

# O'GRADY ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

## **Vision Statement**

O'GRADY 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

O'GRADY 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.**

**O'GRADY ELEMENTARY**

**Roster by Grouping**

**2017-2018**

**Campus Based Professional Staff**

Dora Delagarza, Pre-Kindergarten  
Lorena Morales, Kindergarten  
Maria Cantu, First Grade  
Ana Lissa Hutchins, Second Grade  
Beatrice Lopez, Third Grade  
Imba Ramsey, Fourth Grade  
Brenda Magallan, Fifth Grade  
Deyna Deleon, Special Education

**Non-Teaching**

Angelina V. Garcia, Principal  
Carolyn Graham, Assistant Principal  
Monica Gomez, Counselor  
Lauro Flores, Testing Strategist  
Eva Lizette Pena, Para-professional

**District Level Professional Staff**

Brenda Magallan, Fifth Grade

**Teachers (Secondary)**

None

**Non Teaching (Secondary)**

None

**Business Representatives**

David Mendiola

**Parents**

Rosa Gonzalez

**Community Representatives**

Amanda V. Zamora

**Other**

None

**Central Office Representative**

None

**CAMPUS IMPROVEMENT PLAN****Directory**

<b>NAME</b>	<b>TITLE</b>
Angelina V. Garcia	Principal
Cynthia Salinas	Assistant Principal
Monica Gomez	Counselor
Lauro Flores	Instruction and Assessment Strategist
Jackie Milam	Librarian
Dora De La Garza	Pre Kindergarten Teacher - SBDM
Anna Liza Hutchins	Pre Kindergarten Teacher
Pearl Cantu	Kindergarten Teacher
Brenda Hernandez	Kindergarten Teacher
Gloria Flores	Kindergarten Teacher
Gisela Ramos	Kindergarten Teacher
Jesus Alfaro	First Grade Teacher
Maria Cantu	First Grade Teacher
Maria A. Trevino	First Grade Teacher
Glorica Villarreal	First Grade Teacher
Maria A. Calvillo	Second Grade Teacher
Maria Escaname	Second Grade Teacher
Alfredo Martinez	Second Grade Teacher
David Sandoval	Second Grade Teacher
Beatrice Lopez	Third Grade Teacher - SBDM
Lorena Morales	Third Grade Teacher
Imba Ramsey	Third Grade Teacher
Rebecca Venecia	Third Grade Teacher
Olga Jimenez	Fourth Grade Teacher
Yvette Munoz	Fourth Grade Teacher -SBDM
Lorena Rodriguez	Fourth Grade Teacher
Maria Ruiz	Fourth Grade Teacher
Irma Vallejo	Fourth Grade Teacher
Rosalinda Garcia	Fifth Grade Teacher
Irma Gonzalez	Fifth Grade Teacher
Brian Garza	PE Coach
Leticia Vega	Music Teacher
Sarah Morales	Special Education Resource Teacher
Deyna Ortiz	Special Education Self Contained Unit
Dalia Venegas	Principal's Secretary

**CAMPUS IMPROVEMENT PLAN****Directory Cont.**

<b>NAME</b>	<b>TITLE</b>
Alexa Palacios	Activity Clerk
Diana Veliz	PEIMS/Attendance Clerk
Madali Silva	Home Liaison
Cassandra Gallegos	LVN
Eva Pena	PPCD Paraprofessional
Melba Cruz	Pre-Kindergarten Paraprofessional
Noemi Cardoza	PE Coach Assistant
Edna Flores	Special Education Paraprofessional
Tanya Mercado	Special Education Self Contained Paraprofessional
Victoria Pena	Special Education Self Contained Paraprofessional
Julieta Veliz	Library Clerk
Lisa Quintanilla	Computer Lab Proctor
Victor Rodriguez	Computer Technician
Michelle Garza	KN Instructional Aide
Brenda Magallan	Fifth Grade Teacher
Ruth Gaona	PPCD Paraprofessional
Erin Calvillo	Pre Kindergarten Aide
Vanessa Serna	Inclusion/Resource Teacher



## COMPREHENSIVE NEEDS ASSESSMENT

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### DEMOGRAPHICS

- 1 We need more instructional resources/trainings to address the needs of our bilingual students.
- 2 Implement more positive behavior support strategies

### STUDENT ACHIEVEMENT

- 1 A problem solving model needs to be consistent to meet the needs of our students on the STAAR math Test.
- 2 Our science curriculum needs to meet the needs of all our students.

### SCHOOL CULTURE AND CLIMATE

- 1 Our school mentoring program needs to be done with more fidelity.
- 2 Our campus needs to recognize the success of our students on a six weeks basis.

### STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 More staff members need to be TXBESS trained.
- 2 More staff development on science is needed.

### CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Our campus would benefit from meeting with a vertical team once every six-weeks period to collaborate.
- 2 Our campus would benefit from bringing back our fifth grade science lab.

### FAMILY AND COMMUNITY INVOLVEMENT

- 1 We need to continue activities/trainings/meetings with parents that support student learning.
- 2 We need to increase our parental involvement hours.

### SCHOOL CONTEXT AND ORGANIZATION

- 1 We need to continue to improve the communication between our campus and central office personnel.
- 2 We need to involve students in more extracurricular activities at our campus (UIL, DI, Sports)

### TECHNOLOGY

- 1 The computers in the classroom need to be updated.
- 2 Professional development needs to be available throughout the year.

