

# WAITZ ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

## **Vision Statement**

WAITZ 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

WAITZ 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**  
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**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.**

**WAITZ ELEMENTARY**  
**Roster by Grouping**  
**2017-2018**

**Campus Based Professional Staff**

Benita Rocha - Pre K  
Anita Calderon - K  
Linda Moreno - 1st  
Veronica Lopez - 2nd  
Leticia De Los Reyes - 3rd  
Laura Villanueva - 4th  
Corina Avila - 5th

**Non-Teaching**

Veronica Buentello - Assistant Principal  
Cristina Garcia - Counselor

**District Level Professional Staff**

Raquenel Austin - Speech Therapist  
Cynthia Compean - Migrant Aide

**Teachers (Secondary)**

None

**Non Teaching (Secondary)**

None

**Business Representatives**

Mayra Ramirez - Building Foundations Children's  
Academy

**Parents**

Alma Rodriguez  
Joann Soto

**Community Representatives**

Rosie Silva  
Marisol Guerrero

**Central Office Representative**

Nelda Rios - Director for Testing and  
Evaluation

**CAMPUS IMPROVEMENT PLAN****Directory****NAME****TITLE**

Rubicela Rodriguez	Principal
Veronica Buentello	Asst. Principal
Cristina Garcia	Counselor
Elizabeth Tanguma	Librarian/ UIL Coordinator
Nelda Lazos	Instructional & Assessment Strategist
Sandra Menchaca	PE Coach
Rebecca Leal	Sp. Ed. Self-Contained Teacher
Juanita Coronado	Resource Teacher
Cynthia Compean Flores	Migrant Aide
Stephanie Mayorga	Music Teacher
Raquene Austin	Speech Therapist
Nora T. Gomez	Teacher
Yesenia Tan	Teacher
Clarissa Arteaga	Teacher
Blanca Garcia	Teacher
Maria G. Morales	Teacher
Benita Rocha	Teacher
Jessica Balderrama	Teacher
Carmen Cantu	Teacher
Juanita Gonzalez	Teacher
San Juanita Mandujano	Teacher
Christina Gaytan	Teacher
Maria Esquivel	Teacher
Linda Moreno	Teacher
Liza Colorado	Teacher
Corina Avila	Teacher
Leticia De Los Reyes	Teacher
Tara De La Vega	Teacher
Josefa Garza	Teacher
Amanda Pena	Teacher
Estrellali Garcia	Teacher
Eva Juarez	Teacher
Laura Villanueva	Teacher
Irma Avila	Teacher
Anita Calderon	Teacher

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

<b>NAME</b>	<b>TITLE</b>
Nora Abrego	Paraprofessional
Anthony Charles	Paraprofessional
Ana Perez	Paraprofessional
Fran Stickle	CAI Lab Proctor
Jo Lopez	Paraprofessional
Joselias Hinojosa	Technician
Anita Gonzalez	Home/School Liason
Vanessa Claffin	Activity Fund Clerk
Beatriz Garza	PEIMS Clerk
Melissa Cantu	Principal's Secretary
Sheri Trevino	LVN
Enedelio Cuellar	Custodian
Domingo Del Angel	Custodian
Leticia Borjas de Hernandez	Custodian
Antonio Mendoza	Lead Custodian
Elvira Zapata	Cafeteria
Mirna Trevino	Cafeteria
Maria Palomo	Campus Cafeteria Manager
America Garza	Cafeteria
Margarita Guerra	Teacher
Daisy Salinas	Paraprofessional
Ruby Islas Flores	Teacher
Teishi Rocha	Paraprofessional
Veronica Lopez	Teacher
Alejandra Villalpando	Paraprofessional
Fabiola Salinas	Teacher
Roberto Villarreal	Teacher



## COMPREHENSIVE NEEDS ASSESSMENT

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### DEMOGRAPHICS

- 1 Ensure the all subgroups are provided with the appropriate programs and lesson designs with differentiated instruction for student success.
- 2 Strive to increase GT population by providing lesson designs that are more rigorous and testing a larger amount of students.
- 3 Increase academic gains in the ELL and special education subgroups by focusing on bilingual and special need students' academic needs, such as vocabulary and reading comprehension.
- 4 Provide lower teacher, classroom ratios in order to ensure student performance.
- 5 Implement a consistent SAT referral process by following all tiers on Response to Intervention. (RTI) Including obtaining school history information regarding interventions for at risk students.
- 6 Continue to provide flexible scheduling for in school tutoring and resource blocks in order to minimize student performance gaps.
- 7 Continue to provide more rigorous lesson designs for unidentified regular/high achiever students.

### STUDENT ACHIEVEMENT

- 1 Increase vertical collaboration of core subject lesson designs to ensure that students are exposed and prepared for the next grade level.
- 2 Implement GLAD strategies to provide opportunities for students to practice dialogue and conversation within lesson designs.
- 3 Provide teachers with the proper staff development and equipment to integrate technology within the classroom.
- 4 Increase the emphasis and importance of reading through lesson designs, reader's theatre and exposure to a variety of novels.
- 5 Create a vertically aligned integration of journaling within the classrooms to promote writing skills, use of proper vocabulary, and creative thinking.
- 6 Schedule PLC meetings with grade levels to monitor student progress through data analysis and teacher input.
- 7 Create a campus wide incentive and reward system to recognize student excellence in the core subjects.
- 8 Create a uniform vocabulary introduction and usage implementation throughout the campus.
- 9 Provide continued support for teachers on data analysis and implementation of District pacing charts, GLAD curriculum, and timeline and alignment of resources.
- 10 Ensure that intervention programs are being utilized and implemented within the classroom and that students are mastering the targeted skills and objectives.
- 11 Provide students with opportunities to gain life experiences in order to make real life connections and relate to curriculum.
- 12 Integrate core subject curriculum within music, physical education, and library blocks to support classroom teaching.
- 13 Collaborate with special education teacher and ensure that all IEPs are being addressed for every student throughout the school year.

### SCHOOL CULTURE AND CLIMATE

- 1 Create more opportunities for parent involvement in school activities and child's academic needs.
- 2 Continue to develop school calendar of parent meetings targeting the newly acquired state assessment expectations.
- 3 Continue to create parent meeting agendas that have relevant information regarding campus and student needs.
- 4 Continue to create an atmosphere where parents feel that they have a vested interest in the campus vision and mission statement.
- 5 Create an atmosphere of positive competition and academic excellence through extra-curricular activities such as: DI and UIL.
- 6 Continue to replenish outdated and damaged equipment, furniture, technology, etc.
- 7 Continue collaborative meetings to provide for communication and support of all staff members.
- 8 Provide continuous counseling on campus student needs, such as bullying, drugs, harassment, etc.
- 9 Improve implementation of mentor program.
- 10 Create additional methods of celebrating campus, staff and student achievement and accomplishments.



## COMPREHENSIVE NEEDS ASSESSMENT

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### STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Develop a monitoring action plan to target staff weaknesses and strengths.
- 2 Provide continuous teaching opportunities that target teacher's areas of weakness.
- 3 Provide continuous monitoring to ensure that all new state standards are being implemented within the classroom and are vertically aligned through grade levels.
- 4 Create a positive and motivational environment that is supportive in order to retain current teachers.
- 5 Continue ensuring that staff is updated on all certifications and seek out opportunities for staff development in areas of needs, ie. ESL strategies, Bilingual, etc.
- 6 Continue to train teachers for the District TEXBES mentoring program of new teachers.
- 7 Continue to promote leadership opportunities for staff members to take a more active role on campus.
- 8 Create Professional Learning Communities (PLC's) to address campus areas of weakness.

### CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Develop lesson designs that reflect district pacing charts and are aligned to state supporting and readiness standards.
- 2 Ensure administrative monitoring of full implementation of TEKS throughout grade levels to ensure horizontal and vertical alignment of curriculum.
- 3 Ensure consistent and accurate analysis of classroom and testing data via Eduphoria AWARE to provide the necessary changes in lesson designs for re-teaching and differentiated instruction.
- 4 Assure the implementation of the district bilingual model through administrative walk-throughs and team collaboration.
- 5 Continue to consistently provide enrichment activities to high achieving/GT student populations.
- 6 Provide opportunities for individualized and small group instruction through tutoring, computer programs, flexible scheduling, and resource blocks.
- 7 Communicate student, grade level and campus needs through collaborative meetings to find solutions for student achievement.
- 8 Integrate holidays and special days of recognition into curriculum through social studies/history lessons.
- 9 Ensure lessons are directed to all learning modalities and provide a high level of rigor.
- 10 Ensure that the appropriate intervention program is implemented immediately after a student weakness is identified and continuously monitor progress until skill has been mastered.
- 11 Ensure teacher are trained and implementing the RTI process.

### FAMILY AND COMMUNITY INVOLVEMENT

- 1 Develop a strong homework system and parent awareness of district/campus homework policies
- 2 Create a more concise, immediate, and on-going communication with parents of identified at risk students.
- 3 Provide signs in the pick up area that contain information on school services provided.
- 4 Encourage and invite community members to participate in school functions and activities.
- 5 Provide parental training on technology, communication skills, English (Rosetta Stone), and student academic expectations.
- 6 Continue offering opportunities for community involvement, ie. Book fairs, fall and spring festivals, career days, assemblies, etc.
- 7 Create an outreach program for parental understanding that targets the importance of their involvement in their child's academic, behavioral, and social success.
- 8 Set high expectations by administration on teacher/parent communication in order to be proactive.





## COMPREHENSIVE NEEDS ASSESSMENT

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### SCHOOL CONTEXT AND ORGANIZATION

- 1 Provide opportunities for vertical grade level collaboration during staff meetings.
- 2 Monitor parent logs and other forms of communication more consistently.
- 3 Communicate more with district curriculum coordinators on unit assessment and curriculum changes due to state changes in standards.
- 4 Provide additional resources aligned to state supporting and readiness standards.
- 5 Provide more support for teachers through Assessment and Instruction strategist and instructional coaches.
- 6 Provide SBDM and CILT meetings to address any issues faced throughout the school year.
- 7 Provide staff developments on centers and software in order to target student needs and maximize classroom instruction.
- 8 Continue to provide resource block throughout the day to target specific student needs.
- 9 Continue to provide tutoring and Saturday academies and additional computer lab tutoring through software in order to supplement teacher lessons and master targeted skills.
- 10 Continue to provide opportunities for staff to take leadership roles in projects, committees, etc.
- 11 Provide office staff and teachers with staff development on communication skills in order to ensure a positive and welcoming environment.
- 12 Continue to set high expectations for all stake holders to meet the demands of Texas educational system.

### TECHNOLOGY

- 1 Continue to create centers within the classrooms that include technology and use of computers
- 2 Monitor integration of media presentations and other forms of technological use within lesson designs and student classwork.
- 3 Provide software that meets the needs of the special education, bilingual, at-risk, migrant and GT student populations.
- 4 Provide staff with professional development opportunities in technology and how to implement technology into their lesson designs.
- 5 Create a monitoring system that monitors the use of technology in the classroom.
- 6 Purchase additional technology hardware and software to enhance instruction in the classroom.
- 7 Purchase additional software that targets vocabulary and reading comprehension in order to target specific subgroups.

## 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



**WAITZ 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 the vertically aligned Mission CISD curriculum and state supporting and readiness standards in PK -5 with fidelity including the increase of research based instructional strategies and methodologies that support students with disabilities in all settings.	Teacher(s) Principal	211, 175 , 199	Yearly	lesson plans, PLC agenda	3,10,7
1.1.2 Utilize multiple sources to address the requirements to meet state and federal accountability standards including district assessments to address missed systems safeguards on state accountability.	Principal Testing Strategist Assistant Principal(s)		Daily	Formative and summative assessments, State reports (Indices)	1,3,10
1.1.3 Coordinate efforts to increase academic achievement for all students.	Principal		Every Six Weeks	District and state assessments	1,3
1.1.4 Utilize resources needed to support district and federal accountability measures.	Principal Assistant Principal(s)		Yearly	State assessments	1,3
1.1.5 Provide a rigorous, relevant and engaging instruction in all core areas and in all grade levels that will lead to meeting state standards. Specific targets will include all students and sub-populations.	Principal	175, 211, 263, 171 And 199	Every Six Weeks	AWARE Reports, Common Assessments, District Benchmark	1,2,7
1.1.6 Continue the implementation of various technology programs to strengthen the curriculum such as:  *Brainpop *Brainpop Jr., ESL *Think Through Math *Maps 101 *Measuring Up Insight LIVE *CPALLS Timeline for PK *SuperTeacher Worksheets *Stemscopes *Istation Reading and Math *Starfall Education *Spelling City	Assistant Principal(s)  Librarian(s)	175, 211, 199	Yearly	Usage Reports	1,2,3
1.1.7 Provide research based instructional materials and Warehouse items that help students meet STAAR standards and to meet 90% approaches, 60% meets, and 30% Masters level performance goals.	Principal	175, 211, 212, 171, 263, 199	Every Six Weeks	Formative and summative assessments, Six Weeks exams	2,3



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p><b>1.1.8</b> Participate in the implementation of the campus curriculum writing initiatives to strengthen the curriculum to increase academic achievement for all students.</p> <p>*Project GLAD *Fundamental 5 *DMR consultant *Writing Staff Dev. *Isaias Rodriguez *Irma Bridges *Trail of BreadCrumbs *Campus Writing Committee</p>	Principal Assistant Principal(s)	211, 175	Daily	formative and summative assessments	1,3,9
<p><b>1.1.9</b> Participate in the implementation of reading initiatives that foster instructional strategies to increase college readiness of all students.</p>	Principal Assistant Principal(s)		Daily	formative and summative assessments	1,3,9
<p><b>1.1.10</b> Purchase incentive materials to encourage students to Believe, Achieve, and Succeed. Materials will be used to promote attendance and student achievement.</p>	Principal	199, 211, 461	Every Six Weeks	Attendance records, Enterprise assessments, report cards	1
<p><b>1.1.11</b> Provide team tutors/teachers for identified "at risk" populations to guide them through a series of appropriate interventions to ensure all students succeed.</p>	Principal	175, 211	Yearly	formative, summative, benchmarks, and state assessments	1,3,9, 10
<p><b>1.1.12</b> Support district initiatives for all student to participate in extra curricular activities.</p>	Principal	199, 461	Yearly	U.I.L. meets, Robotic and DI competitions, school programs	1,9,10
<p><b>1.1.13</b> Conduct LRC reading incentive celebrations for students who meet status to promote passion for reading and encourage others to read.</p>	Librarian(s) Principal Assistant Principal(s)		Every Six Weeks	Enterprise Assessments (AR)	1,9,10
<p><b>1.1.14</b> Participate in the following programs and activities in order to meet the academic needs of diverse populations and learning styles; the utilization of technology for academic progress; and to increase academic achievement.</p> <p>*Author Visits *Book Fairs *All students will participate in the Bluebonnet Books *National Library Week *Literacy Nights *Campus book clubs *Reader Leader Flag</p>	Librarian(s) Principal Assistant Principal(s)	199	Every Six Weeks	Enterprise assessment (AR) and promotion of Reading awareness	1,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.15 Provide the campus librarian with professional development opportunities in order to update the librarian's knowledge and skills in the areas of research, curriculum, resources, teaching strategies and technology to provide necessary tools to reach academic success.	Librarian(s)  Principal	199	Yearly	TTESS, and walk throughs	1,4,9
1.1.16 Implement the vertically aligned MCISD curriculum PK-5th with fidelity aligned including the increase of research-based instructional strategies and methodologies that support the needs of all students.	Principal	211, 175, 199	Daily	Lesson plans, formative and summative assessments, benchmarks, report card grades, state assessments	1,3,9,7
1.1.17 Align lessons, district assessments, common assessments, six week assessments, benchmarks to state standards to address missed system safeguards on state accountability.	Principal  Assistant Principal(s)  Reading Coach		Every Six Weeks	formative, summative, benchmark, weekly, and state assessments	1,3,10
1.1.18 Support staff through administrative walkthroughs to identify successful teaching practices and make the appropriate recommendations for instructional interventions towards improving classroom instruction and student performance based on the teacher's needs.	Principal  Assistant Principal(s)		Every Six Weeks	TTESS, walk throughs, teacher/principal conferences	1,3
1.1.19 Align instruction with the MCISD curriculum and implement use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Teacher(s)  Resource Teachers	199, 211, 175, 171	Daily	Six Weeks Assessments District Benchmarks Walk troughs State Assessment Results Lesson Plans	1,3
1.1.20 Implement the district Pre K curriculum according to the Texas Pre K guidelines which includes school readiness inventory to all prekindergarten students, and require general education PK teachers who teach PPCD program students in an inclusive classroom to obtain a special education EC-12 certification .	Teacher(s)  Principal	211, 175	Daily	BOY MOY EOY C-PALLS Lesson Plans	1,3



