

# SALINAS ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

## **Vision Statement**

SALINAS 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

SALINAS 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**

**Patricia O'Caña-Olivarez**  
*President*

**Roy Vela**  
*Vice President*

**Petra B. Ramirez**  
*Secretary*

**Minnie R. Rodgers**  
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**Dr. Sonia M.Trevino**  
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**Charlie Garcia III**  
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**Jerry Zamora**  
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**Administrative Staff**

**Ricardo López, Ed. D.**  
*Superintendent of Schools*

**Mario Solis**  
*Assistant Superintendent for  
Human Resources*

**Rumalda Ruiz**  
*Assistant Superintendent  
for Finance*

**Cris Valdez**  
*Assistant Superintendent for  
Curriculum & Instruction*

**Rick Rivera**  
*Assistant Superintendent  
for Operations*

## 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.**

**SALINAS ELEMENTARY**

**Roster by Grouping**

**2017-2018**

**Campus Based Professional Staff**

Jesus A. Gonzalez, Pre-Kinder  
Melissa Rivas San Pedro, Kinder  
Alejandrita Stiles, 1st Grade  
Omeila Briones, 2nd Grade  
Illiana Obregon, 3rd Grade  
Carlos Villaseñor, 4th Grade  
Leovigildo Cantu, 5th Grade  
Jaclyn Buitron, Special Programs

**Non-Teaching**

Martina Garcia, Principal  
Michael Ray Ortiz, Asst. Principal  
Edith Gutierrez, Counselor  
Estella Cantu, I & A Strategist  
Martin Rodriguez, Campus Tech.  
Petra Anzaldua, Computer Proctor

**District Level Professional Staff**

None

**Teachers (Secondary)**

None

**Non Teaching (Secondary)**

None

**Business Representatives**

Joe Gonzalez

**Parents**

Claudia Mendoza

**Community Representatives**

None

None

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

<b>NAME</b>	<b>TITLE</b>
Martina Garcia	Principal
Michael Ray Ortiz	Assistant Principal
Edith Gutierrez	Counselor
Estella Cantu	I & A Strategist
Teresa Gonzalez	Librarian
Arelene Ferguson	Pre-Kinder Teacher
Jesus A. Gonzalez	Pre-Kinder Teacher
Nazaria Marlen Rios	Pre-Kinder Teacher
Maria Isabel Maldonado	Kinder Teacher
Brianda Peña	Kinder Teacher
Melissa Rivas San Pedro	Kinder Teacher
Myrna Davila	1st Grade Teacher
Rachel Garza	1st Grade Teacher
Maritza Mendoza	1st Grade Teacher
Alejandrita Stiles	1st Grade Teacher
Rigoberto Botello	2nd Grade Teacher
Maribel Gaytan	2nd Grade Teacher
Omelia Briones	2nd Grade Teacher
Delia Salazar Ojeda	2nd Grade Teacher
Cathy Alvarez	3rd Grade Teacher
Mirna Borrego	3rd Grade Teacher
Illiana Obregon	3rd Grade Teacher
Perla Ybarra	3rd Grade Teacher
Hortencia Morales	4th Grade Teacher
Anna Olivarez	4th Grade Teacher
Carlos Villaseñor	4th Grade Teacher
Leovigildo Cantu	5th Grade Teacher
Nancy Delia Cardenas	5th Grade Teacher
Crystalin Flores	5th Grade Teacher
Melissa Rodriguez	5th Grade Teacher
Jacklyn Buitron	Special Education
Valerie Esqueda	Special Education Resource/Inclusion
Enrique Treviño	Fine Arts/Music Teacher
Alfredo Uribe	Physical Education Teacher
Mariel Flores	Special Education LSSP

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

<b>NAME</b>	<b>TITLE</b>
Yoseline Gonzalez	Speech Therapist
Ana Cantu	Dyslexia Teacher
Sandra Contreras	Academic Coach (Math)
Kastelly De Leon	Academic Coach (Reading)
Maria E. Rosales	Principal's Secretary
Graciela Torres	PEIMS Clerk
Darlyn Solis	Activity Clerk
Natalia Piña	F.A.C.E. Liaison
Blanca Montalvo	LVN
Martin Rodriguez	Campus Computer Technician
Petra Anzaldua	Campus Computer Proctor
Maria Estella Gutierrez	Library Clerk
Steven Gutierrez	Physical Education Paraprofessional
Rosa De La Cruz	Pre-Kinder Paraprofessional
Linda Garza	Pre-Kinder Paraprofessional
Margarita Vargas	Pre-Kinder Paraprofessional
Melissa Guerra	Special Education Paraprofessional
Patricia Robles	Special Education Paraprofessional
Syliva Treviño	Special Education Paraprofessional
Dekendrick Deshawn Jeffery	Campus Security Guard
Marlen Maldonado	Custodian Crew Leader
Mark Mendez	Custodian (Day Shift)
Juan Patiño	Custodian (Evening/Night Shift)
Martha Sifuentes	Custodian (Evening/Night Shift)
Dora De Luna	Cafeteria Manager
Enedelia Perez	Cafeteria Cashier
Leticia Garcia	Cafeteria Cook/Server
Diana Tovar Galaviz	Cafeteria Cook/Server
Maria Vallejo	Cafeteria Cook/Server