## 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





## O'GRADY ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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MISSION CISD

**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 the vertically aligned Curriculum PK - 5.	Principal	175,199,211	Yearly	Lesson Plans	1,2,3
1.1.2 Utilize multiple sources of data and a variety of resources to address missed system safeguards on state accountability.	Principal	175,199,211	Daily	STAAR, Common Assessment, District Benchmark	1,2,3
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Principal		Yearly	Reports	1,2,3
1.1.4 Provide supplemental instructional materials aligned to special program requirements and objectives.	Principal	175,199,211,263	Every Six Weeks	Common Assessment, Six Weeks Test, District Benchmark, aware	1,2,3,9
1.1.5 Purchase general supplies, instructional resources, and instructional materials relevant to accomplishing program objectives and increasing student performance.	Principal	175,199,211,263	Yearly	Lesson Plans, Common Assessment, District Benchmark	1,2,3,8
1.1.6 Meet monthly with leadership team to review concerns regarding curriculum.	Principal	199	Monthly	Sign in sheets	2,8
1.1.7 Attend Social Studies & Science Key Leader trainings to review the lessons and unit tests for the upcoming six weeks period.	Teacher(s)	199	Every Six Weeks	Aware	2
1.1.8 Monitor the implementation of the district curriculum within district time line.	Principal	175,199,211,263	Every Six Weeks	Lesson Plans	1,2,4
1.1.9 Align instruction with the district curriculum and increase use of research-based instructional strategies and methodologies that support students with in special population in all settings.	Teacher(s) Resource Teachers	175,199,211,263	Daily	Aware	2
1.1.10 Implement the district Pre K curriculum according to the Texas Pre K guidelines.	Teacher(s) Principal	175,199,211,263	Daily	C-Palls, Lesson Plans	2
1.1.11 Administer a school readiness inventory to all prekindergarten students. and K-3rd grade students.	Teacher(s)	175,199,211,263	Quarterly	C-Pall	2,7
1.1.12 Require general education KN - 5th teachers who teach PPCD program students in an inclusive classroom to obtain a special education EC-12 certification.	Principal Teacher(s)		Yearly	HR Review	10
1.1.13 Improve CIRCLE end of year scores in reading and math for all prekindergarten students.	Principal Teacher(s)		Daily	Lesson Plans	1,2,7



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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
1.1.14 Implement Dual Language setting for bilingual students in grades prekindergarten , kindergarten, first grade, second grade and third grade.	Principal Bilingual Teacher(s)		Daily	Lesson Plans, Aware	1,2,3
1.1.15 Utilizing instructional resources from coaches to assist in improving the instruction in the areas of ELAR/SLAR and math.	Reading Coach Teacher(s)	175,199, 211	Daily	Lesson Plans, Aware	1,2,4
1.1.16 Implement Reading Intervention programs (Istation) to target the struggling readers, inclusive of our Special Education and ELL students.	Computer Lab Proctor	175,211	Daily	Aware	2
1.1.17 Utilize the Title I, Part A funds reserved for professional development.	Principal Assistant Principal(s)	211	Monthly	Web travels; sign in sheets; eduphoria	4
1.1.18 Monitor the progress of the Special Education and ELL students at each grade level every 3 weeks.	Principal Resource Teachers		Every Three Weeks	Aware	1
1.1.19 Implement a math intervention programs (iStation) to target the struggling students, inclusive of Special Education & ELL students.	Computer Lab Proctor		Every Six Weeks	Aware, Reports	1,2
1.1.20 Coordinate efforts to increase academic acheivement of all special population students by working as a team in monitoring student progress, and auditing student records.	Teacher(s) Resource Teachers		Daily	Lesson Plans, Aware, Action Plans	1,2,3
1.1.21 Conducting weekly PLC meetings to collaborate in order to improve instruction.	Principal		Weekly	PLC Binder	1,2
1.1.22 Utilizing Team Teachers to help at risk students in 3rd-5th grade reading and math.	Principal	175,211	Yearly	Six Weeks	10
1.1.23 Provide research based instructional materials and software for LEP program students in order to increase academic acheivement in L1 and L2	Principal	165,175,211,263	Daily	LPAC	2
1.1.24 Provide instructional materials to special education programs in order to increase academic performance and close learning gaps.	Principal	171,175,211	Daily	Student mastery reports	1,2,3
1.1.25 Utilize leadership team to provide recommendations on instructional purchases	Principal SBDM Committee	165,171,175,199,211,263	Weekly	Aware, Lesson Plans	1,2,10
1.1.26 Target instructional needs as reflected in our STAAR exam results.	Principal Academic Strategist	175,199,211,263	Daily	Lesson Plans, STAAR Scores	1,2



O'GRADY 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
1.1.27 Promote Value Codes utilizing a positive instructional program to achieve academic success. *Project Wisdom	Counselor(s)	175,199,211	Yearly	Counseling Logs; Classroom Participation	3



