orders STAAR Resources	3,8,9
1.1.14 Conduct Professional Learning Community (PLC) meetings with Reading and Math instructional coaches to improve delivery of instruction and address students educational needs.	Principal Assistant Principal(s) Reading Coach Teacher(s)	175,199,211	Weekly	Sign In Sheets Agendas Lesson Plans	1,2,3,8,9
1.1.15 Utilize the Title I, Part A funds reserved for professional development.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas	4
1.1.16 Participate in district-wide training in the area of writing to assist teachers in targeting economically disadvantaged, special education, English language learners and all other struggling students.	Principal Assistant Principal(s) Reading Coach Teacher(s)	175,199,211	Yearly	Sign In Sheets Agendas Student Writing Compositions	3,4,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.17 Participate in the web-based Renaissance Accelerated Reading Program to increase reading fluency, comprehension skills, instructional reading levels, and the love of reading.	Principal Assistant Principal(s) Librarian(s) Teacher(s)	175,199,211	Daily	Accelerated Reading Reports Library Circulation Reports Student Reading Logs	9
1.1.18 Participate in the campus-wide intervention program (Istation) to target struggling readers, inclusive of our special education and ELL students.	Principal Assistant Principal(s) Teacher(s) Computer Lab Proctor	175,199,211	Daily	I Station Reports	9
1.1.19 Provide and participate in instructional field trips that are relevant to TEKS and district curriculum.	Principal Teacher(s)	175,199,211	Each Semester	Lesson Plans for Field Trip Web Travel	9,10
1.1.20 Increase the academic achievement of all special population students by working as a team in monitoring student progress and auditing student records.	Principal Assistant Principal(s) Reading Coach Testing Strategist Teacher(s)	175,199,211	Daily	Progress Reports Report Cards I Station Reports TTM Reports	2,3,9
1.1.21 Promote reading and math initiatives and integration of technology in grades PK-5.	Principal Assistant Principal(s)	175,199,211	Daily	Lesson Plans for Reading/Math Computer Lab Reports	3,9,10
1.1.22 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Teacher(s) Librarian(s)	175,199,211	Each Semester	Requisitions Purchase Orders Library Resources	10
1.1.23 Ensure a Priority for Service Migrant Student has an Action Plan which indicates academic and supplemental support. Participate, monitor, and document a mentoring program to develop migrant students learning styles and study skills.	Principal Teacher(s) Migrant Strategist	175,199,211	Weekly	Migrant Weekly Attendance Sheets Priority of Service Reports	2,3,9,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.24 Ensure Migrant students who failed STAAR in any content area participate in summer STAAR intervention programs.	Migrant Strategist	175,199,211	Yearly	Attendance in Summer Program	9
1.1.25 Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure migrant students who have failed STAAR have access to intrastate and interstate opportunities.	Migrant Strategist	175,199,211	Weekly	TMIP Documentation	10
1.1.26 Promote college career readiness in grades K-5 and create a college and career center for students.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	175,199,211	Monthly	Lessons on Colleges each month Monthly College Days Career Day College and Career Center	6,9,10
1.1.27 Provide research-based supplemental instructional materials for EL students, special education students and migrant students to increase academic achievement and close achievement gap.	Principal Assistant Principal(s) Bilingual Teacher(s) Resource Teachers Teacher(s)	175,199,211	Daily	Requisitions Purchase Orders Inventory of Resources	2,3,9
1.1.28 Provide supplemental instructional materials for gifted/talented students to attain advanced academic achievement.	Principal Assistant Principal(s) Librarian(s) GT Teacher	175,199,211	Yearly	Requisitions Purchase Orders GT Inventory GT Bins	3,9,10
1.1.29 Ensure student participation in the Scripps National Spelling Bee.	Principal Teacher(s)	175,199,211	Yearly	Spelling Bee Competition	9,10
1.1.30 Ensure student participation in UIL.	Principal Assistant Principal(s) UIL Coordinator UIL Coaches	175,199,211	Weekly	Attendance Sheets from UIL Practice Attendance Sheets from UIL Competitions	6,9,10



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OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.31 Ensure Participation in Destination Imagination (DI).	Principal Assistant Principal(s) Teacher(s)	175,199,211	Weekly	DI Attendance Sheets DI Competition Attendance Sheets	6,9,10
1.1.32 Ensure participation in the Robotics team in the elementary level.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Weekly	Attendance Sheets for Robotics Practice Attendance Sheets for Robotics Competition	6,7,9, 10
1.1.33 Ensure participation in a dance team, Pearson's Dazzling Dudes and Divas, for students in 2nd, 3rd, 4th and 5th grade.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Weekly	Dance Performances	6,9,10
1.1.34 Encourage and foster the love of music through daily music classes and programs.	Principal Assistant Principal(s) Music Teacher Teacher(s)	175,199,211	Daily	Lesson Plans Calendar of School Programs	6,10
1.1.35 Ensure student participation in sport activities such as volleyball, cross country, basketball, football, soccer and track.	P.E. Coach	175,199,211	Daily	Student Participation Tournament Dates Tournament Results	3,6,9, 10
1.1.36 Participate in Bluebonnet challenge and Books Come-Alive reading challenge (3rd grade students).	Librarian(s)	175,199,211	Yearly	Bluebonnet Competition Accelerated Reading Reports	6,10
1.1.37 Participate in the following programs: *Book Fairs *National Library Week *National Book Week *Literacy Events	Principal Assistant Principal(s) Librarian(s) Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas Library Week Flyers	6,10
1.1.38 Continue to promote and encourage reading by purchasing and updating books yearly.	Librarian(s)	175,199,211	Yearly	Requisitions Purchase Orders Books	1,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.39 Purchase annual site licenses for legal use of Walt Disney, Paramount Pictures, and Warner Bros. to enhance student learning in the classroom.	Principal Assistant Principal(s) Librarian(s)	175,199,211	Yearly	Purchase Order	9,10
1.1.40 Implement the stated mandated Coordinated School Health Programs, CATCH and/or Healthy and Wise Program.	P.E. Coach	175,199,211	Daily	Lesson Plans	3,9,10
1.1.41 Assess students in grades 3-5 with the FITNESSGRAM.	P.E. Coach	175,199,211	Each Semester	Fitness Gram Reports	3,9
1.1.42 Physical Education curriculum will target obesity awareness, physical skills and Health Education.	P.E. Coach	,199,	Daily		
1.1.43 Implement the following incentives, such as but not limited to, on a daily basis, weekly basis, six weeks basis, or yearly basis: stickers, pencils, certificates, medals, plaques, trophies, dances, moon jumps, movies, games, balls, puzzles, bicycles, CD players, skateboards, headphones, Accelerated Reader Day, Attendance Day, Bingo Day, Kids Day, Water Day, etc.	Principal Assistant Principal(s) Counselor(s) Librarian(s) Music Teacher P.E. Coach	,199,	Daily	Requisitions Purchase Orders Attendance Reports Accelerated Reader Reports Academic Reports	1,6,9,10
1.1.44 Provide the following: Breakfast, Luncheons, Teacher Appreciation Gifts, Posting of Staff Birthdays, and other items such as supplies, mugs, shirts, etc.	Principal Assistant Principal(s)	,199,	Every Six Weeks	Requisitions Purchase Orders	5,10
1.1.45 Teachers will submit campus requisitions and instructional materials request list.	Teacher(s)	175,199,211	Every Six Weeks	Supply Request Form	1,10