## COMPREHENSIVE NEEDS ASSESSMENT

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### DEMOGRAPHICS

- 1 Increase attendance rate to a 98.5% or better.
- 2 Increase parental awareness and participation in order to meet the academic and behavioral needs of all students.
- 3 Review PEIMS student and staff data on TEMS and permanent records to increase record accuracy.
- 4 Provide staff development and coaching support to meet the academic needs of all student populations including SpEd, ELL, GT, Economic Disadvantaged, and 504.

### STUDENT ACHIEVEMENT

- 1 Staff will utilize researched based resources and practices to increase student achievement of all populations identified in need of improvement, such as SpEd, ELL, At Risk, and Economic Disadvantaged.
- 2 Increase "on grade level" academic rigor for all students in Pre-Kinder through 5th grade through continued evaluation of lesson planning and training in order to meet diverse student needs.
- 3 Increase the effectiveness of intervention committees, such as RTI and 504, through periodic coordination planning sessions that promote student academic achievement.
- 4 Implement a campus mentoring program in addition to the district mentoring program for at risk special populations such as SpEd, 504/Dylexia, Migrant, and ELL students.
- 5 Provide additional staff development for SpEd inclusion support, implementation of accommodations and review of supplemental aids, co-teaching, six weeks/mid-six weeks progress monitoring, and the ARD process including paperwork.
- 6 Implement a positive behavior program with emphasis on campus pride, goal setting, responsibility, and dedication to motivate to students towards academic achievement.

### SCHOOL CULTURE AND CLIMATE

- 1 Efforts to improve the school's culture and climate will continue to increase through the recognition of student and staff accomplishments.
- 2 Increase student participation in extracurricular activities such as UIL, DI, and athletic competitions by building student, parent, and staff awareness of such activities and providing the resources to carry them out.
- 3 Conduct an evaluation of current safety, security, and emergency procedures to identify the skills and resources necessary to respond more effectively in emergencies and thus increasing the safety and security of all stakeholders.
- 4 Continue to address the academic, behavioral, and social needs of students through an effective guidance and counseling program and the implementation of a character education curriculum.
- 5 Utilize additional counseling resources and activities to supplement guidance presentations that specifically target areas such as bullying, peer pressure, drug use and abuse, getting along with others, and higher education.
- 6 Implement a reward system to promote and recognize positive behavior in the cafeteria and during recess.

### STAFF QUALITY, RECRUITMENT, AND RETENTION

- 1 Provide staff development and resources relevant to campus needs based on student state exams, data, intervention programs, and programs for specific populations such as LEP, SpED, GT, At Risk, and Eco Disadvantaged.
- 2 Enhance professional learning communities that help staff members address the needs of targeted populations, such as ELL, SpED, GT, At Risk, and Economic Disadvantaged students.
- 3 Create support system for teachers new to the campus/grade level by providing opportunities for staff development from peers and mentors.
- 4 Develop effective discipline procedures and expectations in order to foster a positive learning environment that is conducive to teaching and affords teacher the opportunity to conduct curriculum lessons with fidelity, integrity, and rigor.
- 5 Retain highly qualified staff through staff recognition.
- 6 Provide staff development and resources for administrators, counselor, librarian, and I&A strategist to meet campus academic goals.



## COMPREHENSIVE NEEDS ASSESSMENT

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### CURRICULUM, INSTRUCTION, AND ASSESSMENT

- 1 Implement, monitor, and evaluate with fidelity and integrity the district's Dual Language and Bilingual/ESL model, through the utilization of staff development and Bilingual/ESL researched based resources.
- 2 Increase professional development to further address the needs of SPED/LEP students during inclusion and resource instruction; and effectively monitor the implementation of research based programs and strategies acquired through professional development.
- 3 Implementation of staff development and coaching in the areas of summarization, vocabulary development, cooperative learning, and higher order thinking to address areas identified as needs when implementing a rigorous curriculum.
- 4 Implement the utilization of vertical and horizontal meetings to assist in the effective and consistent spiraling of curriculum.
- 5 Implement the Accelerated Reader/Reading Renaissance program with integrity and fidelity to impact students' reading comprehension.
- 6 Improve the utilization of technology to instruct students and to effectively serve as a means for student to produce assignments.
- 7 Conduct Saturday Teaching and Learning Academic Camps/Retreats to reinforce skills in the areas of Language Arts, Math, Science, and Social Studies.
- 8 Provide leadership training opportunities for campus administrators, counselor, librarian, I&A strategist, team leaders, and future teacher leaders to build capacity and align campus vision and instructional focus.