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**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 who meet the criteria.	Principal Teacher(s) Resource Teachers		Yearly	Six weeks reports	2,9
1.2.2 Implement the district-wide inclusion initiative.	Principal Teacher(s)		Daily	Six Weeks Reports	2
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal Resource Teachers		Yearly	Six Weeks Reports	8
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Assistant Principal(s) Teacher(s)		Daily	Six Weeks Reports	9
1.2.5 Create procedures for accelerated and intensive instruction	Assistant Principal(s) Teacher(s)	175,199,211	Daily	Lesson Plans, Action Plans, STAAR exam results, District Benchmark, Six Weeks exams	10
1.2.6 Increase participation in district-wide initiative to increase college readiness of all students	Principal	199,461	Yearly	UIL Participation	3
1.2.7 Offer tutoring program for students who are at risk of failing based on assessment data.	Principal Teacher(s)	175,211	Yearly	STAAR results, Six Weeks Test, District Benchmarks, Aware	2,3
1.2.8 Utilize staff and resources to support implementation of supplemental aides and services in the general education classroom.	Principal	199,175,211	Yearly	Reports	1
1.2.9 Schedule professional development for all stakeholders based on the educational needs of our campus.	Principal	175,199,211,263	Yearly	Sign in sheets	4
1.2.10 Implement district inclusion guidelines and best practice model.	Principal Teacher(s)		Daily	Lesson Plans, Action Plans, Aware	1
1.2.11 Monitor special population (LEP & Special Ed.) student placement and assessment decisions over the course of the year.	Testing Strategist Principal Resource Teachers		Yearly	Six weeks reports	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
1.2.12 Monitor progress of GT/HA and advanced learners to increase advance academic performance.	Principal	199	Daily	Six Weeks Reports	9
1.2.13 Monitor special population students local academic achievement data over the course of the year.	Teacher(s) Principal		Daily	Aware	9
1.2.14 Implement Dual Language Program in grades Prekindergarten, Kindergarten, First and Second Grade.	Bilingual Teacher(s) Principal		Daily	Lesson Plans	1,2,3
1.2.15 Attend Dual Language Professional Development	Assistant Principal(s) Bilingual Teacher(s) Principal	165,175,211,263	Monthly	Professional Development	4
1.2.16 Implement GLAD Strategies.	Assistant Principal(s) Teacher(s)		Daily	Lesson Plans, Walkthroughs	2
1.2.17 Continue to 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.	Principal Teacher(s)		Each Semester		2
1.2.18 Use Istation and other available program data to continually monitor students for reading progress.	Principal Teacher(s)	175,199,211	Daily	Istation	2
1.2.19 Implement the district RTI process.	Principal Teacher(s)		Daily	RTI, Progress Monitoring	2
1.2.20 Follow the district RTI model designating the specific Tier I, II, III, and, IV intervention programs.	Assistant Principal(s) Teacher(s)		Daily	Six Week Reports	9
1.2.21 Implement RTI/Time to meet the needs of our TIER II and TIER III students.	Principal Assistant Principal(s) Teacher(s)		Yearly	Six Weeks Report	9



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**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
1.2.22 Implement a campus wide mentoring program for struggling students in special populations.	Principal Teacher(s)		Daily	Aware	9
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.	Principal Assistant Principal(s) Special Ed Teacher(s)		Yearly	Six weeks reports	2,9
1.2.24 Implement the special education child find process at every campus.	Principal Special Ed Teacher(s)		Daily	RTI referrals	9
1.2.25 Utilized Istation monthly assessment data to identify TIER III students and address their needs.	Principal Teacher(s)		Monthly	RTI reports, Progress Monitoring	2
1.2.26 Use Think through Math data to continually monitor 1st - 5th Math progress.	Principal		Each Semester	TTM Reports	2
1.2.27 Provide specific intervention materials to be used for the targeted afterschool and Saturday tutorial sessions.	Teacher(s) Principal	175,211	Daily	Aware	1,2,3
1.2.28 Teachers will participate in meetings to better serve the GT/HA and advanced learners every 6 weeks.	Principal		Daily	Aware	4
1.2.29 Provide enrichment opportunities in core content for GT/HA to purchase materials to be used for activities such as UIL, Destination Imagination Program, Texas Performance Standards Project, Robotics and Coding.	Principal	199,195,211	Daily	Performance Standard Project	2
1.2.30 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Principal Assistant Principal(s) Counselor(s) Special Ed Teacher(s)		Yearly	Aware, IEP Plan, Progress Monitoring	1,2



**O'GRADY 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	175, 211	Every Six Weeks	STAAR Test Writing & Math Benchmarks	4
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s) Testing Strategist Counselor(s)	199,175,211	Daily	Improving of Scores	4
1.3.3 Gifted and Talented Attend 30-hours of GT Training for new teachers Attend six (6) hours of annual GT Updates	Principal Teacher(s)		Yearly	Sign in Sheets, Eduphoria	4
1.3.4 ELA Attend professional development training sessions from, AIE, Region One; ELAR /SLAR teachers from PreK-12th, and any other training that provide support to our AYP needs. DMR for all teachers.	Principal Teacher(s) Testing Strategist	175,199,211	Yearly	STAAR Reading Test, Benchmarks, Common Assessments, Six Weeks Test	4
1.3.5 Math *Provide Staff development sessions to all elementary and secondary Math teachers to review the revised State TEKS to be implemented KN-12 for 2016-2017. *Attend Region One trainings	Principal Testing Strategist Teacher(s)	175,199,211	Yearly	STAAR Math Test, Benchmarks, Six Weeks Test, Common Assessments	4
1.3.6 Science *Provide STEMSCOPE program for grades Kinder - 5th. * Provide training for science tech lab	Principal Testing Strategist	175,199,211	Yearly	STAAR Science, Test, Benchmark, Six Weeks Test, Common Assessment	4
1.3.7 Attend Key leaders trainings for science and social studies every six weeks.	Teacher(s) Principal		Every Six Weeks	Sign in sheets	4



**O'GRADY 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
<b>1.3.8 Bilingual/ESL Program</b> Conduct instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies. Provide professional development for paraprofessional staff working with program ELLs. Provide Staff Development for implementation of One Way Dual Language Program.	Principal Teacher(s)		Yearly	TELPAS	1,7
<b>1.3.9 Special Education Program</b> *Research-Based Instructional Methodologies, Strategies, & Supports *Positive Behavior Supports, Interventions, & Alternatives to Discipline *Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance	Principal Special Ed Teacher(s)		Yearly	RTI and ARD documentation	9
<b>1.3.10 Migrant Teacher/Aide</b> Attend district trainings in regards to Migrant students.	Principal		Yearly	Sign in Sheet	4
<b>1.3.11 Instructional Technology</b> *Provide training and support for district initiatives	Teacher(s)		Yearly	T-TESS	4
<b>1.3.12 Provide opportunities for professionals and paraprofessionals to attend local and state conferences.</b>	Principal	175,199,211	Yearly	Sign in sheets; web travels	4
<b>1.3.13 Follow a district-wide plan for professional development that details calendar of events and that is aligned to district priorities and students' needs</b>	Principal	175,199,211,263	Yearly	Professional Development; Sign in Sheet	4
<b>1.3.14 Establish criteria for sufficient participation in professional development activities to be monitored for the coming year.</b>	Principal		Yearly		4
<b>1.3.15 Continue to provide classroom management and positive behavior training to staff in an effort to improve the classroom learning environment and academic achievement for all students.</b>	Principal Teacher(s)		Yearly	Sign in Sheets	4
<b>1.3.16 Attend training on special education program implementation, data analysis and compliance indicators.</b>	Principal Special Ed Teacher(s)		Yearly	Special Ed. Academic Growth	4
<b>1.3.17 Attend professional development to ensure proper Bilingual and ESL Program implementation.</b>	Principal Bilingual Teacher(s)	165,175,199,211,263	Yearly	Professional Development	4