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**GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER**

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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.21 Teachers, Reading/Math Coaches , and administrators will review the lessons and unit tests for the upcoming six weeks.	Assistant Principal(s) Principal Teacher(s) Testing Strategist		Weekly	Assessment Data (Aware)	1,3
1.1.22 Purchase/Provide supplemental resources to enhance the district's curriculum and meet the state requirements for STAAR assessment.	Assistant Principal(s) Principal	211, 175	Daily	Six Weeks Assessments District Benchmarks Walk troughs State Assessment Results	1,3
1.1.23 Fully implement the district curriculum documents to address the time and treatment language requirements of our District Bilingual Education Model/Dual Language Education Model.	Teacher(s) Bilingual Teacher(s)	263, 165	Daily	Six Weeks Assessments District Benchmarks Walk troughs State Assessment Results Aware	1,3
1.1.24 Conduct PLC meetings with reading and math coach to address student's educational needs.	Assistant Principal(s) Reading Coach Principal		Weekly	sign in, PLC agenda	1,3
1.1.25 Conduct and monitor bi-weekly fluency checks and 3 week quick checks as per district/campus requirement.	Principal Reading Coach		Weekly		1,3
1.1.26 To Supplement resources/ materials for Testing Strategist for accommodation of STAAR testing and other State testing requirements.	Testing Strategist Principal	211, 175, 199	Yearly		1,3
1.1.27 Provide research based resources to address Reading, Math, Science, and Writing.	Principal	211, 199, 175	Daily	Agendas	1,3
1.1.28 Utilize the Title I, Part A funds reserved for professional development to improve student achievement.	Principal				1,3



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CAMPUS IMPROVEMENT PLAN**

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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
<p><b>1.1.29</b> Provide instructional fieldtrips that are relevant to the TEKS and curriculum and are aligned to district initiatives/instructional needs.</p> <ul style="list-style-type: none"> <li>* National Butterfly Center</li> <li>*College visits</li> <li>*Gladys Porter Zoo</li> <li>*Robotics</li> <li>*Children's Museum</li> <li>*Fine Arts, etc.</li> </ul>	Principal	175, 211, 199, 461, 171	Yearly	Lesson plans	3,9
<p><b>1.1.30</b> Attend district-wide training in the area of writing to assist teachers target the struggling economically disadvantaged, special education and English language learners.</p>	Principal Reading Coach		Yearly	Agenda, PD Eduphoria Reports	2
<p><b>1.1.31</b> Participate in the web-based Renaissance Learning Accelerated Reader Program as a supplemental resource to increase reading fluency and comprehension skills.</p>	Teacher(s) Librarian(s)	175	Daily	AR Reports and STAR Reports	1,9
<p><b>1.1.32</b> Monitor and Implement district-wide Reading intervention programs ( I-station, Star Renaissance) to target the struggling readers, inclusive of our special education and ELL students.</p>	Librarian(s) Teacher(s) Bilingual Teacher(s)	171, 211, 263, 175, 165	Daily		1,3
<p><b>1.1.33</b> Implement the social studies weekly, Maps 101 and Pearson realize program to enhance the curriculum and provide more relevant, hands-on activities for our ELL and Special Education students.</p>	Teacher(s)	171, 263, 211, 175, 165	Daily	Six weeks assessments	3,10
<p><b>1.1.34</b> Implement the STEM SCOPES and, Brain Pop science programs to enhance the curriculum and provide more relevant, hands-on activities for our ELL and Special Education students.</p>	Principal	175, 211	Yearly	Computer usage reports	2
<p><b>1.1.35</b> Coordinate efforts with the district to increase academic achievement of all special population students by working as a team in monitoring student progress, and auditing student records.</p>	Principal Teacher(s)		Daily	Walk Throughs Progress Reports	2,1,8



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CAMPUS IMPROVEMENT PLAN**

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MISSION CISD

**GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER**

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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.36 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Principal Librarian(s)	199	Monthly		1
1.1.37 Continue to ensure Priority for Service Migrant Student has an Action Plan which indicates academic and supplemental support.	Principal	212	Every Six Weeks	Lesson Plans, Action Plans	1,2
1.1.38 Encourage participation to mentoring programs which develop migrant students learning styles and study skills.	Principal Teacher(s)	212	Daily	Action Plans, Observations, and Reports	1,3
1.1.39 Coordinate with school staff to ensure migrant students who have failed STAAR have access to intrastate and interstate opportunities.	Principal Teacher(s)		Daily	STAAR scores	1,3
1.1.40 Provide hands on learning experiences through various resources such as educational field trips, presentations, and guest speakers. *Judy Hollinger*DHR* Drug Awareness *Bully Prevention	Principal Teacher(s)	461, 199, 211, 175	Yearly	Lesson Plans	1,3
1.1.41 Promote college and career readiness in all grades.	Teacher(s) Principal Counselor(s)		Daily	Aware and Student progress	1,3,7
1.1.42 Purchase research based programs to increase and ensure the academic achievement in core subjects of all special population students and monitor and review student progress.	Principal	212, 171, 263	Yearly	Aware, STAAR results, student progress	1,3
1.1.43 Promote reading initiatives and integration of technology in grades Kinder through 5th grade.	Principal Librarian(s)	211, 175, 199, 212, 171	Every Six Weeks	Reports	1,3
1.1.44 Implement the provided research based supplemental instructional materials for ELL students in order to increase academic achievement in L1 and L2 such as: Sing, Spell, Read, and Write- Cantar, Leer y escribir and Aprendemos a Leer, Estrellitas, Rally!	Assistant Principal(s)	263, 165	Daily	lesson plans and reports	1,3,7
1.1.45 Implement the provide supplemental instructional materials to special education teachers in order to increase academic performance and close learning gaps.	Principal	171	Daily	lesson plans and reports	1,3
1.1.46 Implement the provide research based supplemental instructional materials for migrant students to increase academic achievement and close learning gaps.	Assistant Principal(s)	212	Daily	lesson plans and reports	1,3
1.1.47 Utilize the provided supplemental instructional materials for gifted/talented students to attain advanced academic achievement.	Librarian(s)	199, 211, 175	Daily	GT fair, project, and STAAR results	1,3