### FAMILY AND COMMUNITY INVOLVEMENT

- 1 Increase parental involvement in literacy programs by sponsoring after school/evening literacy events.
- 2 Conduct parent trainings and meetings to develop awareness of the areas and objectives assessed on state assessments, understanding student assessment reports, and improving student achievement.
- 3 Actively recruit parents to join the PTO in an effort to maximize parental involvement and increase parent volunteers to frame a positive relationship with the campus.
- 4 Conduct sessions in which parents make and take teaching tools that will help support student teaching and learning at home.

### SCHOOL CONTEXT AND ORGANIZATION

- 1 Utilize grade level meetings, staff meetings, and staff development days to provide professional development to teachers and staff in the core curriculum areas.
- 2 Continue to utilize state assessment data to develop and implement targeted lessons during tutorials.
- 3 Promote parental involvement through Reading and Math activities before, during, and after school.
- 4 Utilize and analyze district campus climate survey to assist SBDM in the curriculum and campus operations decision making process.
- 5 Seek motivational speakers, parent/student videos, lessons, and other resources needed to prepare students and parents for challenges presented on a daily basis in the area of academics and socialization.
- 6 Provide additional resources to support and build our library for special populations such as ELL and SpEd students.
- 7 Provide additional resources for administrators to monitor and assess instruction and academic progress.

### TECHNOLOGY

- 1 Implement a monthly campus based training schedule to train staff members on technology hardware/software resources available on our campus and the interpretation of program report.
- 2 Continue to upgrade/update hardware, software, and related peripheral to meet the instructional needs of the campus.
- 3 Utilize technology such as hardware, software, and related peripherals as tools to assist administrators, academic coaches, and I&A strategist when monitoring and disaggregating testing data that impacts student instruction.



## School Wide Components

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



**SALINAS 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 curriculum Pre-Kinder to 5th Grade	CILT Committee Principal Academic Strategist Assistant Principal(s) Testing Strategist	199, 211, 175	Daily	Eduphoria Reports, Weekly Assessments, Lesson plans, walkthroughs	1,10,9
1.1.2 Utilize multiple sources of data to address System Safeguards based on state accountability.	CILT Committee Principal Assistant Principal(s) Academic Strategist Testing Strategist	199, 211, 175	Daily	Eduphoria Reports, Benchmarks, State Assesments, Weekly Assessments, Lesson plans, walkthroughs	1,3,4, 5
1.1.3 Coordinate efforts to increase academic acheivement for students participating in multiple programs.	Principal CILT Committee Counselor(s) Teacher(s) ARD Committee Testing Strategist Academic Strategist	199, 211, 175	Daily	Benchmarks, State Assessments, Weekly Assessments, Lesson plans, walkthroughs	1,2,8, 10
1.1.4 Provide instructional materials aligned to special program requirements and objectives.	Principal CILT Committee Academic Strategist Assistant Principal(s) Resource Teachers ARD Committee	199, 211, 175,165	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.5 To provide annual assessment for all previously identified ELL students.	Assistant Principal(s) Principal LPAC Coordinators Bilingual Teacher(s)	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9
1.1.6 Implement the revised pacing charts and road maps for the 2016-2017 school year.	Teacher(s) Principal Assistant Principal(s) Testing Strategist Resource Teachers Academic Strategist	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 10
1.1.7 Campus teachers will participate in PLC meetings to review lessons and analyze assessment data.	Assistant Principal(s) Principal Testing Strategist Academic Strategist	199, 211, 175	Weekly	Weekly PLC implementation	1,2,8
1.1.8 Campus administrators and academic coaches will monitor the implementation of the curriculum through consistent and frequent walkthroughs and analyzing of six weeks and semester exam results.	Academic Strategist Testing Strategist Principal Assistant Principal(s)	199, 211, 175	Daily	Eduphoria Reports, Benchmarks, Weekly Assessments, Lesson plans, walkthroughs	1,2,10
1.1.9 Teachers will implement a curriculum in which instruction is aligned and increases the use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Academic Strategist Teacher(s) Testing Strategist Resource Teachers	199, 211, 175, 171	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,10 ,9



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

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.10 Monitor the implementation of the district Pre K curriculum according to the Texas Pre K guidelines.	Assistant Principal(s) Principal Academic Strategist	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	2,10
1.1.11 Administer the school readiness inventory, CPALLS to all prekindergarten students and analyze inventory data to address areas of need.	Academic Strategist Principal Assistant Principal(s) Teacher(s) Testing Strategist	199, 211, 175	Daily	C-PALLS Inventory Reports both Individual and Holistic	1,2,9
1.1.12 Strengthen the campus Pre K Program through the use of supplemental reading and math resources for regular and dual language students.	Assistant Principal(s) Principal Academic Strategist LPAC Coordinators Testing Strategist	199, 211, 175, 263	Daily	Weekly Assessments, Lesson plans, walkthroughs	2,1,10
1.1.13 Fourth grade students will participate in a writing camps. They will be provided with new strategies and hands-on manipulatives created during the camps to understand and master the standards for both expository and narrative writing.	Principal Assistant Principal(s) Teacher(s) Academic Strategist	199, 211, 175	Every Six Weeks	Observable Writing Camps Every Six Weeks	2,1,9
1.1.14 Acquire supplemental resources to differentiate instruction and provide interventions for at risk students in the core subjects: Reading, Writing Math, and Science. (e.g. Math GPS, STAAR MASTER, Mentoring Minds)	Assistant Principal(s) Principal Academic Strategist Teacher(s) 504 Administrator RTI Committee Testing Strategist	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and lesson delivery	1,2,10,9