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MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Principal Special Ed Teacher(s)	175,199,211	Yearly	Attendance at ESY	3,9,10
1.2.2 Implement the district-wide inclusion initiative, guidelines and best practice model.	Principal Special Ed Teacher(s)	175,199,211	Daily	Lesson Plans Schedules	3,7,9, 10
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal	165,211	Yearly	Report Cards STAAR Scores IEP's	3,7,9, 10
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Principal Assistant Principal(s) Counselor(s) RTI Committee Teacher(s)	175,199,211	Weekly	Lesson Plans Sign In Sheets Agendas RTI Folders/Documents	3,9
1.2.5 Implement and monitor campus procedures for accelerated and intensive instruction.	Principal Teacher(s) Academic Strategist	199	Weekly		3,9
1.2.6 Increase participation in district-wide initiative to increase college-readiness of all students	Principal Counselor(s) Teacher(s)	175,211	Weekly	Lesson Plans College Day Calendar College Field Trips	3,7,9, 10
1.2.7 Offer a variety of academic and behavioral maintenance services that prevents student specific regression of skills.	Principal Assistant Principal(s) RTI Committee Teacher(s)	175,199,211	Daily	Lesson Plans Aware Reports	3,9
1.2.8 Utilize staff and resources to support implementation of supplemental aides and services in the general education classroom.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Daily	Lesson Plans	3,9,10



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OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.9 Participate in professional development for all stakeholders.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas	3,4
1.2.10 Monitor special population (ELL & Special Ed.) student placement and assessment decisions over the course of the year.	Principal Assistant Principal(s) Special Ed Teacher(s) Testing Strategist	175,199,211	Yearly	Teacher Rosters Assessment Decisions	7,9,10
1.2.11 Monitor progress of GT/HA and advanced learners to increase advanced academic performance.	Principal Assistant Principal(s) Testing Strategist GT Teacher Teacher(s)	175,199,211	Every Three Weeks	Progress Reports Report Cards Benchmark Data STAAR Data	3,8,9
1.2.12 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal Assistant Principal(s)	175,199,211	Every Six Weeks	Discipline Referrals Six Weeks Discipline Reports	2,7,9
1.2.13 Monitor special population students local academic achievement data over the course of the year.	Assistant Principal(s) Special Ed Teacher(s) Teacher(s)	175,199,211	Every Six Weeks	Progress Reports Report Cards Aware Reports	3,9
1.2.14 Monitor consistent implementation of the District's Bilingual Dual Language and ESL program models.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Weekly	Lesson Plans Tests	9
1.2.15 Implement TTM Metametrics Universal Screener for grades 5-8 to identify RtI Tier 2 and Tier 3 students and students who are at risk of not meeting passing requirements in response to Algebra Readiness.	Testing Strategist Teacher(s)	175,199,211	Quarterly	TTM Reports	3,9
1.2.16 Teachers will participate in meetings to better serve the GT/HA students every six weeks with the Coordinator for Advanced Academic Services	GT Teacher	175,199,211	Every Six Weeks	Sign In Sheets Agendas	3,4,9



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OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.17 Implement the Texas Early Mathematics Inventory assessments (TEMI) to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Teacher(s) Testing Strategist Academic Strategist	175,199,211	Quarterly	TEMI Reports	3,9
1.2.18 Utilize Istation/Reading Inventory data to continually monitor K-3rd grade students for reading progress and at-risk characteristics of dyslexia and related disorders.	Teacher(s) Testing Strategist Reading Coach	175,199,211	Monthly	Istation Report	3,9
1.2.19 Utilize the district RTI handbook.	Assistant Principal(s) Counselor(s) RTI Committee Teacher(s)	175,199,211	Every Three Weeks	Sign In Sheets Agendas RTI Folders	2,3,9, 10
1.2.20 Implement a district RTI flowchart designating the specific Tier I, II, and III intervention programs.	Assistant Principal(s) Counselor(s) RTI Committee Teacher(s)	175,199,211	Every Three Weeks	RTI Flowchart I Station Reports Fluency Reports	3,9
1.2.21 Attend district-wide training follow-up sessions to ensure the RTI process s being implemented. .	Assistant Principal(s) Counselor(s) Testing Strategist	175,199,211	Monthly	Sign In Sheets Agendas	4,9
1.2.22 Implement a district-wide mentoring program for struggling students in special populations.	Counselor(s) Teacher(s)	175,199,211	Monthly	Mentoring Logs	3
1.2.23 Provide assistance to student's suffering from an acute or chronic condition that impedes the student from achieving academic success through the district 504 program.	Assistant Principal(s) Teacher(s) School Nurse	175,199,211	Daily	Nurse's Pass 504 Documentation	3,9