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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.48 Monitor various technology programs through usage reports.	Principal		Weekly	Reports	1,3
1.1.49 Dissaggregate data using STAAR results, Eduphoria AWARE, Six Weeks Assessments, and Six Weeks-Mid Assessments.	Testing Strategist		Every Three Weeks	data reports	1,3
1.1.50 Implement the following Six Week Incentives: dances, moon jumps, BINGO day, games, puzzles, AR recognition, Eagle of the six weeks, attendance incentives.	Principal	199, 461, 211	Every Six Weeks	Reports	1,3
1.1.51 Implement the following yearly incentives: certificates, medals, plaques, trophies, field day, kids fun day, reach million word mark recognition.	Principal Librarian(s)	199, 461, 211	Every Six Weeks	incentives Purchase Order	1,3
1.1.52 Analyze the Literacy progress monitoring reports, diagnostic reports, and STAAR data.	Principal Assistant Principal(s) Testing Strategist		Every Six Weeks	data reports	1,8
1.1.53 Assess students on a monthly basis with STAR Reading Enterprise, as per district initiative to improve the reading levels of all students.	Librarian(s) Principal		Every Six Weeks	Enterprise Assessment (AR)	1,9,10
1.1.54 Provide teacher incentives to promote appreciation.	Principal Assistant Principal(s)	199, 461	Yearly	Teacher Retention	1
1.1.55 Utilize instructional materials from Mission CISD Warehouse to implement state standard objectives and to purchase Nicky Folders for homework/assignments.	Principal Assistant Principal(s)	175, 211, 199	Yearly	Purchase orders	1
1.1.56 Provide instructional materials for STAAR preparation and practice: Kamico, Mentoring minds, Forde-Ferrier, STEMscopes science, STEP up to TEKS, STAAR Master, and STAAR Coach, Buckle down, GPS, Rally Education, Countdown to STAAR, Studies Weekly, Sing Spell Read and Write, and Reading fluency materials to ensure student achievement.	Assistant Principal(s) Principal	175, 211, 263, 212, 165, 171, 199	Yearly	data results, and formative and summative assessments	1,9
1.1.57 Analyze District benchmark and six week assessment data.	Assistant Principal(s) Principal Testing Strategist		Every Six Weeks	data reports that include data from benchmarks, and six weeks assessments	1,3



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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
1.1.58 Implement instructional strategies and reading initiatives through: Think through Math Reading and Math Istation Reading Enterprise Fluency checks	Assistant Principal(s)  Principal  Testing Strategist  Teacher(s)		Every Six Weeks	Data reports from all programs	1,9
1.1.59 Provide student incentives to increase attendance and academic achievement every six weeks.	Assistant Principal(s)  Principal	199, 461, 211	Every Six Weeks	report card grades, attendance reports, AR reports	1,10
1.1.60 Review attendance reports to ensure 98% attendance or 12 daily absences.	Principal		Daily	Attendance reports	9
1.1.61 Target students will be identified through rosters and schedules.	Teacher(s)  Principal		Daily	rosters and schedules	1,3
1.1.62 Review and provide AR reports to teachers.	Librarian(s)  Teacher(s)  Principal  Assistant Principal(s)		Weekly	AR Reports	1,9
1.1.63 Ensure student participation in the Scripps National Spelling Bee, UIL, District sport activities, BlueBonnet, DI, Robotics, Folkorico, and Choir	GT Teacher  Librarian(s)  Music Teacher  P.E. Coach  Teacher(s)  UIL Coaches	461, 199, 211	Yearly	sign in sheets	1,3
1.1.64 Encourage and foster the love of music through daily music classes, programs etc..	Music Teacher  Teacher(s)		Yearly	music schedule	1,3



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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
1.1.65 Student participation, AR reports, district Newsletter, and Eagle Monthly newsletter	Librarian(s) Teacher(s)		Monthly	newsletters sent out	6,10



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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 with disabilities who meet the criteria.	Principal Resource Teachers		Yearly	Six weeks grades, student progress profile sheets	2,3
1.2.2 Implement a campus-wide inclusion initiative.	Special Ed Teacher(s) Principal	171	Daily	Lesson plans, six weeks reports	2,9,7
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal		Every Six Weeks	six weeks reports	1
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Teacher(s) 504 Administrator		Every Three Weeks	RTI meeting agendas/documentation, RTI schedules, Lesson Plan-differentiation of instruction.	2,10
1.2.5 Implement, monitor, and track procedures for accelerated and intensive instruction. Utilize content specific resources and materials for all summer programs and special population student groups.	Principal Assistant Principal(s)		Every Six Weeks	Student Progress reports, Six weeks reports, software usage/reports	1,7
1.2.6 Encourage participation in campus initiative to increase college-readiness of all students	Principal		Yearly	Career day fair, Picture Yourself in College day	10
1.2.7 Acquire library resources (library books, magazines, audiovisual materials, etc) that meet the academic needs of students and staff, encourage reading, reflects diverse populations and learning styles.	Librarian(s)	199	Yearly	LRC budget, Purchase orders	10
1.2.8 Increase participation to 90% in district-wide initiative to increase college-readiness of all students	Principal Teacher(s)		Daily	Academic grades, assessments, STAAR results, student progress sheets	2,3,1
1.2.9 Implement the SRA program for special education students.	Resource Teachers Principal	171	Every Three Weeks	Program reports, academic grades	1,2
1.2.10 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom.	Principal Resource Teachers	175, 211, 199	Monthly	Student progress, academic grades	1,2
1.2.11 Attend professional development for all stakeholders and monitor implementation for students.	Assistant Principal(s) Principal		Yearly	Eduphoria attendance reports/Certificate, lesson plan	2,4,7



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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
1.2.12 Follow district inclusion guidelines and best practice model.	Principal Resource Teachers		Daily	Lesson plans, Inclusion logs	1,2,3
1.2.13 Monitor progress of GT/HA and advanced learners to increase Level III performance.	Principal		Every Six Weeks	Student progress profiles, formative and summative assessments	1,3,9
1.2.14 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Assistant Principal(s) Principal		Every Two Weeks	Discipline coding/reports	10
1.2.15 Monitor special population students local academic achievement data over the course of the year.	Principal		Every Six Weeks	Student profile sheets, Data binders, Istation reports, TTM reports, Academic grades	2
1.2.16 Consistently implement the District's Bilingual and Dual language program models.	Principal		Daily	Walkthroughs, PLC agendas, Lesson plans	1,2
1.2.17 Monitor progress of SRA program for special education students.	Principal		Every Six Weeks	Reports	1,3
1.2.18 Purchase general supplies, instructional resources, and instructional materials relevant to increasing student performance as well as accomplish program objectives.	Principal	199, 211, 175, 263, 212	Yearly	Purchase orders	1,3
1.2.19 Continue to implement the Istation Math to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Testing Strategist		Each Semester	TEMI reports, fluency reports	1,3
1.2.20 Use Istation reading inventory data to continually monitor K-5th grade students for reading progress and at-risk characteristics of dyslexia and related disorders.	Principal		Weekly	Reports	1,3
1.2.21 Follow and comply with district RTI flowchart designating the specific Tier I, II, and III intervention programs.	Assistant Principal(s)		Daily	Reports	1,3
1.2.22 Implement a campus mentoring program for struggling students in special populations.	Counselor(s)	212, 263, 171	Every Six Weeks	Mentor Reports	1
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.	Counselor(s)		Yearly	Reports	1,3