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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
1.1.15 Utilize the Title I, Part A funds to purchase resource materials, conduct or attend staff development opportunities, and hire team teachers to address individual needs, and recruit successful consultants to model and promote effective teaching strategies to improve student performance in meeting system safeguards.	Principal	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, local needs assessment, and daily lesson delivery	1,2,5, 6
1.1.16 Utilize Renaissance Learning Accelerated Reader Program as a supplemental resource to increase reading fluency and comprehension skills.	Bilingual Teacher(s) Teacher(s) Testing Strategist Academic Strategist Librarian(s) Resource Teachers	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, Reading Renaissance Word Counts/Individual Student ZPD Ranges and fluency checks	1,2,9
1.1.17 Implement Reading intervention program IStation to target struggling readers, inclusive of our special education and ELL students.	Assistant Principal(s) Testing Strategist Teacher(s) Principal Academic Strategist Resource Teachers	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and IStation Reporting Data	1,2,9, 10
1.1.18 Implement Math intervention program Think Through Math for grades 3-5 and iStation for grades K-2 to supplement math and reading curriculum for all students, inclusive of special education and ELL students.	Academic Strategist Teacher(s) Resource Teachers Principal Bilingual Teacher(s)	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, Think Through Math Data Reports, and IStation Data Reports	1,2,9



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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
1.1.19 Coordinate efforts with special population program directors/coordinators to increase academic achievement of all special population students by working as a PLC in monitoring student progress, and auditing student records	Academic Strategist Assistant Principal(s) Counselor(s) Principal Resource Teachers ARD Committee	199, 211, 175	Daily	Weekly Assessments, Lesson plans, Walkthroughs, and Lesson Delivery	1,2,9
1.1.20 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Librarian(s) Assistant Principal(s) Principal	199, 211, 175	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs, and evidence of purchased library resources	1,2
1.1.21 Promote reading initiatives and integration of technology in grades PK - 5.	Academic Strategist Assistant Principal(s) CILT Committee Teacher(s) Librarian(s) Testing Strategist	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and teacher logs/surveys	1,2,9
1.1.22 Ensure Priority for Service Migrant students have supplemental academic and mentoring support.	Assistant Principal(s) Bilingual Teacher(s) Counselor(s) LPAC Coordinators Principal Resource Teachers Academic Strategist Migrant Strategist	199, 211, 175, 199, 212	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9



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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
1.1.23 Provide instructional materials for ELL program students in order to increase academic achievement in L1 and L2.	Assistant Principal(s) Bilingual Teacher(s) Teacher(s) Resource Teachers Principal LPAC Coordinators	199, 211, 175, 263	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs	1,2,9
1.1.24 Provide instructional materials to special education campus programs in order to increase academic performance and close learning gaps.	Academic Strategist Assistant Principal(s) Principal 504 Administrator ARD Committee Resource Teachers Special Ed Teacher(s)	199, 211, 175, 171	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs, materials purchased with funding	1,2,3, 4,10
1.1.25 Promote college and career readiness in PK - 5th grade.	Academic Strategist Assistant Principal(s) Counselor(s) Librarian(s) Music Teacher Migrant Strategist Testing Strategist Parental Liaison P.E. Coach Teacher(s)	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, student achievement	2,4,6, 9,10



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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
<b>1.1.26</b> Utilize assessment materials to identify, place and monitor dual language/Bilingual ESL students.	Assistant Principal(s)  LPAC Coordinators  Principal	199, 263	Every Six Weeks	LPAC Meetings Coordination Meetings PLC Meetings	10,8
<b>1.1.27</b> Fully implement and monitor the Mission CISD ELL curriculum and time a treatment language requirements of our District One-Way Dual Language Education Model and Transitional Early-Exit Model	Principal  Assistant Principal(s)  Testing Strategist  Teacher(s)  Academic Strategist	212, 263, 175, 199, 211	Daily	Weekly Assessments, Lesson Plans, and walkthroughs	1,2,10 ,9
<b>1.1.28</b> Utilize academic coaches (Reading and Math) to assist during PLCs with the implementation of district curriculum.	Assistant Principal(s)  Testing Strategist  Academic Strategist  Principal	212, 263, 175, 199, 211	Weekly	PLC Meegings, Weekly Assessments, Lesson Plans, and walkthroughs	1,2,10 ,9