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CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.24 Implement the special education child find process at our campus.	Principal Assistant Principal(s) School Nurse Special Ed Teacher(s)	175,199,211	Daily	Child Find Documentation	9,10
1.2.25 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s)	175,199,211	Weekly	Lesson Plans	3
1.2.26 Provide specific intervention materials to be used for the targeted afterschool tutorial sessions.	Assistant Principal(s) Teacher(s)	175,199,211	Yearly	Requisitions Purchase Orders Tutorial Attendance Sheets	2,9
1.2.27 Provide enrichment opportunities in core content for GT/Higher Achievers and purchase materials to be used for activities such as UIL and the Texas Performance Standards Project.	Assistant Principal(s) GT Teacher	175,199,211	Weekly	Requisitions Purchase Orders Lesson Plans GT Project	3,6,10
1.2.28 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Teacher(s)	175,199,211	Monthly	AIP Plans	3
1.2.29 Implement an accelerated Migrant Program utilizing district activities.	Migrant Strategist	175,199,211	Weekly	Migrant Reports	3,10
1.2.30 Provide supplemental English intensive instruction for LEP students at the beginning and intermediate levels of proficiency.	Teacher(s)	175,199,211	Daily	Lesson Plans Fluency Checks	3
1.2.31 Utilize part time team teachers to assist with struggling students.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Weekly	Team Teacher Attendance Sheets	2,3,9, 10
1.2.32 Students in grades K-5 will participate in Career Day.	Counselor(s)	175,199,211	Yearly	Career Day Schedule Career Day List of Participants	6,10
1.2.33 Promote college awareness by participating in College Day Monthly.	Counselor(s)	175,199,211	Monthly	College Day Lesson Plans College Day Calendar	7,9
1.2.34 Promote college awareness by participating in field trips to Texas colleges and universities.	Counselor(s)	175,199,211	Yearly	Lesson Plans Web Travel Field Trip Itinerary	3,6,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development activities to support district initiatives and priorities.	Principal Assistant Principal(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas	4
1.3.2 Participate in professional development for administrators.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	4
1.3.3 Provide opportunities for professionals and paraprofessionals to attend local and state conferences.	Principal Assistant Principal(s)	175,185,195,199,211	Yearly	Sign In Sheets Agendas Web Travel	3,4
1.3.4 Implement a campus plan for professional development that details calendar of events and that is aligned to campus priorities and students' needs.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Yearly	Sign In Sheets Agendas Professional Development Calendar Aware	3,4
1.3.5 Utilize consultants for coaching expertise to provide support and instructional modeling to enhance effective and intentional instruction that is aligned with the district curriculum.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Yearly	Sign In Sheets Agendas Campus Visits Requisitions/Purchase Orders	3,4
1.3.6 Participate in Planning Day each six weeks as set in District calendar.	Principal Assistant Principal(s) Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas Calendar	3,4,9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>1.3.7 Campus administration and staff (Pre K - 5th) will participate, but not be limited to the following professional development activities to improve student achievement and meet state and federal requirements.</p> <ul style="list-style-type: none"> *TASA *Campus Leadership *Instructional Walk-throughs *Comprehensive needs Assessment *Campus Improvement Plan *STAAR *PBMAS *Special program such as SP. Ed. Bil/ESL, RTI, 504, Dyslexia, Migrant *Administrators Academy *PLC Conference *Stemsopes *Key Leaders *Math *ELAR *GT *Inst. Technology 	<p>Principal</p> <p>Assistant Principal(s)</p> <p>Testing Strategist</p> <p>Teacher(s)</p>	175,199,211	Monthly	Sign In Sheets Agendas	3,4,9, 10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and plan accordingly.	Principal Assistant Principal(s) Teacher(s) Testing Strategist	175,199,211	Weekly	Aware Reports	8,9
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal Teacher(s) Testing Strategist	175,199,211	Every Six Weeks	Progress Report Report Card	9
1.4.3 Implement a monitoring system for all the campus special population programs.	Principal Teacher(s) Testing Strategist	175,199,211	Every Six Weeks	Aware Reports	9,10
1.4.4 Disaggregate the six weeks test results and address the areas of concern.	Testing Strategist	175,199		AWARE Reports	9,10
1.4.5 Disaggregate universal screener results and identify students for reading, math, speech, or behavioral interventions to the RTI team.	Testing Strategist RTI Committee	175,199,211	Every Six Weeks	Reports	9,10
1.4.6 Disaggregate state assessment results by grade, subject and special populations.	Principal Testing Strategist Teacher(s) Academic Strategist	175,199,211	Every Six Weeks	STAAR Results	3,9,10
1.4.7 Review student course failures, absences and discipline information at the end of every six weeks grading period.	Principal Assistant Principal(s) Counselor(s) Testing Strategist Teacher(s)	175,199,211	Every Six Weeks	Tyler IS Reports	3,9,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.8 Promote and ensure nomination of students in order to have them screened, assessed, and identified for the Gifted and Talented program.	Librarian(s) Teacher(s)	175,199,211	Yearly	GT Inventory	10
1.4.9 Participate in an annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use the surveys to improve the GT program.	Teacher(s) Librarian(s)	175,199,211	Yearly	Survey	3,9,10
1.4.10 Participate in the use of testing instruments used for the identification of gifted students, particularly for special population students.	Teacher(s)	175,199,211	Yearly	GT Assessment	3,9,10
1.4.11 Monitor and improve campus performance in all areas of PBMAS excluding all special populations.	Principal Assistant Principal(s) Testing Strategist	175,199,211	Yearly	PBMAS Report	3,9,10
1.4.12 Monitor the LPAC and ARD process and decisions to ensure adherence to state and federal guidelines.	Principal Assistant Principal(s) Special Ed Teacher(s)	175,199,211	Yearly	LPAC Reports ARD Reports	3,9,10
1.4.13 Utilize a system that targets needed areas of improvement for all special population groups.	Teacher(s) Special Ed Teacher(s) Principal	175,199,211	Yearly	Istation Reports TTM Reports TEam TEachers Reports	9,10
1.4.14 Utilized a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Teacher(s) Special Ed Teacher(s)	175,199,211	Yearly	AIPS	9,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 5 Ensure availability of resources to implement changing systems of accountability.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster district understandings of new standards and key concepts within the state and federal accountability systems.	Principal	175,199,211	Yearly	Sign In Sheets Agendas TAPR Reports	2,10
1.5.2 Review and align curriculum and instruction to meet state assessment standards.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	175,199,211	Weekly	Lesson Plans Walkthroughs	3,9
1.5.3 Instruction and Assessment Strategists will attend training to interpret and evaluate the new state assessments (STAAR) and reports specific to special populations.	Testing Strategist Principal	175,199,211	Each Semester	Sign In Agendas	10,4
1.5.4 Provide opportunities for district personnel to attend Regional conferences that address state accountability as funding permits.	Principal Assistant Principal(s)	175,199,211	Yearly	Sign In Sheets Agendas	4
1.5.5 Provide Trainer of Trainer (TOT) training on the new TAIS accountability system.		175,199,211			
1.5.6 Ensure participation in training for Campus Leadership Teams and RTI Teams in order to interpret and evaluate the new state assessments (STAAR).	Principal RTI Committee Assistant Principal(s)	175,199,211	Monthly	Sign In Sheet Agendas	1,8
1.5.7 Participate in training on how to interpret accountability reports specific to special populations.	Principal Testing Strategist	175,199,211	Every Six Weeks	Sign In Sheets Agendas Aware Reports	1,8
1.5.8 Implement and follow district level performance standards for STAAR.	Principal	175,199,211	Daily	Lesson Plans Walkthroughs	3,8
1.5.9 Conduct horizontal, vertical, faculty, and PLC meetings to analyze data and align instruction in preparation of the state mandated assessments.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	175,199,211	Monthly	Sign In Sheets Agendas	8,9,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Utilize electronic resources to expedite communication.	Principal	175,199,211	Daily	Emails Scans Google Drive	2,9,10
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels and feeder campuses.	Principal	175,199,211	Every Six Weeks	Sign In Sheets Agendas	5,3,9, 10
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal	175,199,211	Weekly	Sign In Sheets Agendas PLC Minute Form	3,7,9, 10
1.6.4 Utilize digital portals to store and distribute curriculum resources and materials.	Principal Teacher(s) Assistant Principal(s) Testing Strategist	175,199,211	Daily	Google Drive	2,3,7, 9
1.6.5 Utilize technology to inform students, parents and staff to important information.	Principal	175,199,211	Daily	School Website School Messenger	6,7,10
1.6.6 Attend monthly elementary principal's meetings.	Principal	175,199,211	Monthly	Sign In Sheet Agenda	7,9
1.6.7 Attend monthly vertical principal's meetings.	Principal	175,199,211	Monthly	Sign In Sheet Agenda	7,9
1.6.8 Participate in a weekly newsletter to remind stakeholders of upcoming events	Principal	175,199,211	Weekly	Newsletter	7,9,10
1.6.9 Conduct CILT and faculty meetings to improve communication at campus level as needed.	Principal Teacher(s) CILT Committee	175,199,211	Monthly	Sign In Sheet Agenda	3,7,8, 9
1.6.10 Participate in elementary GT teachers meetings every six weeks.	GT Teacher	175,199,211	Every Six Weeks	Sign In Sheet Agenda	4,9,10
1.6.11 Assistant Principal and counselors will participate in monthly RTI/Dyslexia and 504 meetings.	Assistant Principal(s) Counselor(s)	175,199,211	Monthly	Sign In Sheet Agenda	2,9,10
1.6.12 Promote Bilingual learning communities meetings to address the needs of program implementation.	Principal Bilingual Teacher(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas	2,7,9, 10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Build partnerships and collaborate among schools, local businesses, community organizations, and state agencies to identify and implement educational friendly practices.	Principal	175,199,211	Monthly	Sign In sheets	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Principal	175,199,211	Yearly	Sign in sheets	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal	175,199,211	Yearly	Sign In Sheets Parent Involvement	6,10
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Testing Strategist	175,199,211	Yearly	Sign in sheets Evaluation surveys	6
2.1.5 Schedule progress report card nights every 6 weeks when possible to strengthen parent/teacher communication to enhance student achievement.	Principal	175,199,211	Yearly	Parent Sign in Sheets	6
2.1.6 Plan/Schedule fundraising activities to increase school and community relations.	Principal	175,199,211	Yearly	Collection Reports	6
2.1.7 Incorporate holiday/student programs to be held during progress report cards nights to increase parent attendance.	Principal	175,199,211	Yearly	Parent Sign In Sheets	6
2.1.8 Plan and conduct parental meetings to keep parents informed on topics such as but not limited to the following: *Compulsory attendance requirements *STAAR/Assessments *Child Nutrition *Health Information and Immunizations *Bullying and Cyber Bullying *Internet guidelines *Communication *Homework policy and the parent's role *Progress Report Card Night *transition from early childhood education programs to local elementary schools	Principal Counselor(s) Teacher(s) School Nurse Parental Liaison	175,199,211	Monthly	Meet the teacher night Literacy family event Progress report night	6,9
2.1.9 Participate in Health Fairs throughout the school year provided by the district.	School Nurse Parental Liaison	175,199,211	Yearly	Sign in sheets	6,9
2.1.10 Schedule and conduct a campus Health Fair.	Parental Liaison	175,199,211	Yearly	Sign in Sheet	6
2.1.11 Participate in a District Parent Conference.	Parental Liaison Counselor(s)	175,199,211	Yearly	Sign In Sheet	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.12 Schedule and conduct a Career Day to expose our student to various careers.	Counselor(s)	175,199,211	Yearly	Sign in sheet	9
2.1.13 Participate in regular district parent meetings	Parental Liaison	175,199,211	Yearly	Sign in sheet	6
2.1.14 Help community agency partners notify parents of community events by distribution of flyers.	Parental Liaison	175,199,211	Yearly	Sign in sheet	6
2.1.15 Seek out parent volunteers to participate in our school events.	Parental Liaison	175,199,211	Monthly	Sign in sheet	6
2.1.16 Participate in Principal for a Day	Principal	175,199,211	Yearly	Sign in sheet	10
2.1.17 Provide recognition to our parent volunteers at various events throughout the school years.	Principal	175,199,211	Yearly	Hour Logs	6
2.1.18 Participate in board recognitions when appropriate.	Principal	175,199,211	Monthly	Minutes	9
2.1.19 Provide news releases highlighting outstanding volunteers and partnerships and their results.	Principal Parental Liaison	175,199,211	Monthly	Minutes	6,9
2.1.20 Recognize parents that have served in the Armed Forces at a Veteran's Day Program.	Teacher(s) Principal	175,199,211	Yearly	Program Agenda	6
2.1.21 Schedule STAAR Meetings with parents of 3-5 grade students to inform them of state requirements	Teacher(s) Principal	175,199,211	Yearly	Sign in sheet	6,9
2.1.22 Schedule parent meetings for Prek-2nd to provide information about student expectations.	Principal Teacher(s)	175,199,211	Yearly	Sign in sheet Progress Report Night	6,9
2.1.23 Send invitations to the District Parental Conference to all parents.	Parental Liaison	175,199,211	Yearly	Sign in sheets	6
2.1.24 Share topics to be discussed at the parent conference with parents during invitation period.	Principal Parental Liaison	175,199,211	Yearly	Agenda	6
2.1.25 Distribute parental incentives from participating partner agencies for the parents who attend the parent conference.	Principal Parental Liaison	175,199,211	Yearly	Sign in sheets	6
2.1.26 Utilize campus leadership to assist in recruiting parents for the various parent meetings and the parent conference.	Principal	175,199,211	Yearly	Sign in sheets	6