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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
<b>1.3.18</b> Attend State Testing Conference for 2017-2018 Attend TASA Conference Attend TEPSA Conference Attend Lead4ward Conference	Principal  Assistant Principal(s)  Reading Coach  Testing Strategist  Academic Strategist	175,199,211	Yearly	Professional Development	4
<b>1.3.19</b> Attend staff development at region one on evaluating effective teaching practices.	Principal  Teacher(s)	175,199,211	Yearly	Web Travel	4
<b>1.3.20</b> Attend RTI training	Principal		Yearly	Eduphoria, Sign in sheets	4
<b>1.3.21</b> Attend PLC Trainings and Conference.	Teacher(s)  Principal	175,199,211	Yearly	Sign in sheets, Web Travel	4



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MISSION CISD

**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		Every Six Weeks	STAAR	8
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal		Daily	Aware	2,9
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Principal Special Program Coordinators / Directors from C.O.		Yearly	Accountability Report	9
1.4.4 Disaggregate the six weeks test results and address the areas of concern	Principal Testing Strategist Teacher(s)		Yearly	T-TESS	8
1.4.5 Disaggregate universal screener results and refer identified students for reading, math, speech or behavioral interventions to the RTI team.	Teacher(s) Principal		Yearly	STAAR	8
1.4.6 Disaggregate state assessment results by grade, subject, campus and special populations.	Principal		Yearly	STAAR	8
1.4.7 Disaggregate district benchmark results.	Principal		Yearly	Benchmark Test Results	8
1.4.8 Create campus data analysis teams to review student course failures, absences and discipline information at the end of every six weeks grading period.	Principal		Every Six Weeks	Aware, STAAR exam results, Absence report, referrals	2,9
1.4.9 Monitor the academic progress of LEP students at our campus.	Principal Teacher(s)		Yearly	T-TESS	8
1.4.10 Screen, assess and identify students for the Gifted and Talented Program.	Coordinator for Advanced Academic Ser/UIIL Teacher(s)		Yearly	GT Testing	10
1.4.11 Utilize "Aware" to address the specific needs of Special population groups (LEP & Sp. Ed.) (PBMAS) Performance Based monitoring analysis system.	Principal Teacher(s)		Daily	STAAR exam	8
1.4.12 Monitor and improve campus performance in all areas of PBMAS.	Principal		Yearly	AWARE, STAAR exam results	8



O'GRADY 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
1.4.13 Monitor the LPAC, RTI and 504 process and decisions to ensure adherence to state and federal guidelines.	Principal		Yearly	Reports	8
1.4.14 Develop a system that targets needed areas of improvement for all special population groups.	Principal		Yearly	Reports	9



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**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 campus and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal		Each Semester	Aware reports, STAAR	2
1.5.2 The Instruction and Assessment Strategist will participate in trainings in order to interpret and evaluate the new state assessments (STAAR).	Principal Testing Strategist	199,211	Yearly	Present Data, sign in sheets, web travel	8
1.5.3 Participate in trainings on how to interpret Safeguards reports specific to special populations.	Principal Testing Strategist		Yearly	Present Data	8
1.5.4 Attend trainings on how to interpret accountability reports specific to special populations.	Principal Assistant Principal(s)	175,211	Yearly	Sign in sheets	8
1.5.5 PLCS and faculty meetings will be held to analyze the new STAAR requirements.	Assistant Principal(s) Principal		Weekly	Reading/Math Coaches, Testing Strategist, Principal, Asst. Principal	8
1.5.6 Attend regional conferences that address accountability.	Principal Testing Strategist	199,175,211	Yearly	Web travel; sign in sheets	8



**O'GRADY 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
<b>1.6.1</b> Utilize electronic resources to expedite communication. *Email *School Messenger *Class Dojo	Principal		Daily	Reports	6
<b>1.6.2</b> Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal		Weekly	Sign in Sheets	10
<b>1.6.3</b> Utilize campus resources to communicate amongst all stakeholders.	Principal	199,211	Daily	Agenda, sign in sheets	6
<b>1.6.4</b> Participate in collaborative curriculum and instruction meetings to refine and increase communication between stakeholders. *Progress Report Night	Principal			Sign in sheets	6
<b>1.6.5</b> Review various reports to determine campus needs.	Teacher(s) Principal		Yearly	Comprehensive Needs Assessment	1,10
<b>1.6.6</b> The DEIC representative will represent O'Grady in monthly meetings to improve communication between Central Office and the campus.	Principal Teacher(s)		Monthly	Sign in sheets	1
<b>1.6.7</b> Participate in Key Leader meetings every six weeks with content area coordinators.	Teacher(s)		Every Six Weeks	Sign in sheets	4
<b>1.6.8</b> Participate in Bilingual Learning Community Meetings to address the needs of program implementation.	Principal Teacher(s)		Yearly	Sign in sheets	10