**SALINAS ELEMENTARY  
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
1.2.1 Provide appropriate services to students with disabilities who meet the criteria.	Principal ARD Committee Assistant Principal(s) Resource Teachers	199, 211, 175, 171	Yearly	Weekly Assessments, Lesson plans, walkthroughs	1,2,9
1.2.2 Implement the district-wide inclusion initiative.	Principal CILT Committee ARD Committee Assistant Principal(s) Teacher(s) Resource Teachers	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 10
1.2.3 Evaluate academic success of students participating in existing special programs.	Assistant Principal(s) Principal CILT Committee ARD Committee Resource Teachers	199, 211, 175		Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 10
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Principal Assistant Principal(s) Testing Strategist Teacher(s) Academic Strategist	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs, checking of RTI Binders every three weeks	1,2,9



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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
1.2.5 Create procedures for accelerated and intensive instruction	Principal Assistant Principal(s) Teacher(s) Testing Strategist Academic Strategist	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs, and monitoring of RTI Binders every three weeks	1,2,9
1.2.6 Increase participation in district-wide initiative to increase college-readiness of all students	GT Teacher Assistant Principal(s) Principal Teacher(s) Academic Strategist Librarian(s)	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessment	1,2,9
1.2.7 Ensure teachers participate in training that offer a variety of academic & behavioral maintenance services that prevents student specific regression of skills.	Assistant Principal(s) Principal Academic Strategist Teacher(s)	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, local needs assessments	1,2,4
1.2.8 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom.	Assistant Principal(s) Principal	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessment	1,2,10
1.2.9 Schedule professional development for all stakeholders.	Assistant Principal(s) Parental Liaison Principal	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,10 ,4



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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
1.2.10 Implement district inclusion guidelines and best practice model.	Assistant Principal(s) Principal Resource Teachers Teacher(s) ARD Committee Academic Strategist	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,4
1.2.11 Monitor special population, student placement and assessment decisions over the course of the year.	ARD Committee Bilingual Teacher(s) Counselor(s) Teacher(s) LPAC Coordinators Principal 504 Administrator Assistant Principal(s)	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,9
1.2.12 Monitor progress of GT/HA and advanced learners to increase advanced academic performance.	Counselor(s) GT Teacher Teacher(s) Academic Strategist Assistant Principal(s) Principal	199, 211, 175	Quarterly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,9
1.2.13 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Assistant Principal(s) Counselor(s) Principal	199, 211, 175	Yearly	Tyler TEMS Report	2,1,9



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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
1.2.14 Monitor consistent implementation of the District's Bilingual and ESL program models.	Bilingual Teacher(s) Assistant Principal(s) Principal LPAC Coordinators	199, 211, 175	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs, local needs assessments	1,2,9
1.2.15 Continue to implement the local Universal Screener TTM for grades 3 - 5 to identify RTI Tier 2 and Tier 3 students in response to Algebra Readiness.	Assistant Principal(s) Teacher(s) Principal Academic Strategist Testing Strategist	199, 211, 175	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs, and TTM Reports	1,2,9
1.2.16 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.	Teacher(s) Testing Strategist Assistant Principal(s) Principal Academic Strategist	199, 211, 175	Quarterly	K-2 TEMI Reports	1,2,9
1.2.17 Use English and Spanish Istation data to continually monitor K-5th grade students for reading progress and at-risk characteristics of dyslexia and related disorders	Academic Strategist Assistant Principal(s) Counselor(s) Teacher(s) 504 Administrator Principal	199, 211, 175	Daily	IStation Reports	1,2,9



**SALINAS ELEMENTARY  
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
1.2.18 Utilize the district RTI flowchart designating the specific Tier I, II, and III intervention programs to identify and implement individual interventions for students.	504 Administrator Assistant Principal(s) Testing Strategist RTI Committee Parental Liaison Academic Strategist Principal	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs, and monitoring of RTI Binders every three weeks	1,2,9
1.2.19 Participate in scheduled district-wide training sessions to for the RTI process.	Principal Assistant Principal(s)	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs, and monitoring of RTI Binders every three weeks	1,2,9
1.2.20 Participate in the district-wide mentoring program for struggling students in special populations.	Assistant Principal(s) Counselor(s) Teacher(s) Principal	199, 211, 175	Yearly	Mentoring Logs as Evidence	1,2,9
1.2.21 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.	504 Administrator Assistant Principal(s) Principal Teacher(s)	199, 211, 175	Daily	Mentoring Logs as Evidence	1,2,9
1.2.22 Acquire and utilize resources (staff, transportation, and instructional materials) to provide targeted interventions during after-school and Saturday tutorial sessions.	Assistant Principal(s) Testing Strategist Principal CILT Committee	211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and yearly as needed	1,2,10