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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
1.2.24 Implement the special education child find process on campus.	Principal		Yearly	Report	1,3
1.2.25 Comply with the revisions of the district RTI Handbook.	Assistant Principal(s)		Yearly	handbook committee sign in	1,3
1.2.26 Provide specific intervention materials to be used for the targeted resource block, RTI, TAG time, and afterschool/Saturday tutorial and enrichment sessions.	Principal	175, 211, 199, 171	Weekly	lesson plans	1,3
1.2.27 Ensure that all teachers have science materials and necessary training to provide intensive instruction to all student populations.	Principal		Yearly	lesson plans, walkthroughs, Evaluations	1,3,4
1.2.28 Purchase content specific materials to be used for campus use for ELA, Social Studies, Math, and Science.	Principal	211, 263, 175	Yearly	Lesson plan suggested resources, PLC resource planning	1
1.2.29 Provide enrichment opportunities in core content for GT/Advanced Learners to purchase materials to be used for activities such as UIL, Destination Imagination Program, and the Texas Performance Standards Project.	Principal		Yearly	GT Resources/ Curriculum in lesson plans, DI performance	3,9
1.2.30 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Principal		Every Six Weeks	Student progress profiles, data binders, academic reports	1,2
1.2.31 Implement afterschool and Saturday intervention Program for all learners utilizing various teaching resources, materials, and strategies.	Principal		Yearly	Lesson plans, Evaluations	1,3,2
1.2.32 Utilize team part time tutors and/or team teachers to assist with struggling students.	Principal	175,211	Every Three Weeks	Formative assessments, report card grades, student progress checks/profile sheets	2,3,8
1.2.33 Provide instructional materials for the differentiation instruction of all learners.	Principal	199, 175, 211, 263, 212	Each Semester	Purchase orders, lesson plans, budgets, PLC plan	1,2
1.2.34 Provide rewards and incentives to students who met the million word mark.	Librarian(s)	199	Yearly	Reading AR reports	10
1.2.35 Recognize students/classrooms that consistently and consecutively meet AR goals	Librarian(s)	199	Weekly	AR reports	1,9



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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
<p><b>1.2.36</b> Analyze data collection to evaluate academic success of students participating in existing special programs every three weeks including special education, GT, advance learners, Bilingual and migrant programs.</p>	<p>Assistant Principal(s)  Principal  Reading Coach  Testing Strategist</p>	<p>171, 212, 199, 211, 175</p>	<p>Monthly</p>	<p>Data reports, Academic grades, data binders, evaluations</p>	<p>1,2,3</p>



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**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>1.3.1</b> Provide professional development activities to support district initiatives and priorities.	Principal	199, 175, 211, 212, 263	Every Six Weeks	STAAR Assessment Data	1
<b>1.3.2</b> Participate in professional development for administrators.	Principal Assistant Principal(s)	175, 199, 211	Every Six Weeks	Student Progress Data	9
<b>1.3.3</b> Gifted and Talented *Attend 30-hour GT Training for teachers *Attend annual GT Updates	Principal		Every Six Weeks	Eduphoria	3
<b>1.3.4</b> ELA *PK-5th grade teachers will attend professional development training sessions.	Principal Teacher(s)		Every Six Weeks	Eduphoria, sign in sheets	4
<b>1.3.5</b> Math *Teachers attend development sessions to all elementary and secondary Math teachers to review the new State TEKS *Teachers attend update staff development sessions as needed to support new TEKS.	Teacher(s)		Every Six Weeks	Sign in sheets	4
<b>1.3.6</b> Science *Teachers will attend professional development to target the needs of all students in the content area of Science.	Teacher(s)		Yearly	Sign in sheets, Eduphoria	3
<b>1.3.7</b> Social Studies *Teachers will attend professional development to target the needs of all students in the content area of Social Studies.	Principal		Yearly	Eduphoria, sign in sheets	1,2,3
<b>1.3.8</b> Bilingual/ESL Program Attend instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies. Attend professional development for paraprofessional staff working with program ELLs.	Principal	263, 165	Yearly	Eduphoria, sign in sheets	1,4
<b>1.3.9</b> Special Education Program *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	Special Ed Teacher(s)	171	Yearly	ARDs and RTI Documentation	4,1
<b>1.3.10</b> Migrant *Ensure all migrant students are being serviced through migrant program.	Migrant Strategist	212	Every Six Weeks	Progress Monitor	1
<b>1.3.11</b> Instructional Technology *Attend and provide training and support for district initiatives	Principal		Yearly	TTESS	1,3





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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
1.3.12 Provide opportunities for professionals and paraprofessionals to attend local and state conferences.	Principal	175, 211, 199, 171, 212	Yearly	Certificate of completion	1,3
1.3.13 Attend Key Leader content training and follow up with one day of planning every six weeks.	Core Subject Teachers		Every Six Weeks	sign in sheets	1,3
1.3.14 Create a campus plan for professional development that details calendar of events and that is aligned to campus priorities and students' needs	Principal		Yearly	campus plan and calendar of events	1,3
1.3.15 Utilize consultant or coaching expertise to provide support and instructional modeling to enhance effective and intentional instruction that is aligned with the state standards.	Principal	199, 211, 175	Yearly	STAAR data, lessons, teacher evaluations	1
1.3.16 Attend training on data analysis provided by the district to improve student scores.	Principal Testing Strategist		Yearly	Eduphoria	1,4
1.3.17 Attend an Administrator's Academy for the 2017-2018 academic school year.	Assistant Principal(s) Principal		Yearly	sign in sheets	1,4
1.3.18 Attend training on Special Education Programs, program implementation of guidelines, procedures, legal requirements, data analysis and state/federal compliance indicators.	Principal	171	Yearly	Student Academic Growth	1,4
1.3.19 Attend campus administrator professional development to ensure proper Bilingual Dual Language Program and ESL Program implementation.	Principal	263, 165	Yearly	Sign in sheets	1,4
1.3.20 Provide opportunities for campus administrator to participate in regional service center workshops and state conferences focusing on the needs of ELL students.	Principal		Yearly	Web travel, registration records	1,4
1.3.21 Provide presentation/information to school staff and administrator to increase awareness of migrant students' need for timely attention and appropriate interventions for academic and non-academic problems or concerns.	Principal	212	Yearly	Copy of information/presentation	1,3
1.3.22 Provide administrator the opportunity to attend at Region One Migrant trainings, and Migrant conferences at the state and national level to ensure that we receive updated information as they relate to the OME's Seven Areas of Concern	Principal	212	Yearly	Web travel and registration records	1,4



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**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	Six week assessments	8
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Teacher(s) Principal		Every Three Weeks	formative, summative evaluations, grades	1
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Principal		Yearly	Accountability Report	7,2
1.4.4 Dissagregate the six weeks test results and address the areas of concern.	Principal Teacher(s)		Every Six Weeks	Six weeks assesemnts	8
1.4.5 Dissagregate universal screener results and refer identified students for reading, math, speech, or behavioral interventions to the RTI team.	Principal Teacher(s)		Yearly	STAAR	8
1.4.6 Disaggregate state assessment results by grade, subject, campus, and special populations.	Principal		Yearly	STAAR	8,7
1.4.7 Conduct 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.	Principal Teacher(s)		Yearly	survey results	10,1
1.4.8 Review testing instruments used for the identification of gifted students, particularly for special population students to ensure their needs are met.	Principal Teacher(s)		Every Six Weeks	Six week assessments	8
1.4.9 Monitor the academic progress of ELL students on campus.	Principal Teacher(s)		Yearly	TELPAS	2
1.4.10 Screen, assess and identify students for the Gifted and Talented Program.	Teacher(s) Coordinator for Advanced Academic Ser/UIL		Yearly	GT Testing	10



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**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
1.4.11 continue to conduct a data analysis of the Texas Accountability Intervention System (TAIS) to increase targeted district intervention and performance in PBMAS,(Performance Based Analysis, System Safeguards), TAPR, (Texas Academic Performance Report) AMAOS, (Annual Measurable Academic Objective System)	Principal		Yearly	Testing reports	10
1.4.12 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	Assistant Principal(s) Principal		Quarterly	LPAC minutes	10,2
1.4.13 Implement a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Principal Teacher(s)	175, 211, 199, 263	Daily	STAAR Test	9