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Disseminate a Parental Involvement Policy that addresses how parents can be actively involved at the district/campus level.	Parental Liaison	175,199,211	Yearly	Sign in sheets	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Testing Strategist	175,199,211	Monthly	Sign in sheets	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison Librarian(s)	175,199,211	Yearly	Sign in sheets	6
2.2.4 Ensure representation of community members and parent involvement in the educational decision-making process as mandated by the state and federal guidelines.	Parental Liaison Teacher(s)	175,199,211	Each Semester	Sign in sheets	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses and provide sign in sheets/ agendas to ensure participation.	Parental Liaison	175,199,211	Monthly	Sign in sheets Agenda	6
2.2.6 Disseminate campus policy and Parent Campus Parent Compact Form during registration.	Parental Liaison	175,199,211	Yearly	Sign in sheets	6
2.2.7 Provide training by I&A Strategist regarding STAAR requirements and their role in their child's success.	Testing Strategist	175,199,211	Yearly	Sign in sheets Agenda	4
2.2.8 Encourage parents and community members to participate in our School Bookfair	Librarian(s) Parental Liaison	175,199,211	Each Semester	Collection Reports	6
2.2.9 Encourage the use of the Mango English program for our parents.	Parental Liaison	175,199,211	Yearly	Sign in sheets	6
2.2.10 Invite parents to our scheduled Literacy Events.	Parental Liaison	175,199,211	Monthly	Sign in sheets	6
2.2.11 Invite parent and community SBDM representatives to our monthly meetings.	Principal Parental Liaison	175,199,211	Monthly	Sign in sheets	6
2.2.12 Establish an active PTO.	Principal	175,199,211	Yearly	Meeting minutes	6
2.2.13 Develop trainings and informational meetings based upon parent interests and needs.	Principal Teacher(s) Parental Liaison	175,199,211	Yearly	Sign in sheets Agenda	6