**SALINAS ELEMENTARY  
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.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>1.2.23</b> Provide enrichment opportunities in core content for GT/Advanced Learners through the use of materials that will enhance activities, such as UIL, Destination Imagination and the Texas Performance Standards Project.	Assistant Principal(s)  GT Teacher  Principal	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	1,2,9
<b>1.2.24</b> Campus participation in meetings for teachers serving GT/HA and advanced learners every 6-weeks to provide support.	Academic Strategist  Assistant Principal(s)  GT Teacher  Testing Strategist  Teacher(s)  Principal	199, 211, 175	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs	1,2,9



**SALINAS 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 to support district initiatives and priorities.	Principal Assistant Principal(s) CILT Committee	199, 211, 175	Every Six Weeks	Staff Sign-In Sheets CILT Committee Meetings	1,2,10 ,8,4
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s) Testing Strategist Academic Strategist Counselor(s)	199, 211, 175	Yearly	Implementation of all MCISD District, Adopted Professional Development	1,2,10
1.3.3 Gifted and Talented At least 90% of campus teachers will participate in 30-hour GT Training for teachers Participation of all GT certified teachers in annual GT Updates.	Assistant Principal(s) Counselor(s) GT Teacher Principal	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings	1,2,3, 4,5,10
1.3.4 ELA Participate in professional development training sessions from Region One; for ELAR /SLAR teachers from PreK-5th.	Assistant Principal(s) Bilingual Teacher(s) Teacher(s) Principal Testing Strategist Academic Strategist	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 10,4
1.3.5 Math Participate in Staff development elementary Math sessions for teachers with the purpose of reviewing and utilizing the revised State TEKS during the 2017-2018 school year for grades K-5.	Academic Strategist Assistant Principal(s) Testing Strategist Principal Teacher(s) Resource Teachers	199, 211, 175	Yearly	Eduphoria Workshops, Logs, Weekly Assessments, Lesson plans, walkthroughs	1,2,10 ,9,4



**SALINAS 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>1.3.6</b> Participates in Science and Social Studies Key Leader Training every six weeks for K-5th Grade teachers.	Academic Strategist  Teacher(s)  Assistant Principal(s)	199, 211, 175	Yearly	Eduphoria Workshops and Logs Staff Sign-In Sheets CILT Committee Meetings	1,2,9, 10,4
<b>1.3.7</b> Bilingual/ESL Program Participate in instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies.	Assistant Principal(s)  Bilingual Teacher(s)  Teacher(s)  Principal  Academic Strategist  Testing Strategist  LPAC Coordinators	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings	1,2,9, 10
<b>1.3.8</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	Academic Strategist  Assistant Principal(s)  Bilingual Teacher(s)  Testing Strategist  Teacher(s)  Resource Teachers  ARD Committee	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs	1,2,4, 10
<b>1.3.9</b> Migrant Implement inclusion of migrant assistant during the school day for migrant students. Utilize supplemental resources to increase reading fluency and comprehension. Utilize supplemental resources to increase math skills.	Migrant Strategist  Assistant Principal(s)  Principal  Counselor(s)	199, 211,175,212	Yearly	Weekly Assessments, Lesson plans, walkthroughs	1,2,9





**SALINAS 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>1.3.10</b> Instructional Technology Participate in Instructional Technology training and support for district initiatives.	Technology Committee Assistant Principal(s) Principal Computer Lab Proctor Teacher(s) Academic Strategist Counselor(s)	199, 211, 175	Yearly	Weekly Assessments, Lesson plans, walkthroughs, and staff sign in sheets	1,2,4
<b>1.3.11</b> Participate in opportunities for professionals and paraprofessionals to attend local and state conferences.	Assistant Principal(s) Principal	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings	1,2,4
<b>1.3.12</b> Participate in Administrator's Academy for the 2016-17 school year.	Assistant Principal(s) Principal	199, 211, 175	Yearly	Sign in Sheets	1,2,4
<b>1.3.13</b> Campus administrators will acquire training on special education program implementation, data analysis, and compliance indicators.	Assistant Principal(s) Principal Counselor(s)	199, 211, 175	Yearly	Sign In Sheets	1,2,4
<b>1.3.14</b> Campus administrator will participate in professional development to ensure proper Bilingual and ESL Program implementation.	Assistant Principal(s) Principal Counselor(s)	199, 211, 175	Yearly	Sign In Sheets	1,2,4