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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 campus and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal Assistant Principal(s) Testing Strategist		Quarterly	Sign in Sheets Certificates of Attendance	1,3
1.5.2 Testing Strategist will attend trainings in order to interpret and evaluate curriculum and instruction to meet state assessment standards.	Principal Testing Strategist	175, 211	Yearly	Sign in Sheets Certificates of Attendance	1,3
1.5.3 Provide training to SBDM/RTI core teams in order to interpret and evaluate STAAR data.	Assistant Principal(s) Principal SBDM Committee		Yearly	Sign in Sheets Certificates of Attendance	1,3
1.5.4 Attend training on how to interpret Safeguards and state reports specific to special populations.	Bilingual Teacher(s) Core Subject Teachers GT Teacher Librarian(s) Principal Resource Teachers Special Ed Teacher(s) Teacher(s)		Yearly	Sign in Sheets Certificates of Attendance	1,3
1.5.5 Provide opportunities for personnel to attend Regional conferences that address state accountability.	Principal Assistant Principal(s)		Yearly	Sign in Sheets Certificates of Attendance	1,3
1.5.6 Conduct horizontal, vertical, and faculty PLC meetings	Reading Coach Principal Assistant Principal(s)		Every Two Weeks	Sign in Sheets Certificates of Attendance	1,3



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CAMPUS IMPROVEMENT PLAN**

**GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER**

**OBJ 6 Improve communication between all district stakeholders.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>1.6.1</b> Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal		Weekly	Sign in sheets	1,3
<b>1.6.2</b> Provide a monthly update/newsletter to inform teachers and staff of upcoming trainings and sessions.	Principal		Monthly	Sign in sheets	4
<b>1.6.3</b> Continue attending the "Superintendent's meetings with the teacher" meetings on a monthly basis to improve communication between Central Office and the campuses.	Principal		Monthly	sign in	1,10
<b>1.6.4</b> Meet every 6 weeks with elementary GT teachers and core content area teachers.	Principal		Every Six Weeks	Sign in Sheet	3,4,10
<b>1.6.5</b> Complete district curriculum feedback forms and submit to Superintendent's PAC committee to improve communication with central office and campuses.	Principal		Monthly	suggestion form/email	1
<b>1.6.6</b> Attend monthly principals' meetings (vertical, curriculum, board meetings).					1,10



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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 to identify and implement educational friendly practices.	Teacher(s) Parental Liaison Principal		Monthly	Agenda, feedback, community survey	1,4,6
2.1.2 Build positive relationships amongst students, parents, families, educators, and community members to foster and promote high student achievement.	Teacher(s) Parental Liaison Principal		Yearly	Parental Contact form, feedback	1,3
2.1.3 Attend and provide professional development on parent/family involvement to current teachers, administrators, or school staff.	Principal Parental Liaison Teacher(s)		Yearly	Teacher survey, agenda, sign ins	1,3
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Parental Liaison Assistant Principal(s) Principal		Yearly	Agendas, sign in sheets, certificates	1,3
2.1.5 Involve community by participating in Principal for a day	Principal		Yearly	Survey	1,3
2.1.6 Organize career day at our campus to involve local fire, police dept, and other local agencies or businesses.	Counselor(s) Assistant Principal(s) Principal	199, 211	Yearly	Sign-In Evaluation Feedback	1,3
2.1.7 Encourage local fieldtrips such as Rancho El Charco, Museums, Zoos, etc. to facilitate TEKS implementation of lessons and activities.	Assistant Principal(s) Principal Teacher(s)	461, 199, 175	Yearly	Feedback	3
2.1.8 Conduct Health and Career presentations.	Assistant Principal(s) Counselor(s) Principal		Yearly	Sign in sheet Evaluation Feedback	1,3



**WAITZ 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
2.1.9 Participate in the district's parent fair and GT expo	Librarian(s) Principal		Yearly	Sign in sheets evaluation feedback	1,3
2.1.10 Community liaisons will make home visits.	Parental Liaison		Daily	Feedback	1,3
2.1.11 Inform parents and staff on school Title I parental involvement requirements.			Every Six Weeks	Sign in Sheets Evaluations	1,3
2.1.12 Organize parental conferences to address and provide awareness of state and federal standards to improve student achievement and parent accountability.	Parental Liaison Principal Teacher(s) Reading Coach Testing Strategist	211	Each Semester	Sign in sheets agenda	1,3
2.1.13 Create signs and/or posters in pick up area to create awareness of meetings and student activities.	Parental Liaison	199, 211	Every Six Weeks	signs on site	1,3
2.1.14 Provide incentives donated by local businesses to parents for attending parental conferences.	Assistant Principal(s) Counselor(s) Librarian(s) Principal Teacher(s) Parental Liaison		Every Six Weeks	Sign in Sheets	1,3
2.1.15 To provide materials for projects for parents during meetings	Parental Liaison Principal	199, 211	Every Six Weeks	Sign in Sheets	1,3
2.1.16 Implement a system where Family and Community Engagement Liaisons conduct home visits as needed for overall student success	Parental Liaison		Yearly	Parental logs	1,4,6
2.1.17 Provide transportation and allowable assistance to our McKinney-Vento/unaccompanied youth.	Parental Liaison		Yearly	registration, Verification of PEIMS coding	1,2,7



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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		Yearly	Sign in sheet	6
2.2.2 Conduct parent trainings and/or meetings on successful practices needed to assist students in meeting state and federal accountability standards.	Parental Liaison Testing Strategist	211, 199	Monthly	Sign in sheet	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison		Monthly	Sign in sheet	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		Each Semester	meeting agendas/sign in	6,10
2.2.5 Develop targeted initiatives to increase parental involvement at the campus.	Parental Liaison		Monthly	Sign in sheet	6
2.2.6 Disseminate Parent, Teacher, Student compact forms, and policy on registration.	Parental Liaison		Yearly	Sign in sheet	6
2.2.7 Organize meetings with I&A strategists regarding STAAR requirements and their role in their child's success.	Testing Strategist Community Liaison		Yearly	Sign in sheet	6
2.2.8 Organize literacy sessions using Maestro En Casa (MATT) to promote a united partnership.	Parental Liaison		Monthly	Sign in Sheet	6
2.2.9 Organize meetings with DAC members as mandated by state and federal guidelines.	Parental Liaison		Yearly	Sign in sheet	6
2.2.10 Organize additional opportunities for parents to visit campus and participate in campus activities.	Parental Liaison		Monthly	Sign in Sheets	6
2.2.11 Solicit parent support/assistance for school programs and provide recognition for their participation	Parental Liaison		Weekly	sign in sheets, monthly liaison reports	6,10
2.2.12 Provide topics and monitor campuses to ensure parent sessions are being conducted on a monthly basis.					6,10





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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
<b>2.3.1</b> Disseminate information, to parents of all participating children, on all required notifications using varied methods, media, resources and languages. Provide all required notifications via : mass mailouts, websites, SchoolMessenger, text messages, Facebook, Twitter, etc.	Parental Liaison		Each Semester	copy of letters, document media logs	6,9,10
<b>2.3.2</b> Implement emerging technologies for expanding and improving communication with the community.	Parental Liaison		Yearly	agendas, reports	6
<b>2.3.3</b> Utilize parental involvement personnel to advocate positive communications between the community and district.	Parental Liaison		Daily	liaison logs	6
<b>2.3.4</b> Ensure parents are informed and sign a school-parent-teacher compact form and review roles outlined in agreement form.	Parental Liaison		Yearly	compact form signatures	10
<b>2.3.5</b> Continue to ensure all parent communications are in English and Spanish.	Principal Parental Liaison		Daily	copy of letters in eng. and span.	10
<b>2.3.6</b> Ensure the campus distributes the campus parental involvement policies.	Principal Parental Liaison		Yearly	Policy copies, agendas	10,6
<b>2.3.7</b> create and distribute the school-parent-teacher compact forms for our campus to parents.	Principal Parental Liaison	211, 199	Yearly	copies of forms	6



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CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Participate in security audit.	Principal		Yearly	Audit feedback	1
3.1.2 Comply with State and Federal Guidelines.	Principal		Yearly	guidelines met	1
3.1.3 Submit work orders based on the findings	Principal		Quarterly	Completed maintenance work orders	1
3.1.4 Address security and safety audit findings.	Principal		Yearly	Audit Feedback	1
3.1.5 Implement State and Federal guidelines	Principal		Yearly	State and Federal Evaluations	1
3.1.6 New nutritional dietary guidelines have been validated and continue to be implemented.	Principal		Yearly	guidelines met	1