**O'GRADY 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 Improve community networking by implementing new methods and strategies.	Principal		Monthly	Parent- Teacher Log	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Principal		Yearly	Local business partner	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal Parental Liaison	199,211	Yearly	Assembly, Parent Participation	6
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Principal	199,211	Yearly	Sign in sheets; Agenda	6
2.1.5 Utilize the School Messenger in addition to parent notices to inform parents of the upcoming events.	Principal		Monthly	School Messenger Reports	6
2.1.6 Organize parental meetings to discuss various topics: *Meet the Teacher Night *Compulsory Attendance (STAAR/TEKS Objectives) or special population requirements ELAR/Math/Science/Social Studies *Progress Report/PTO Nights	Parental Liaison	175,211	Monthly	Sign in Sheets	6
2.1.7 Continue implementing Principal For a Day Program	Principal		Yearly	Feedback from the "Princial for a Day"	6
2.1.8 Involve community agencies in parent conferences and parent meetings.	Parental Liaison		Yearly	Agenda, Sign in sheets, Parent meetings	6
2.1.9 Conduct Mobile Screening	Principal		Yearly	Reports	6
2.1.10 Continue to recognize Partners in Education to increase student performance.	Principal		Yearly	Observation	6
2.1.11 Highlight outstanding volunteers on their parental involvement.	Principal Parental Liaison		Yearly	Sign in Logs	6
2.1.12 Encourage attendance for the yearly parental conference by promoting awareness on the different topics being discussed.	Principal Parental Liaison	175,199,211	Yearly	Sign in Logs	6
2.1.13 Invite parents to different meetings to promote awareness on different topics especially state and federal requirements.	Principal	211	Weekly	Sign in Sheets	6



**O'GRADY 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.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>2.1.14</b> Informational brochures/incentives from participating agencies will be disseminated during parental meetings.	Principal Parental Liaison	199,211	Weekly	Sign in Logs	6
<b>2.1.15</b> Suicide Prevention Conflict Resolution Violence Prevention Dyslexia Treatment Program Drop Out Reduction Bullying	Assistant Principal(s) Counselor(s)	199 175 211	Monthly	Logs	



**O'GRADY 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.	Principal		Yearly	Sign in logs	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Parental Liaison Principal		Monthly	Sign in logs	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Principal		Yearly	Sign in logs	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.	Principal		Each Semester	Sign in logs	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses.	Principal		Each Semester	Sign in logs	6
2.2.6 Participate in monthly parent meetings to promote parent awareness on parental updates, academic issues and other concerns.	Parental Liaison		Each Semester	Sign in Logs	6
2.2.7 Disseminate Policy at Registration.	Principal Teacher(s)		Each Semester	Signed student forms	
2.2.8 Establish an orderly system encouraging parents to assist teachers with copying instructional materials and assisting with instructional resources.	Principal Parental Liaison	199,211	Daily	Work order slips	6
2.2.9 Offer parent sessions to foster and promote parent participation in students health & nutritional programs and parental portal	Parental Liaison		Every Six Weeks	Sign in sheets, Agenda	6
2.2.10 Invite speakers to address topics on student success.	Principal		Monthly	Sign in Sheets	6
2.2.11 Offer opportunities for parents to enroll and participate in Region One ESC adult education.	Principal Parental Liaison		Each Semester	Sign in sheets, Evaluations	6
2.2.12 Provide access to Spanish and English dictionaries.	Principal Parental Liaison		Daily	Checkout Reports	6





**O'GRADY 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
2.2.13 Provide PD sessions to parents of LEP students to become Partners in Education.	Principal Parental Liaison		Every Two Weeks	Sign in sheets	6
2.2.14 Sign in sheets will be submitted.	Principal Parental Liaison		Monthly	Sign in logs	6
2.2.15 Invite parents and community members for committees for example: SBDM, DEIC, SHAC, and parent policy/compact.	Principal		Every Six Weeks	Sign in sheets, Agendas	6
2.2.16 Utilize parental and community members expertise as guest speakers.	Principal Parental Liaison		Yearly	Agendas, Sign in sheets	6
2.2.17 Include a parent and community member in the campus SBDM meetings are to be held every six weeks.	Principal		Monthly	Sign in sheets	6
2.2.18 Provide reports to ensure participation.	Principal		Quarterly	Sign in Sheets, Agendas	6
2.2.19 Conduct trainings and informational meetings based upon parent interest and needs.	Principal		Every Six Weeks	Agendas, sign in sheets	6
2.2.20 Conduct meetings covering topics mandated by state and federal guidelines.	Principal		Every Six Weeks	Agendas, sign in sheets	6
2.2.21 Provide relevant information regarding different topics.	Principal		Yearly	Sign in sheets, Agendas	6



## O'GRADY ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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**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 are in a format and language parents will understand.	Principal		Each Semester	Observation	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal		Yearly	Observation	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and school.	Principal	211	Daily	Observation	6
2.3.4 Parental notices are written in both English and Spanish in addition to the school messenger.	Parental Liaison Principal		Yearly	Observation	6
2.3.5 Monthly newsletters depicting monthly school activities are provided to parents on O'Grady Elementary webpage.	Principal		Monthly	Observation	6
2.3.6 The School Messenger and Channel 17 are utilized to communicate with the community.	Principal		Yearly	Observation	6
2.3.7 Utilize a portable transmitter with a microphone and receiver to assist with parent translations if applicable.	Principal		Yearly	Sign in Log	6
2.3.8 Provide training opportunities for parents on how to use the parent portal	Principal		Yearly	Sign in Logs	6
2.3.9 The parent liaison will provide feedback on the communication between the community and the district.	Principal Parental Liaison		Yearly	Sign in logs	6
2.3.10 Participate in professional development or trainings on NCLB updates for parent liaison.	Principal Parental Liaison		Yearly	Sign in logs	6
2.3.11 The parent liaison will make home visits on students with attendance, discipline or academic issues.	Parental Liaison Principal	175,211	Daily	Intra district mileage; home visit referrals	6
2.3.12 Build parent awareness of technology tools to build parental involvement.	Principal Parental Liaison	211	Yearly	Sign in logs	6
2.3.13 Continue utilize the use of social media in communication.	Principal		Daily	Reports; observation	6