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.14 Conduct meetings covering topics mandated by state and federal guidelines including but not limited to the following: *suicide prevention *conflict resolution *homelessness *violence prevention *bullying	Parental Liaison	175,199,211	Yearly	Agenda	6



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications and parents notices are in a format and language parents will understand (English and Spanish)	Principal	175,199,211	Each Semester	Parent letters	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community and parent involvement.	Campus Computer Technician Parental Liaison	175,199,211	Yearly	Technology usage	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and school.	Parental Liaison	175,199,211	Daily	Minute logs	6
2.3.4 Assign Parent Liaison to assist in efforts to evaluate student absences, health issues, verification of address, and parent communication through home visits as needed or requested by administration.	Parental Liaison Principal	175,199,211	Daily	Minute Logs	6
2.3.5 Provide language interpreters for meetings when needed.	Principal Parental Liaison	175,199,211	Monthly	Agenda	6
2.3.6 The School Messenger System and Channel 17 are utilized to inform the parent and community.	Principal	175,199,211	Yearly	Message usage	6
2.3.7 Inform parents of training opportunities on how to use the Parent Portal and School Messenger.	Principal Campus Computer Technician	175,199,211	Yearly	Sign in sheets	6
2.3.8 Continue to develop the use of Social Media in communication efforts.	Principal Librarian(s)	175,199,211	Monthly	School web page	6,10
2.3.9 Parental Involvement data will be review to determine effective communication.	Parental Liaison Teacher(s)	175,199,211	Monthly	Sign in sheets	6
2.3.10 Provide regular communication of district initiatives and information to parent liaisons.	Principal	175,199,211	Monthly	Sign in sheets emails	6,10
2.3.11 Provide professional development and training on NCLB updates for parent liaisons.	Principal	175,199,211	Yearly	Sign in sheets	6
2.3.12 Utilize parent liaison for home visits to promote school attendance.	Principal Teacher(s)	175,199,211	Daily	Home visit reports	6
2.3.13 Continue to utilize parental involvement to advocate positive communications between community, school and district.	Parental Liaison	175,199,211	Daily	Agenda	6



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 1 Develop an action plan that addresses district growth and facilities needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Conduct and address security and safety audit findings.	Principal	175,199,211	Monthly	View Reports	10
3.1.2 The facilities committee will continue to inspect the facilities and report the areas of need to administration.	Principal	175,199,211	Monthly	Reports	10
3.1.3 Maintanace personnel will inspect the facilities and school grounds and report the findings to administration. (Twice a semester)	Principal	175,199,211	Quarterly	Reports	10
3.1.4 Continue to conduct a needs assessment to determine the facilities and equipment needs of all the campuses.	Principal	175,199,211	Daily	Reports	10
3.1.5 Continue the implementation of the electronic record system.	Principal	175,199,211	Weekly	TREX reports	10
3.1.6 Completed work orders based on the findings		175,199,211	Monthly	Work Order Reports	10
3.1.7 Ensure representative attends meetings monthly to review current and further project needs.		175,199,211	Monthly	Meetings	10
3.1.8 Submit and complete work orders to address the findings based on the inspection.		175,199,211	Monthly	Work Order Reports	10
3.1.9 Maintain and beautify the facilities and grounds	Fixed Assets Coordinator	175,199,211	Weekly	Work Order Reports	10
3.1.10 Complete reports		175,199,211	Monthly		10
3.1.11 Ensure that campus inventories are completed to update, purchase and repair equipment.	Principal	175,199,211	Quarterly	Eduphoria	10
3.1.12 Submit work orders utilizing the electronic record system of the MCISD Fixed Assets Department.		175,199,211	Monthly	Work Order Reports	10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 2 Establish plans for replacing facilities, equipment, furniture, and technology.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Principal Fixed Assets Coordinator	175,199,211	Each Semester	Technology Reports	10
3.2.2 Establish a five year plan that outlines the furniture replacement schedule for campuses in need of replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal	175,199,211	Each Semester	May 2017 Inventory	10
3.2.3 Utilize an on-line auction system to discard obsolete furniture/equipment.	Principal	175,199,211	Monthly		10
3.2.4 Surplus campus furniture will first be redirected to campuses with need before declaring it District surplus.	Principal	175,199,211	Yearly		10
3.2.5 Submit work orders utilizing Help Desk to repair equipment or remove old equipment for disposal.	Teacher(s)	175,199,211	Daily		10
3.2.6 Submit work orders to dispose of furniture and equipment.		175,199,211	Monthly		
3.2.7 Assist in promoting District's on-line auction system and make employees, parents and community members aware of availability.	Principal	175,199,211	Each Semester		10
3.2.8 Inspect and assess surplus furniture available within district to determine if the needs of the campus can be met.	Principal	175,199,211	Yearly		10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel.	Principal	175,199,211	Monthly	Discipline and Safety Reports	1
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal	175,199,211	Yearly	Safety Reports	1
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal	175,199,211	Quarterly	Surveys	1
3.3.4 Continue to implement a Discipline Plan district wide.	Principal	175,199,211	Weekly	Discipline Reports	1
3.3.5 Conduct climate surveys	Principal	175,199,211	Yearly	Survey Results	1
3.3.6 Review/analyze discipline referral data for proper deployment of safety and security resources	Principal Assistant Principal(s) Counselor(s)	175,199,211	Monthly	Discipline Reports	2
3.3.7 Evaluate Emergency Operation Plans for effectiveness at the campus level.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Yearly	Safety Reports	1
3.3.8 Conduct regular inspection of overall campus facility	Principal Teacher(s)	175,199,211	Daily	Work Order Reports	1
3.3.9 Attend campus training in responding to an emergency.	Principal Assistant Principal(s) Counselor(s) Teacher(s) School Nurse	175,199,211	Each Semester	Sign In Sheets Agendas	1,4
3.3.10 Implement mandatory school drills to prepare students and employees for responding to an emergency.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Monthly	Fire Safety Initiatives Reports	2