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with inventory check to determine obsolete equipment, furniture, facilities, and technology.	Principal		Yearly	Inventory Forms	1
3.2.2 Continue to identify obsolete furniture, technology and equipment and complete and submit the transfer and disposal form.	Campus Computer Technician		Yearly	surplus reports	1



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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		Monthly	Monthly safety reports	1,3
3.3.2 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal		Monthly	building walkthroughs, helpdesk reports, workorders	1,10
3.3.3 Continue to implement a Discipline Plan with clear processes in every classroom and throughout the campus.	Teacher(s) Principal	199	Daily	Help desk orders, building walkthroughs, work orders	10
3.3.4 Conduct and evaluate campus created surveys	Principal		Yearly	Climate Survey	10,1
3.3.5 Campuses review/analyze discipline referral data for proper deployment of safety and security resources	Principal		Yearly	discipline reports	1
3.3.6 Regular inspection of overall campus facility	Principal		Monthly	work orders	10
3.3.7 Provide appropriate safety attire and equipment for all crossing guards and dismissal personnel.	Principal		Yearly	orders submitted, allocated budget for safety attire	1
3.3.8 Retain safety patrol officer for traffic control and student safety.	Principal		Yearly	budget allocation for retention fee	1
3.3.9 Attend yearly district training in responding to an emergency.	Principal		Yearly	campus training sign in	1
3.3.10 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Principal		Monthly	monthly emergency drill reports	1,10
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		Yearly	Communication with agencies documented	1
3.3.12 Implement a security audit of the campus facilities at least once every three years	Principal		Yearly	3 year evaluation	10
3.3.13 Provide safety equipment for campus. * enclose campus * provide security cameras * before and afterschool security * safety equipment/materials * secure parking lot for employees	Principal	199	Daily	safety audit recommendations implemented	1



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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>3.3.14</b> Continue to attend training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), Satori Alternatives to Managing Agression (SAMA) components to school employees in order to address the provisions of the law for students under (IDEA).	Principal		Yearly	training sign in sheets	1,10
<b>3.3.15</b> Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal		Monthly	discipline reports/ coding	1,10
<b>3.3.16</b> Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Principal		Daily	RTI documentation, meeting sign in sheets	1,2
<b>3.3.17</b> 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).			Yearly	meeting minutes	1,10
<b>3.3.18</b> Enforce school uniform policy	Principal		Daily	School policy	1
<b>3.3.19</b> Promote positive environment with visual materials posted throughout the campus.	Principal	199, 461	Daily	bulletin boards, classroom environments noted on walkthroughs	10
<b>3.3.20</b> Monitor campus discipline referrals	Principal		Monthly	Tyler Discipline reports	1,9



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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)		Monthly	counseling logs	10,9
3.4.2 Attend regularly scheduled counselors' meetings/trainings to receive training and determine needs of guidance and counseling on campus.	Counselor(s)		Monthly	sign in sheets, Eduphoria	4
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment.	Counselor(s)	199	Daily	schedule/logs	9
3.4.4 Assist students in monitoring and understanding their own career pathway through pre-registration, transition, career awareness, and career orientation.	Counselor(s)		Yearly	career fair, lesson plans	1,9
3.4.5 provide guidance lessons that target drug awareness, suicide prevention, anti-bullying, dating/violence, healthy relationships and harassment.	Counselor(s)		Daily	lesson plans	1,10
3.4.6 Participate in small groups throughout the year to support and encourage low performing students with testing strategies, attendance, and self-esteem.	Counselor(s)	199	Daily	logs, lesson plans	1,10
3.4.7 Attend counselor conferences/professional development to meet yearly Professional Growth Requirements.	Counselor(s)	199	Monthly	Certificate of completion	1,4



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<b>3.5.1</b> Attend professional development training for elementary teachers and staff to support the safety and wellness of the students.	Teacher(s)		Yearly	sign in sheets	4
<b>3.5.2</b> Coordinate services to better serve our students, families, and district through Community Partners .	Counselor(s)		Yearly	activity sign in sheets	10
<b>3.5.3</b> Attend professional development for all elementary teachers and staff to acquire knowledge and capacity 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	Teacher(s)  Principal	199	Yearly	training sign in sheets	10
<b>3.5.4</b> ensure that migrant aide is meeting the needs of our migrant students to ensure student academic growth	Principal	212	Daily	migrant logs and schedule	10,1
<b>3.5.5</b> Provide presentations for students to encourage and promote attendance, prevent truancy, and student awareness on bullying, cyberbullying, drug awareness, etc.	Counselor(s)		Yearly	Truancy, Attendance, and Discipline reports	9
<b>3.5.6</b> Assist district with drop out recovery program	Parental Liaison		Yearly	Drop out Recovery	1,6,9



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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 replace toner cartridges, network printers, computer hardware, and other instructional technology materials needed throughout the campus in an effort to increase student achievement.	Campus Computer Technician	175, 263, 211, 171, 199	Monthly	Helpdesk report	1
<b>3.6.2</b> Continue to purchase technology support equipment needed to facilitate the implementation of software/hardware technology across the curriculum.	Campus Computer Technician		Daily	Requests, software requirements	1
<b>3.6.3</b> Implement a curriculum for Technology application TEKS through Hoonuit formerly atomic learning for grades Prek-5th grade.	Principal		Daily	lesson plans/ Curriculum overview	1,10
<b>3.6.4</b> Continue to encourage the application of E-rate technology to our campus	Principal		Yearly	e-rate award letter	1
<b>3.6.5</b> continue to purchase technology support equipment needed to facilitate the implementation of software/hardware technology across the curriculum.	Principal	175, 263, 211, 199, 171	Yearly	Review campus technology plan	1





**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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 such as My Reading Coach, Istation, Kurzweil, Atomic Learning, Successmaker, TEMS, Student Information Systems, Eduphoria AWARE, Wireless Digital Tablets, STEMSCOPEs and other instructional software to improve student performance.	Campus Computer Technician	175, 211	Daily	sign in sheets, usage reports	1
3.7.2 Continue to implement and support TEMS Student Information Systems hardware and application.	Campus Computer Technician		Daily	sign in sheets	1
3.7.3 Attend district trainings on the utilization of sotfware, SMART boards, tablets, and desktops to assist teachers with delivery of instruction.	Principal Campus Computer Technician		Yearly	sign in sheets	1
3.7.4 Continue campus training and use of TEMS Student Information Systems hardware and applications.	Principal		Yearly	sign in sheets	1
3.7.5 Attend monthly meetings for attendance, PEIMS, and discipline, scheduling, and gradebook.	Campus Computer Technician		Yearly	sign in sheets	1
3.7.6 Work with parental involvement coordinator to develop trainings for parents on the student SIS parent portal	Campus Computer Technician		Yearly	agenda, sign in sheets	1,10



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPRATIONS**

**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> Complete campus comprehensive inventory for technology hardware and implement a plan for reposition/ replacement of technology equipment.	Principal Campus Computer Technician		Yearly	campus tech. plan	1
<b>3.8.2</b> Implement online testing and check that infrastructure is in place to support initiative by reviewing the computer to student ratio and possible funding.	Principal		Yearly	inventory report	1
<b>3.8.3</b> Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Principal		Yearly	CIPA compliance	1
<b>3.8.4</b> Upgrade and maintain infrastructure to support the massive communication and usage by the district on campus.	Campus Computer Technician		Yearly	usage reports	1
<b>3.8.5</b> Support curriculum integration activities by maintaining technology peripherals and software on a campus level.	Campus Computer Technician		Monthly	usage reports	1
<b>3.8.6</b> monitor and improve technology infrastructure to support the multitude of wireless laptops and mobile devices.	Campus Computer Technician		Daily	usage reports, helpdesk orders	1
<b>3.8.7</b> Continue to monitor internet usage and compliance	Campus Computer Technician		Daily	usage reports	1
<b>3.8.8</b> continue to support and maintain campus copiers to print the necessary supplemental instructional documents needed to improve student achievement in state assessments.	Campus Computer Technician		Yearly	help desk work orders	1
<b>3.8.9</b> Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician		Daily	helpdesk orders	1
<b>3.8.10</b> Continue to implement, support and maintain the hardware equipment for the campus. 1. Servers 2. Network hardware 3. Technology resources	Campus Computer Technician		Yearly	campus technology plan	1
<b>3.8.11</b> utilize video conference equipment with the distance learning consortium	Campus Computer Technician		Daily	helpdesk	1