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.1.1</b> Conduct security audit. *All classroom doors will be closed and locked at all times. *Only one main entrance access. *Substitute safety procedure plan will be implemented.	Principal  Teacher(s)		Yearly	Reports	10
<b>3.1.2</b> Continue to conduct a needs assessment to determine the facilities and equipment needs of all the campuses.	Principal		Each Semester	Reports	10
<b>3.1.3</b> Address security and safety audit findings.	Principal		Each Semester	Reports	10
<b>3.1.4</b> Campus Leadership team will conduct a needs assessment at the end of the year to determine the facilities and equipment needs of our campus.	Principal		Yearly	Reports	10
<b>3.1.5</b> Completed work orders based on the findings.	Principal		Yearly	Reports	10
<b>3.1.6</b> Maintenance department will submit a work order to address the findings.	Principal		Each Semester	Report	10
<b>3.1.7</b> Implement the new dietary guidelines through the menu.	Principal		Each Semester	Report	10



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.2.1</b> Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Principal	175,199,211	Each Semester	Reports	10
<b>3.2.2</b> Create a plan that outlines the furniture replacement of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal	175,199,211	Each Semester	Reports	10
<b>3.2.3</b> Work orders submitted to repair furniture & equipment. If non-repairable, work order submitted for proper removal.	Principal		Each Semester	Reports	10
<b>3.2.4</b> Purchase furniture & equipment as needed.	Principal	175,199,211	Each Semester	Reports	10
<b>3.2.5</b> Submit work order to properly replace furniture & equipment.	Principal		Each Semester	Fixed Assets workorders	10



## O'GRADY ELEMENTARY CAMPUS IMPROVEMENT PLAN

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**GOAL 3 EFFICIENT 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	199	Monthly	Submit monthly log	10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal	199	Yearly	Binder is reviewed	10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Assistant Principal(s)	199,461	Monthly	Classroom Observation	10
3.3.4 Continue to implement a Discipline Plan.	Assistant Principal(s)		Yearly	Referrals	10
3.3.5 Conduct climate surveys	Principal		Yearly	Reports	10
3.3.6 Review/analyze discipline referral data for proper deployment of safety and security resources	Assistant Principal(s)		Yearly	Binder	10
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness. *Bus evacuation training *V-Raptor *CPR and AED Training *Lockdown *Fire Drills	Principal School Nurse		Yearly	Documentation	10
3.3.8 Regular inspection of overall campus facility	Principal		Yearly	Work orders	10
3.3.9 Monitor the discipline referral data for proper deployment of safety and security resources.	Assistant Principal(s) Principal		Yearly	Reports	10
3.3.10 Continue to monitor the discipline referral data for proper deployment of safety and security resources.	Assistant Principal(s)		Yearly	Periodic Review of plan	10
3.3.11 Provide campus employee training in responding to an emergency	Principal		Yearly	Agenda, minutes and sign in sheets	10
3.3.12 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Principal		Monthly	Fire drill logs, Lockdown drill logs	10
3.3.13 Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Principal		Yearly	Sign in sheets; logs	10
3.3.14 Participate in a security audit of the campus facility at least once every three years.	Principal		Yearly	Logs	10
3.3.15 REM4ed Incident Management System, a web-based system, will continue to be implemented campus-wide.	Principal		Yearly	Reports	10
3.3.16 Provide training for all campus personnel on the use of the REM4ed Incident Management System.	Principal		Yearly	Reports	



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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
<b>3.3.17</b> Utilize safety equipment. * Purchase new security cameras and repair existing cameras (when needed) * Purchase communication radios for safety and security of students	Principal	199	Yearly	Purchase Orders	10
<b>3.3.18</b> Participate in various trainings such as the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI) to school employees in order to address the provisions of the law for students under (IDEA).	Counselor(s) Principal Teacher(s)		Yearly	Sign in sheets	10
<b>3.3.19</b> Participate in the DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Assistant Principal(s) Principal		Yearly	Sign in sheets	10
<b>3.3.20</b> Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Assistant Principal(s)		Yearly	RTI information	10
<b>3.3.21</b> Conduct exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Assistant Principal(s) Principal		Daily	Sign in sheets	10
<b>3.3.22</b> Monitor Special Ed discipline placements in ISS, OSS and DAEP.	Assistant Principal(s) Principal		Daily	Meeting data	10



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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)	199,211	Every Two Weeks	Counseling log	10
3.4.2 Conduct regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)	199,211	Monthly	Eduphoria	10
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment. *Bullying *Conflict Resolution/Anger Management *Drug Prevention *Self Injury/Suicide *Character Education *Mentoring Program *Other Topics Relevant to Campus Needs	Counselor(s)	199,211	Every Two Weeks	Counseling log	10
3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Counselor(s)	199,211	Every Two Weeks	Counseling logs	10
3.4.5 Implement student guidance/counseling services for all students	Counselor(s)	199,211	Daily	Counseling logs	10
3.4.6 Participate in planning session at designated intervals to coordinate student counseling services	Counselor(s)		Yearly	Sign in sheet	10



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.5.1</b> Conduct professional development training for all teachers and staff to support the safety and wellness of the students.	Counselor(s)	199	Yearly	Sign in sheet	10
<b>3.5.2</b> Coordinate services to better serve our students, families, and district through Community Partners.	Counselor(s) Parental Liaison	199,211	Yearly	Sign in sheet	10
<b>3.5.3</b> Provide awareness for teachers and staff to improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities	Counselor(s)	199,211	Yearly	Counseling logs	10
<b>3.5.4</b> Tropical Behavioral Center will provide mental health services to at-risk students and their parents.	Counselor(s)		Yearly	Trainings	10
<b>3.5.5</b> Police officers will work with campus and community to develop a problem solving partnership.	Principal		Each Semester	Observation; meetings	10