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.11 Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Yearly	Minutes of Meeting	8
3.3.12 Implement a security audit of the campus facilities at least once every three years.	Principal	175,199,211	Yearly	Security Audit	1
3.3.13 Implement REM4ed Incident Management System district wide.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	1
3.3.14 Ensure participation in training for all campus staff on the use of the REM4ed Incident Management System.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	1
3.3.15 Utilize safety equipment at our campus such as but not limited to: *Front Door buzzer *Security cameras *Electric gates and ID entry	Principal	175,199,211	Daily	Work Orders Requisitions Purchase Orders	1
3.3.16 Continue to provide training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI) components to school employees in order to address the provisions of the law for students under (IDEA).	Principal Assistant Principal(s) Counselor(s)	175,199,211	Yearly	Sign In Sheets Agendas	4
3.3.17 Attend DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Yearly	Sign In Sheets Agendas	4
3.3.18 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Every Three Weeks	RTI Minutes	7
3.3.19 Attend exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Principal Assistant Principal(s) Counselor(s)	175,199,211	Yearly	Sign In Log DAEP Dismissal Forms	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.20 Utilize discipline management data to identify placement of resources and training opportunities.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Every Six Weeks	Discipline Reports	2
3.3.21 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal Assistant Principal(s) Counselor(s)	175,199,211	Daily	Discipline Reports PEIMS Data	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 4 Implement the comprehensive counseling and guidance program to directly impact the achievement and well-being of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.1 Deliver guidance content in a systematic way to students.	Counselor(s)	175,199,211	Monthly	Discipline reports Counselor's log	1
3.4.2 Ensure counselor participates in regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)	175,199,211	Monthly	Counselor's log	1
3.4.3 Conduct classroom presentations and Individual/Group Sessions based on a needs assessment for grades K-5th including but not limited to: *suicide prevention *conflict resolution *violence prevention *bullying	Counselor(s)	175,199,211	Weekly	Lesson Plans Counselor Logs	9
3.4.4 Assist students in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.: *Career Day (K-5th) *Student Orientation (5th)	Counselor(s)	175,199,211	Weekly	Career Day	7
3.4.5 Attend planning session at designated intervals to coordinate student counseling services.	Principal	175,199,211	Daily	Master Schedule	9
3.4.6 Participate in professional development to enhance guidance and counseling services for the well being of all students.	Counselor(s)	175,199,211	Every Six Weeks	Sign In Sheets Agendas	4



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 5 Provide intervention strategies that support the safety and wellness of the students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Conduct professional development training for all elementary teachers and staff to support the safety and wellness of the students.	Principal	175,199,211	Yearly	District Conferece	3,4,5
3.5.2 Review, revise, and implement the Drop Out Recovery Program.	Principal	175,199,211	Yearly	Drop Out Prevention Reports	6,9
3.5.3 Training will be provided for all elementary teachers and staff to acquire knowledge in the following areas: -improve student behavior, -encourage goal setting, -increase academic skills, increase attendance, -discourage the use of illegal drugs and alcohol -discourage gang involvement along with other potentially harmful activities	Principal Assistant Principal(s) Counselor(s) Special Program Coordinators / Directors from C.O.	175,199,211	Daily	Lesson Plans Calendar of Events Sign In Sheets Agendas	4,9
3.5.4 Ensure the campus is monitoring their At-Risk students grades, attendance and discipline reports.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	175,199,211	Daily	Attendance Reports Discipline Reports Progress Reports Report Cards	9
3.5.5 Provide additional support for the special population groups.	Principal Assistant Principal(s) Counselor(s) Special Ed Teacher(s) Teacher(s)	175,199,211	Daily	Lesson Plans Special Education Lesson Plans	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 6 Create a technology committee to periodically review district instructional programs to evaluate all the district software.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.6.1 Continue to assess and analyze technology needs to support implementation of instructional technology by campus/departments.	Principal Assistant Principal(s) Campus Computer Technician	175,199,211	Each Semester	Usage Reports	9
3.6.2 Renew site based licenses for the approved list of instructional software applications and continue to replace computers, laptops, document cameras, EIKIs that have become obsolete.	Principal Assistant Principal(s) Campus Computer Technician Librarian(s)	175,199,211	Yearly	Usage Reports from Instructional Programs Helpdesk reports Inventory	9
3.6.3 Ensure campus completion of the Texas School Technology and Readiness STaR chart at the campus level	Campus Computer Technician Principal	175,199,211	Yearly	Completion Report from STAAR	4
3.6.4 Continue to replace computers, laptops, document cameras, EIKI's and other equipment that have become obsolete.	Assistant Principal(s) Campus Computer Technician	175,199,211	Yearly	Equipment Inventory	1,9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 7 Conduct more campus-based staff development in order to expedite the use of technology by all stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.1 Continue to implement, train and support on instructional technology applications.	Principal	175,199,211	Yearly	Sign In Sheets AWARE	3,4
3.7.2 Continue to implement, train, and support Tyler Munis Student Information Systems hardware, application and attendance	Assistant Principal(s)	175,199,211	Yearly	Sign In Sheets AWARE Reports	3,4
3.7.3 Utilize Campus personnel to address the needs created by extensive technology growth, state/local reporting, network infrastructure and curriculum integration mandated by the Technology Application TEKS (EPLAN Goal 3.5). To include: <ul style="list-style-type: none"> • Network Specialist (District) • Instructional Technology Trainer (Campus-Shared) • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing, PEIMS) 	Principal Assistant Principal(s) Campus Computer Technician	175,199,211	Weekly	Sign In Sheets AWARE Reports	10
3.7.4 Participate in scheduled meetings throughout the school year for scheduling, attendance, PEIMS, and discipline.	Principal Assistant Principal(s)	175,199,211	Monthly	Sign In Sheets Agendas	10
3.7.5 Run Progress Reports and report cards in a timely manner for distribution to teachers and students.	Campus Computer Technician Teacher(s)	175,199,211	Every Three Weeks	Progress Reports Grade Verification Reports Report Cards	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Complete fixed assets comprehensive inventory for technology hardware and implement a plan for resposition/replacement of technology equipment every 3 years or discarded every 5 years	Principal	175,199,211	Monthly	Help Desk Inventory	10
3.8.2 Implement online testing and check that infrastructure is in place to support initiative by reviewing the computer to student ration and possible funding.	Principal	175,199,211	Yearly	Inventory	9,10
3.8.3 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Principal	175,199,211	Monthly	Inventory	9,10
3.8.4 Expand and improve technology infrastructure to support the massive communication and usage by the district on campus.	Campus Computer Technician Principal	175,199,211	Monthly	Help Desk Inventory	10
3.8.5 Expand and improve technology infrastructure.					
3.8.6 Provide Telecommunications Service to enhance student achievement and communication.	Principal	175,199,211	Monthly	Monthly reports	
3.8.7 Conduct monthly inventory to check that system is working.	Campus Computer Technician	175,199,211	Weekly	Inventory	10
3.8.8 Continue to monitor internet usage and compliance.	Campus Computer Technician	175,199,211	Daily	Check list	
3.8.9 Upgrade infrastructure to support future State and Local online testing	Principal Assistant Principal(s) Testing Strategist	175,199,211	Monthly	State assessments	10
3.8.10 Optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Campus Computer Technician	175,199,211	Daily	Help Desk	10
3.8.11 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician	175,199,211	Daily	Monthly check, updates	10
3.8.12 Implement, support, and maintain the hardware equipment for the district wide student information system (SIS). 1. Servers 2. Network hardware	Campus Computer Technician	175,199,211	Daily	Monthly check, updates	10
3.8.13 Ensure all peripherals and software is functioning in classroom.	Principal Librarian(s) Campus Computer Technician	175,199,211	Monthly	Help Desk	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.14 Implement the use of mobile devices in K-5th grades in order to deliver curriculum and promote literacy such as tablets and chromebooks.	Principal Academic Strategist Assistant Principal(s)	175,199,211	Monthly	Help Desk	9
3.8.15 Provide long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students.	Principal Assistant Principal(s) Academic Strategist	175,199,211	Monthly	Help Desk	9
3.8.16 Utilize Video Conference Equipment with the Distance Learning Consortium.	Campus Computer Technician Librarian(s)	175,199,211	Monthly	Help Desk	9,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 9 Develop a district training curriculum on the utilization of software and reports to assist teachers with data analysis as relevant to campus needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Support curriculum integration activities by providing technology peripherals and software and ensure if is functioning in classrooms	Campus Computer Technician	175,199,211	Monthly	Help Desk report	1,10
3.9.2 Provide technology staff development training to teachers, administrators and support staff.	Principal	175,199,211	Monthly	Sign in AWARE	1,10
3.9.3 Analyze data in a timely manner.	Testing Strategist	175,199,211	Monthly	Six Weeks tests benchmarks State Test	1,8
3.9.4 Conduct a needs assessment to monitor and analyze reports to determine areas of priority for staff development in the are of technology such as the utilization of software programs.	Principal	175,199,211	Monthly	Istation reports TTM reports	1,10
3.9.5 Monitor reports and analyze the utilization of software programs on campus.	Assistant Principal(s)	175,199,211	Monthly		