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**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.**

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Support curriculum integration activities by providing technology peripherals and software.	Principal	199, 211, 175	Daily	inventory reports	1
3.9.2 Provide campus staff development training to teachers, administrators and support staff.	Campus Instructional Technologist Principal Librarian(s)	199, 211, 175	Monthly	sign in sheets	1
3.9.3 Analyze data in a timely manner using Eduphoria AWARE reports, Istation, etc. .	Teacher(s)		Every Six Weeks	Usage reports	1
3.9.4 Continue to ensure all peripherals and software is functioning in the classrooms.	Campus Computer Technician	199, 211, 175	Monthly	workorders	1



# WAITZ ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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MISSION CISD

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.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Ensure staff attendance for business office procedures training for administrators, secretaries/clerks, and sponsors	Principal		Monthly	sign in sheets	1,10
3.10.2 Ensure all office staff continues attending district finance/budget trainings.	Principal		Yearly	sign in sheets	1



# WAITZ 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		Every Two Weeks	budget review	1
3.11.2 Allocate additional resources to meet the needs of Special Education and English Language Learners (ELL).	Principal	263, 171, 211, 175	Yearly	Campus needs assessment	1,2
3.11.3 support district initiatives to address the student performance needs based on the District's Performance Based Monitoring System (PBMAS).	Principal		Yearly	PBMAS report	1,10



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 To continue implementation of purchasing card program to generate new revenue.	Principal		Daily	purchases	10
3.12.2 Continue facility rentals	Principal		Daily	rental agreements, forms	10
3.12.3 Implement the use of credit cards payments through purchasing card.	Principal		Daily	purchases/receipts	10



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

**OBJ 13 Maximize innovative technology to promote operational efficiencies.**

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Pursue additional efficiencies and utilize new and emerging technologies	Principal		Daily	technology plan, lesson plans	1,10
3.13.2 Implement the use of web based point of sale system	Asst. Superintendent for Finance & Operations		Monthly	POS reports	10



**WAITZ ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

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

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.14.1</b> Implement investment practices and recommend changes to achieve effective return on campus's investments.	Principal		Monthly	review budget reports and expenditures	1
<b>3.14.2</b> Evaluate debt management practices and recommend changes to minimize the cost of borrowing, maximize state aid and manage the tax rate.	Principal			review budget reports and expenditures	1
<b>3.14.3</b> Review and recommend budget amendments based on anticipated changes in economic factors.	Principal			review budget reports and expenditures/ review yearly budget and compare years to predict expenditures for following year	1
<b>3.14.4</b> Apply for grant funds in order to determine sustainability of programs from year to year.	Principal		Yearly	grant writer assistance	1





**WAITZ 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 System Safeguards.	Principal	199	Daily	State compliance requirements	1
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal		Daily	Teacher certification	1,3,5
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal		Monthly	AESOP reports	1,9
4.1.4 Hire one classroom reduction teacher in the grade level with the highest enrollment concentration in order to reduce student teacher ratio, meet the needs of students, and improve student performance for all students across student populations in state assessments towards meeting system safeguards.	Principal	175, 211	Yearly	campus budget allotment	1,10
4.1.5 Employ bilingual certified elementary teachers.	Principal		Yearly	Teacher state requirements met	1,3,5
4.1.6 Meet with Human Resources Dept. to review staffing projections, federal budget, and plan for staffing needs.	Principal		Yearly	Meeting sign in, Budget allotments	1,10
4.1.7 Continue to support teacher of the year, retirement/recognition ceremonies.	Principal	199, 461	Yearly	Teacher of Year ceremony held annually	10
4.1.8 Principal will provide campus teacher of the year to Public Relation Officer with recognition ceremony being held in May.	Principal		Yearly	Ceremony attendance	1
4.1.9 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal		Yearly	TXBESS registration	1,3,5



**WAITZ 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.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds.	Principal		Monthly	budgets/funding accounts	1,5
4.2.2 Continue to evaluate job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal		Monthly	job postings updated	1
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal		Daily	AESOP reports	1,10
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 district pacing charts and instructional strategies.	Principal		Yearly	Meeting minutes	1,10
4.2.5 Ensure staff study has been reviewed and campus is aligned to its recommendation.	Principal		Yearly	staffing recommendations	1
4.2.6 Provide Instructional Staff to increase student academic achievement.	Principal		Yearly	staffing, Applitrack	1,5
4.2.7 Campus staff continues to review and adjust accordingly to job descriptions relative to their position on campus.	Principal		Yearly	job descriptions	1



**WAITZ 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.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>4.3.1</b> Continue to attend district's staff development plan that supports Teacher Quality under Every Student Succeeds Act (ESSA).	Principal		Monthly	sign in, agendas	1,4
<b>4.3.2</b> Attend professional development to teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards	Principal	171, 211, 175	Monthly	sign in and agendas	1,4
<b>4.3.3</b> Ensure stipends are provided to teachers implementing the Bilingual Education models and approaches.	Principal	263	Yearly	Bil. applications/stipends	1
<b>4.3.4</b> Encourage teachers attend Region One professional development trainings that target campus/students' academic needs.	Principal		Every Six Weeks	Sign in, Certificate of completion	1,4

**CAMPUS PERFORMANCE  
2016-2017**

Campus Name: Carl C. Waitz 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	74	72	69	67	72	79	81	77	80	67	70	65	63	79	79	74	70	77	75	69	
African American	65	78	86		61	75	80		68	77	86		57	72	*		69	88	*		69	89	-	
Hispanic	71	74	71	74	67	69	67	72	76	80	77	81	62	70	65	63	75	78	74	70	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	37	35	33	27	*	49	52	47	42	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	70	64	66	64	68	73	79	75	78	58	68	61	57	72	77	72	65	69	73	68	
ELL	57	60	53	64	51	51	47	61	69	72	65	74	50	57	45	45	57	62	56	52	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	97.3	97.6		
White				
Eco. Dis.	97.3	97.6		
All Students	97.3	97.6		

	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		

Waitz Elementary  
2017-2018  
CAMPUS BUDGET SUMMARY

<b>FUNDING SOURCE</b>	<b>FUNDING TYPE</b>	<b>AMOUNT</b>
199	GENERAL FUND	\$70,656.00
<b>FUNDING SOURCE</b>	<b>STATE</b>	<b>AMOUNT</b>
195	STATE GIFTED & TALENTED	0.00
161	STATE VOCATIONAL	0.00
171	STATE SPECIAL EDUCATION	\$2400.00
175	STATE COMPENSATORY	\$109,098.00
165	STATE BILINGUAL	\$44,704.00
173	HIGH SCHOOL ALLOTMENT	0.00
<b>FUNDING SOURCE</b>	<b>FEDERAL</b>	<b>AMOUNT</b>
211	TITLE I REGULAR	\$104,514.00
212	TITLE I MIGRANT	\$220.00
224	IDEA-B FORMULA	0.00
244	CARL PERKINS (CTE)	0.00
255	TITLE II- PART A Classroom Size Red/Eisenhower	0.00
263	TITLE III- BILINGUAL	\$18,888.00