**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

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

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and plan accordingly.	Principal Assistant Principal(s) CILT Committee Testing Strategist Teacher(s) Academic Strategist	199, 211, 175	Every Six Weeks	Eduphoria Aware Data, State Assessments, Weekly Assessments, Lesson plans, walkthroughs	1,2,9
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal Assistant Principal(s) Testing Strategist Teacher(s) Resource Teachers	199, 211, 175	Monthly	Weekly Assessments, Lesson plans, walkthroughs	1,2,9
1.4.3 Meet with Campus Improvement Leadership Teams (CILT) to review assessment data and goals.	Assistant Principal(s) Principal CILT Committee	199, 211, 175	Quarterly	Staff Sign-In Sheets and Meeting Reports	1,2,10
1.4.4 Monitor administration of the six weeks assessments.	Assistant Principal(s) Testing Strategist Principal	199, 211, 175	Every Six Weeks	Weekly Assessments, Lesson plans, walkthroughs	1,2,10
1.4.5 Create a data analysis teams to review student course failures, absences and discipline information at the end of every six weeks grading period.	Assistant Principal(s) Principal Teacher(s)	199, 211, 175	Daily	Absence Reports and Parental Logs to be turned in every six weeks	1,2,9
1.4.6 Monitor the academic and linguistic progress of ELL students.	Principal Assistant Principal(s) LPAC Coordinators	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,9



**SALINAS 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
1.4.7 Screen, assess and identify students for the Gifted and Talented Program.	Academic Strategist Assistant Principal(s) Principal Testing Strategist Teacher(s)	199, 211, 175	Monthly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,10,9
1.4.8 Monitor the LPAC, RTI, 504 and ARD process and decisions to ensure adherence to state and federal guidelines.	Assistant Principal(s) Principal	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,9
1.4.9 Develop a system that targets needed areas of improvement for all special population groups.	Assistant Principal(s) Principal CILT Committee	199, 211, 175	Monthly	Weekly Assessments, Lesson plans, walkthroughs, and local needs assessments	1,2,9,10



**SALINAS 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 understandings of new standards and key concepts within the state and federal accountability systems.	Principal Assistant Principal(s) Testing Strategist Academic Strategist	199, 211, 175	Each Semester	Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 4
1.5.2 Instruction and Assessment Strategist will participate in local and state training in order to interpret and evaluate state assessments (STAAR).	Assistant Principal(s) Testing Strategist	199, 211, 175	Each Semester	Campus Implementation of State-Mandated Directives	1,2,9, 10,4
1.5.3 Provide training on how to interpret state accountability reports specific to special populations.	Testing Strategist Principal Assistant Principal(s)	199, 211, 175	Each Semester	Staff Sign-In Sheets CILT Committee Meetings	1,2,9, 4



**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

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

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Utilize Google Ecosystem to expedite communication and distribute curriculum resources and materials.	Principal Assistant Principal(s)	199, 211, 175	Daily	Monitor the use of Google Drive through our district, training sign in sheets	1,2,10
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal Assistant Principal(s)	199, 211, 175	Weekly	Sign in Sheets	1,2,10
1.6.3 Conduct PLC meetings to refine and increase communication between stakeholders.	Principal Assistant Principal(s) Academic Strategist Parental Liaison	199, 211, 175	Monthly	Sign in Sheets, Parent Meeting Logs	1,2,9, 10,6
1.6.4 Participate in monthly vertical PLC principal's meetings.	Principal	199, 211, 175	Monthly	Staff Sign-In Sheets	1,2,4, 10
1.6.5 Utilize Outlook calendar to remind stakeholders of upcoming events.	Principal Assistant Principal(s)	199, 211, 175	Daily	Weekly Assessments, Lesson plans, walkthroughs	10,2,6
1.6.6 Develop a goal driven agenda with opportunity for stakeholder input.	Principal Assistant Principal(s)	199, 211, 175	Every Three Weeks	Sign in Sheets, Parent Meetings and Surveys	1,2,10 ,6



**SALINAS 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 Assistant Principal(s) Parental Liaison Teacher(s) Counselor(s)	199, 211, 175	Monthly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	6,1,2
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Principal Assistant Principal(s) Parental Liaison Counselor(s) Teacher(s)	199, 211, 175	Yearly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal Assistant Principal(s) Counselor(s) Parental Liaison Teacher(s)	199 211 175	Daily	Survey Parent Involvement Committee	1,2,10 ,6
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Principal Assistant Principal(s) Parental Liaison Counselor(s) Teacher(s) CILT Committee	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings	1,2,10 ,6



**SALINAS 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
2.1.5 Conduct a Fall and Spring Health/Community Fairs to partner with local agencies to provide free or low cost services for students and their families.	Assistant Principal(s) School Nurse Principal Parental Liaison Counselor(s)	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings	1,2,10
2.1.6 Parent Liaison will make home visits to network and extend communication with school and home.	Assistant Principal(s) Principal Parental Liaison	199	Daily	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6
2.1.7 Conduct Career Fairs	Counselor(s) Assistant Principal(s) Principal Parental Liaison	199, 211	Yearly	Surveys and Logs Parental Newsletters	1,2,6
2.1.8 Participate in District Parent Conference.	Assistant Principal(s) Principal Parental Liaison	199	Yearly	Monthly Parent Meetings Surveys and Logs	1,2,6
2.1.9 Have Parent Recognition Awards during Progress Report events.	Assistant Principal(s) Principal Parental Liaison Counselor(s) Teacher(s)	199	Yearly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,9,6
2.1.10 Provide businesses with an acknowledgment certificate for their support.	Assistant Principal(s) Principal Parental Liaison	199	Yearly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6,10