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFICIENT OPERATIONS

OBJ 10 Educate all stakeholders regarding the financial system of public education and the fiscal responsibility and stability of the District.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Participate in the understanding of financial aspects at the campus level.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	10
3.10.2 Attend business office procedures training provided to all administrators, secretaries/clerks, and sponsors.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	10
3.10.3 Conduct meetings relevant to the financial aspects of the campus.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	1,10
3.10.4 Attend overview of business office procedures for campus administrators at the Administrator's Academy.	Principal	175,199,211	Yearly	Sign In Sheets Agendas	1,10
3.10.5 Ensure that secretaries/clerks and activity sponsors attend semi-annual trainings of business office procedures.	Principal	175,199,211	Each Semester	Sign In Sheets Agendas	1,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal Assistant Principal(s)	175,199,211	Weekly	Budgets Budget Amendments Requisitions Purchase Orders	1,9,10
3.11.2 Support and allocate ongoing additional resources to meet the needs of Special Education and English Language Learners (ELL).	Principal Assistant Principal(s)	171,263	Every Six Weeks	Budgets Requisitions Purchased Orders Supply Request Forms	1,10
3.11.3 Attend an overview on budget allocations and balances.	Principal	171,175,199,211,263	Yearly	Sign In Sheets Agendas Budgets	1,10
3.11.4 Monitor and update monthly budget balances.	Principal Assistant Principal(s)	175,199,211	Monthly	Budgets Budget Amendments Budget Reports	10
3.11.5 Review monthly income statement reports.	Principal	N/A	Monthly	461 Monthly Report	10
3.11.6 Utilize the Comprehensive Needs Assessment to determine areas of priority for funding allocations.	Principal Assistant Principal(s) CILT Committee Teacher(s)	175,199,211	Yearly	Sign In Sheets Agendas CNA Documents	1,10
3.11.7 Sustain and expand two way communication between campus and central office administration through Finance and Operations.	Principal	175,199,211	Monthly	Emails Phone Communication Visits	10
3.11.8 Support and implement the District initiatives to address the student performance needs based on the District's Performance Based Monitoring Analysis System (PBMAS).	Principal Assistant Principal(s) Resource Teachers	171	Every Three Weeks	Coordination Forms AIP's IEP's	7,9,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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MISSION CISD

GOAL 3 EFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Participate as a campus for submission of the E-Rate application based on identified needs for discounted funds for network infrastructure.	Principal	175,199,211	Yearly	E-Rate Application	10
3.12.2 Continue to support implementation of purchasing card program to generate new revenue; to expand the usage of credit card payments through the purchasing card; and to expand the enrollment of vendors that will accept the credit card.	Principal	175,199,211	Yearly	Usage reports from Credit Card	10
3.12.3 Continue to promote the awareness of availability of district facilities that can be rented.	Principal	199	Yearly	District Website District Rental Facility Forms	6,10
3.12.4 Seek Grant Funding Opportunities from TEA, Federal Government, Region One ESC, and Private Foundations/Organizations.	Principal	N/A	Daily	Award of Grant	10
3.12.5 Participate, when asked, in the creation of grant writing teams to submit grant proposals.	Principal Teacher(s)	N/A	Yearly	Grant Proposals	10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Market and expand the web based point of sale system for schools through use of the campus/district web store.	Principal	175,199,211	Yearly	District Website District Web Store	6,10
3.13.2 Participate in the new financial and human resources software system.	Principal	175,199,211	Daily	System Reports	10
3.13.3 Support district technology initiatives, pursue additional efficiencies, and utilize new/emerging technologies.	Principal Assistant Principal(s) Teacher(s) Campus Computer Technician	175,199,211	Yearly	Usage Reports	9,10
3.13.4 Utilize the Tyler Munis System and attend training provided by the district.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	175,199,211	Daily	Sign In Sheets Agendas Tyler Munis Reports	4,10
3.13.5 Implement and support Google Chrome initiative by training staff on Google Mail, Google Drive, Google Sharing, etc.	Principal Assistant Principal(s) Campus Computer Technician	175,199,211	Daily	Sign In Sheets Agendas	4,10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 14 Continue pursuit of innovative investment options and debt management opportunities

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Review and recommend budget amendments based on anticipated changes in campus needs.	Principal	175,199,211	Monthly	Budgets Budget Amendments	1
3.14.2 Monitor grant funds in order to determine sustainability of programs from year to year.	Principal	175,199,211	Yearly	Grant Budget Reports	10
3.14.3 Review and evaluate fiscal policies and controls at the campus level to preserve the District's fiscal position.	Principal	175,199,211	Yearly	Fiscal Policies	1,10
3.14.4 Utilize the on-line process for registration in order to increase attendance on the first week of school.	Principal	175,199,211	Yearly	Completed Registration Process Attendance Reports	2,9
3.14.5 Utilize carry over (excess) fund for long term campus projects.	Principal	175,199,211	Each Semester	Requisitions Purchase Orders	2,7
3.14.6 Follow refined travel policies and procedures to improve efficiencies at the campus level.	Principal	175,211,199	Daily	Travel Requests	10