**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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
<b>3.6.1</b> Continue to assess and analyze technology needs to support implementation of instructional technology by campus/departments (LRP 3.6). • Hardware • Network Infrastructure • Software Integration • Support Staff • System Management Resources * Printer Toner Cartridges	Principal  Campus Computer Technician	175,199,211	Daily	Inventory	1
<b>3.6.2</b> Apply for and or renew site based licenses for the approved list of instructional software applications.	Principal	175,199,211	Yearly	Monthly usage report	2
<b>3.6.3</b> Use campus and district STAR Chart summaries as a needs assessment tool to ensure annual updates to the campus technology plan	Principal  Teacher(s)		Yearly	Usage reports	1



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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 training and support on instructional technology applications such as Istation, Successmaker, Student Information Systems, TEMS Gradebook, School City Data Analysis, Wireless Digital Tablets, Online Professional Development, E2020, Microsoft SharePoint and Stoneware Portal.	Principal	199	Yearly	Sign in sheets; Eduphoria	2
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Principal		Yearly	Eduphoria; sign in sheets	4
3.7.3 Campus technician will 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"> <li>• Network Specialist (District)</li> <li>• Instructional Technology Trainer (Campus-Shared)</li> <li>• Campus Support Technicians (Full time campus)</li> <li>• Webmaster (Full time)</li> <li>• State Reporting Specialist (Programing, PEIMS)</li> </ul>	Principal Librarian(s) Campus Computer Technician		Yearly	Comprehensive Needs Assessment	1
3.7.4 Attend monthly meetings for attendance, PEIMS, and discipline.	Assistant Principal(s)		Monthly	Sign in sheets	1
3.7.5 Attend scheduling meetings throughout the year.	Assistant Principal(s)		Yearly	Sign in sheets	1
3.7.6 Attend grade book trainings at the beginning of the year and do refresher courses as needed.	Campus Computer Technician		Yearly	Sign in sheets	4
3.7.7 Coordinate Parental Involvement meetings to develop training for parents on the student SIS parent portal.	Parental Liaison Principal		Yearly	Sign in sheets	6
3.7.8 Utilize electronic gradebook and attendance tracking system support for student attendance and grade reporting.	Teacher(s)		Daily	Sign in sheets	4



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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
<b>3.8.1</b> Review fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/ replacement of technology equipment.	Principal	175,199,211	Yearly	Work order	1
<b>3.8.2</b> Explore the option to implement online testing by reviewing the computer to student ratio and possible funding. (EPLAN Goals 3.6, 4.1).	Testing Strategist	175,199,211	Yearly	Work order	1
<b>3.8.3</b> Review all technology hardware.	Principal Campus Computer Technician	175,199,211	Yearly	Work orders	1
<b>3.8.4</b> Replace technology hardware as needed.	Principal	175,199,211	Daily	Classroom/Computer Lab Observation	1
<b>3.8.5</b> Review current technology hardware and software to ensure that it will support the state requirements for online testing.	Principal	175,199,211	Daily	Inventory	1
<b>3.8.6</b> Communicate with the district testing coordinator for online testing.	Campus Computer Technician Testing Strategist Principal		Yearly	Reports	1



**O'GRADY ELEMENTARY  
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**GOAL 3 EFFICIENT 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.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.9.1</b> Provide technology staff development training to teachers, administrators and support staff on technology.	Campus Computer Technician Principal	199,175,211	Yearly	Sign in sheets; agenda	4
<b>3.9.2</b> Campus technician will attend different trainings on how to run reports for all instructional software applications.	Campus Computer Technician Principal	199	Yearly	Eduphoria; sign in sheets	4
<b>3.9.3</b> Utilize our district instructional technology strategist to develop monthly professional development calendar for instructional technology trainings	Campus Computer Technician Principal	199	Monthly	Sign in sheets; agenda	4



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**GOAL 3 EFFICIENT OPERATIONS**

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

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.10.1</b> Increase understanding of financial aspects.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	Budget reports	10
<b>3.10.2</b> Business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal	165,171,175,1 95,199,211,212 ,263,461	Each Semester	Sign in sheets; budget reports	10,4
<b>3.10.3</b> Attend an overview of business office procedures meeting during the Administrator's Academy.	Principal Assistant Principal(s)	165,171,175,1 95,199,211,212 ,263,461	Yearly	Sign in sheets; budget reports	10,4
<b>3.10.4</b> Secretary/clerks and activity sponsors will attend business office procedures meetings.	Principal	165,171,175,1 95,199,211,212 ,263,461	Each Semester	Sign in sheets; agenda	10,4



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT 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	165,171,175,1 95,199,211,212 ,263,461	Daily	Budget reports	10
3.11.2 Attend overview of budget allocations and balances	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	Budget reports	10
3.11.3 Monitor monthly budget balances through email subscriptions.	Principal	165,171,175,1 95,199,211,212 ,263,461	Monthly	Budget Report	10
3.11.4 Review monthly income statements with leadership team.	Principal Teacher(s)	165,171,175,1 95,199,211,212 ,263,461	Monthly	Budget report; sign in sheets	10
3.11.5 Communicate with central office through finance and operations.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	Budget reports	10



**O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

**OBJ 12 Determine alternative sources of funding for priority needs.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.12.1</b> Identify corporate sponsors for capital needs through the Educational Foundation.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	School/Classroom observation	10
<b>3.12.2</b> Monitor TEA and Federal Government for Grant opportunities.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	School/Classroom observation	10
<b>3.12.3</b> Research possible grant opportunities	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	School/Classroom observation	10
<b>3.12.4</b> Communicate with grant writer	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	School/Classroom observation	10



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GOAL 3 EFFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Utilize new and emerging technologies.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	Classroom observation	10
3.13.2 Continue utilizing the SHARS billing system.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	SHARS reports	10





O'GRADY ELEMENTARY  
CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Comply with fiscal policies and controls to preserve the District's fiscal position.	Principal	165,171,175,1 95,199,211,212 ,263,461	Yearly	District policy	10



**O'GRADY 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		Daily	Rosters	5
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal		Monthly	Teacher Rosters	5
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal		Daily	AESOP Reports	5
4.1.4 Continue to study and propose revisions, as needed, to the teacher supplements that support the needs of students.	Principal	175,211	Yearly	Comprehensive Needs Assessment	2
4.1.5 Employ bilingual certified elementary teachers and ESL certified English Language Arts secondary teachers.	Bilingual Teacher(s)	163,263	Yearly	Applitrack	2
4.1.6 Meet with department managers to review and update staffing formulas, timelines, budget staff by fund and identify needs in the CNA with respect to the staff that need to be addressed for the upcoming year.	Principal		Yearly	Comprehensive Needs Assessment	1
4.1.7 Utilize Applitrack and Personnel Specialist Checklist for Qualifications.	Principal		Yearly	Applitrack Reports	5
4.1.8 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal		Yearly	TX Bess Mentors	3
4.1.9 Utilize AESOP Reports	Principal		Daily	AESOP Reports	3
4.1.10 Utilize TASB supplement studies.	Principal		Yearly	TASB recommendations	1
4.1.11 Utilize Applitrack and Personnel Specialist checklist	Principal		Yearly	Applitrack Reports	5



**O'GRADY 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 e.g. AYP, AEIS, PBMAS.	Principal	175,199,211	Monthly	Reports	1
4.2.2 Continue to evaluate and update job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal	175,199,211	Monthly	Reports	3
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal	175,199,211	Daily	AESOP	3
4.2.4 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment by campus.	Principal	175,199,211	Monthly	Reports	1
4.2.5 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with the implementation of district curriculum.	Principal	175,199,211	Yearly	Report	1,2
4.2.6 Review staffing guidelines and determine how to best meet needs considering budget constraints.	Principal	175,199,211	Yearly	Reports	3
4.2.7 Utilize Instructional Staff to increase student academic achievement	Principal	175,199,211	Yearly	Reports	3
4.2.8 All department managers should review and adjust accordingly job descriptions relative to their program effort.	Principal	199	Yearly	Reports	3
4.2.9 Ensure AESOP system is functional and accessible to campus administration	Principal	175,199,211	Daily	Reports	3
4.2.10 Review teacher experience report regarding NCLB distribution of staff to administrators.	Principal		Yearly	Reports	3
4.2.11 Coordinate with elementary coordinators to actively support teachers in the implementation of the Curriculum.	Academic Strategist Principal		Yearly	Reports	3
4.2.12 Personnel will keep an educational professional portfolio that will represent classroom data.	Teacher(s)	199	Yearly	Reports	3



**O'GRADY 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 a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal	175,199,211	Monthly	STAAR Results	4
4.3.2 Participate in professional development for teachers and administrators aligned to diverse student groups in the district e.g. LEP, Special Education, technology standards	Principal	175,199,211	Monthly	Web Travel, Professional Development	4
4.3.3 Utilize the district's web travel system to record and approve personnel travel for staff development.	Principal	175,199,211	Monthly	Web Travel, Professional Development	4
4.3.4 Hire substitutes for teachers attending staff development.	Principal	199,175,211	Monthly	AESOP report	3
4.3.5 Staff will participate in staff development that fulfills TQAMO requirements under NCLB.	Principal	175,199,211	Monthly	Sign in sheets, Eduphoria, AESOP	4
4.3.6 Utilize Eduphoria to generate professional development reports	Principal		Monthly	Eduphoria; sign in sheets	4
4.3.7 Teachers will participate in staff development to meet the needs of all students.	Principal	175,199,211	Monthly	AESOP, sign in sheets; Eduphoria	4
4.3.8 Web travel reports and staff development registration.	Principal Teacher(s)		Monthly	Web travels; sign in sheets	10

**CAMPUS PERFORMANCE  
2016-2017**

Ollie O'Grady 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	63	72	69	67	61	79	81	77	67	67	70	65	59	79	79	74	65	77	75	69	-
African American	65	78	86	-	61	75	80	-	68	77	86	-	57	72	*	-	69	88	*	-	69	89	-	-
Hispanic	71	74	71	63	67	69	67	61	76	80	77	67	62	70	65	59	75	78	74	65	73	75	69	-
White	85	85	78	-	83	82	79	-	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	42	35	33	27	39	49	52	47	50	30	32	29	*	47	45	46	*	45	44	49	-
Ec. Disadvantaged	68	72	69	64	64	66	64	60	73	79	75	69	58	68	61	59	72	77	72	65	69	73	68	-
ELL	57	60	53	58	51	51	47	54	69	72	65	65	50	57	45	51	57	62	56	56	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		-		
Hispanic	97.1	96.3		
White	*	*		
Eco. Dis.	97.0	96.3		
All Students	97.1	96.3		

	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		

**O'GRADY ELEMENTARY  
2017-2018  
CAMPUS BUDGET SUMMARY**

<b>FUNDING SOURCE</b>	<b>FUNDING TYPE</b>	<b>AMOUNT</b>
199	GENERAL FUND	\$64,000.00
<b>FUNDING SOURCE</b>	<b>STATE</b>	<b>AMOUNT</b>
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$2,200.00
175	STATE COMPENSATORY	\$83,898.00
165	STATE BILINGUAL	\$36,124.00
173	HIGH SCHOOL ALLOTMENT	
<b>FUNDING SOURCE</b>	<b>FEDERAL</b>	<b>AMOUNT</b>
211	TITLE I REGULAR	\$77,777.00
212	TITLE I MIGRANT	\$160.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$14,809.00