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 1 Continue the implementation of a systematic plan for the recruitment, selection, and retention of high quality personnel.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.1 Study and review pupil/teacher ratios and instructional models relative to the existing needs for AYP.	Principal	175,199,211	Daily	Rosters through October 2016	9,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal	175,199,211	Monthly	T-TESS	3,5
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal	175,199,211	Monthly	AESOP Eval	5
4.1.4 Employ Team teachers to assist with small group interventions in order to meet State and Federal standards.	Assistant Principal(s)	175,199,211	Yearly	6 weeks testing	3,9
4.1.5 Review Student Enrollment Reports	Principal	175,199,211	Monthly	PEIMS	
4.1.6 Utilize 175 funding to purchase additional professional staff to lower teacher/student ratio and assist in increasing student achievement.	Assistant Principal(s)	175,199,211	Yearly	PEIMS	5
4.1.7 Assign CRP Teacher to 3rd grade to lower teacher/student ratio to assist in increasing student achievement.	Principal	175,199,211	Yearly	Six weeks test	3
4.1.8 Utilize Applitrack system to review qualifications for vacancies and identify highly qualified individuals for interview consideration.	Principal	175,199,211	Monthly	T-TESS	5
4.1.9 Continue to recognize teacher of the year and staff member of the year.	Principal	175,199,211	Yearly	CILT	3
4.1.10 Ensure participation in the employee recognition and retirement celebration for April 2017.	Principal	175,199,211	Yearly	Check list/Sign in	3
4.1.11 Provide new teachers with ongoing support through TX-BESS mentoring and other sources.	Principal	175,199,211	Yearly	HQ Teachers	3
4.1.12 Ensure teachers meet requirements for stipends available for Bilingual instruction	Principal	175,199,211	Each Semester	Bilingual certification	3
4.1.13 Utilize and implement AESOP Reports	Principal	175,199,211	Monthly	AESOP Website	5
4.1.14 Utilize Team teachers and instructional staff with students that are struggling academically close performance gap..	Assistant Principal(s)	175,199,211	Daily	Six weeks testing STAAR	9



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 2 Re-evaluate the organizational chart and campus positions to meet program needs and to evaluate staff duties and responsibilities.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds.	Principal	175,199,211	Yearly	May 2017	5
4.2.2 Continue to review job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal	175,199,211	Monthly	May 2017	5
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal	175,199,211	Monthly	AESOP	5
4.2.4 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with the implementation of the MCISD curriculum.	Principal	175,199,211	Yearly	6 weeks test	4
4.2.5 Review staffing guidelines and determine how to best meet needs of the campus..	Principal	175,199,211	Yearly	CNA	10
4.2.6 Ensure staff study has been reviewed and campuses are aligned to its recommendation.	Principal	175,199,211	Yearly	CNA	
4.2.7 Ensure that personnel meet and perform job responsibilities.	Principal	175,199,211	Daily	T-TESS	3



**PEARSON ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 3 Continue staff development efforts to support the Professional Development of Professional and Paraprofessional staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.3.1 Continue to provide and attend a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal	175,199,211	Monthly	Eduphoria	4
4.3.2 Provide financial support to teachers in order to obtain certification in areas of high need.	Principal	175,199,211	Monthly	Budget Allocation	5
4.3.3 Attend staff development that fulfills TQAMO requirements under NCLB.		175,199,211	Yearly	Eduphoria	5
4.3.4 Utilize Eduphoria to generate professional development reports	Principal Teacher(s)	175,199,211	Daily	Eduphoria	4
4.3.5 Provide stipends to teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Principal	175,199,211	Each Semester	Bilingual certification	5

**CAMPUS PERFORMANCE
2016-2017**

Campus Name: Pearson Elementary



2017 STATE, REGION 1, DISTRICT, CAMPUS Comparisons: Performance Level by Subject and Student Group

Approaches	ALL TESTS TAKEN				READING				MATHEMATICS				WRITING				SCIENCE				SOCIAL STUDIES			
	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus
Student Group	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	68	72	69	67	75	79	81	77	69	67	70	65	64	79	79	74	53	77	75	69	
African American	65	78	86		61	75	80		68	77	86		57	72	*		69	88	*		69	89	-	
Hispanic	71	74	71	68	67	69	67	75	76	80	77	69	62	70	65	63	75	78	74	53	73	75	69	
White	85	85	78	83	83	82	79	82	87	87	87	*	77	81	64	*	89	89	75	*	86	88	64	
American Indian	75	74	*		71	70	*		79	78	*		64	58	-		80	80	*		78	79	-	
Asian	93	96	100		90	94	*		96	98	*		90	94	-		94	99	*		93	98	*	
Pacific Islander	77	89	-		73	90	-		82	86	-		71	60	-		81	95	-		79	91	-	
Two or More	82	85	*		81	80	*		84	86	*		74	93	*		86	86	-		84	92	-	
Special Education	41	42	38	66	35	33	27	77	49	52	47	77	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	68	64	66	64	74	73	79	75	69	58	68	61	54	72	77	72	53	69	73	68	
ELL	57	60	53	53	51	51	47	58	69	72	65	58	50	57	45	44	57	62	56	38	48	50	38	

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**



	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American		0.0		
Hispanic	97.5	98.8		
White	*	1.2		
Eco. Dis.	97.8	91.9		
All Students	97.8	97.8		

	4 -Year Graduation Rate	
	Class of 2015	Class of 2016
	4-Yr Grad.	4-Yr Grad.
<i>Student Group</i>	Rate	Rate
Afr. American		
Hispanic		
White		
Eco. Dis.		
All Students		

	AVERAGE ACT SCORE	
	2015	2016
<i>Subtests</i>		
English		
Mathematics		
Science		
All Subjects		

	AVERAGE SAT SCORE	
	2015	2016
<i>Subtests</i>		
ELA & Writing		
Mathematics		
All Subjects		

	AP EXAMS: PARTICIPATION		> OR = CRITERION	
	2015	2016	2015	2016
<i>Student Group</i>				
Afr. American				
Hispanic				
White				
Eco. Dis.				
All Students				

	ADVANCED COURSE/DUAL CREDIT COURSE COMPLETION	
	2015	2016
Grades 11 & 12		
<i>Course</i>	Rate	Rate
ELA		
Mathematics		
Science		
Social Studies		
Any Subject		

Pearson Elementary
2017-2018
CAMPUS BUDGET SUMMARY

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$52,608
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$1850
175	STATE COMPENSATORY	\$83,068
165	STATE BILINGUAL	\$31,108
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$4,296
212	TITLE I MIGRANT	\$80
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$12,425