**SALINAS 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
2.1.11 Promote and encourage parental participation in local conferences and meetings through parent notices.	Principal Assistant Principal(s) Parental Liaison Counselor(s) Teacher(s)	199	Quarterly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6





**SALINAS 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 Assistant Principal(s) Counselor(s) Parental Liaison	199, 211, 175	Yearly	Monthly Parent Meetings Surveys and Logs	1,2,6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	199, 211, 175	Monthly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Principal Assistant Principal(s) Librarian(s)	199, 211, 175	Yearly	Monthly Parent Meetings Surveys and Logs	1,2,6
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 Assistant Principal(s) CILT Committee Parental Liaison Counselor(s)	199, 211, 175	Each Semester	Monthly Parent Meetings Surveys and Logs	1,2,6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses.	Principal Assistant Principal(s) Parental Liaison Counselor(s)	199, 211, 175	Quarterly	Monthly Parent Meetings Surveys and Logs	1,2,6
2.2.6 Dissiminate Policy at Registration.	Assistant Principal(s) Principal Counselor(s)	199, 211, 175	Yearly	Monthly Parent Meetings Surveys and Logs School Newsletters	1,2,10



**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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**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
<b>2.2.7</b> Conduct Curriculum/Literacy Nights in all grade levels PK - 5th Grade.	Assistant Principal(s) Academic Strategist Teacher(s) Resource Teachers Counselor(s) Parental Liaison Principal	199, 211, 175	Every Six Weeks	Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,6, 10
<b>2.2.8</b> Conduct a Book Fair Evening Event.	Assistant Principal(s) Principal Librarian(s)	199, 211, 175	Each Semester	Event will be held twice yearly.	1,2,6
<b>2.2.9</b> Meet with SBDM the bi-weekly to address campus concerns and encourage parents to attend.	Assistant Principal(s) Principal SBDM Committee Teacher(s)	199, 211, 175	Monthly	Staff Sign-In Sheets CILT Committee Meetings Staff Climate Surveys	1,2,10
<b>2.2.10</b> Utilize Parent Contact logs to communicate with parents and keep them informed of targeted initiative that enhance student learning.	Teacher(s) Assistant Principal(s) Parental Liaison Principal	199, 211, 175	Every Six Weeks	Parent Contact Logs	1,2,9



**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY**

**OBJ 3 Expand the communication effort with the community.**

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications are in a format and language parents will understand.	Principal Assistant Principal(s) Parental Liaison	199, 211, 175	Each Semester	Parent Surveys and Logs	1,2,10 ,6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal Assistant Principal(s) Parental Liaison Campus Computer Technician	199, 211, 175	Yearly	Parent Meetings and Logs	1,2,10 ,6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Principal Assistant Principal(s) Campus Computer Technician Parental Liaison	199, 211, 175	Daily	Parent Meetings Sign In Sheets ans Logs	1,2,10 ,6
2.3.4 Build parent awareness of technology tools to encourage parental involvement.	Parental Liaison Assistant Principal(s) Principal Counselor(s)	199, 211, 175	Weekly	Implantation of district mandates Parent Meetings and Logs	1,2,10 ,6
2.3.5 Have consistant communication of district and campus initiatives with parent liaison.	Principal Assistant Principal(s) Parental Liaison Counselor(s)	199, 211, 175	Weekly	Implantation of district mandates Staff Sign-in Sheets Parent Meetings and Logs	1,2,10 ,6



**SALINAS ELEMENTARY  
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 Conduct security audit.	Principal Assistant Principal(s) Counselor(s) SBDM Committee	199	Yearly	Survey	1,2
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration.	Principal Assistant Principal(s) SBDM Committee Counselor(s)	199	Yearly	Sign-In Sheets	1,2
3.1.3 Assemble a team of personnel to inspect the facilities and school grounds and identify potential hazards and facility repairs needed.	Principal Assistant Principal(s)	199	Monthly	Report	1
3.1.4 Conduct a needs assessment to determine the facilities and equipment needs of the campus.	Principal Assistant Principal(s) Campus Computer Technician	199	Each Semester	Report	1
3.1.5 Continue the implementation of the electronic record system.	Principal Assistant Principal(s)	199	Yearly	Report Survey, Tyler Report Summary, Sign-In Sheets for all Training	1,2,10 ,9
3.1.6 Address campus security and safety audit findings.	Principal Assistant Principal(s) SBDM Committee	199	Yearly	Report Survey	1
3.1.7 Utilize online work order system to submit work orders to insure facilities needs are addressed promptly.	Principal	199	Each Semester	Report	1



**SALINAS 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> Conduct a needs assessment to determine and discard obsolete equipment, furniture, facilities, and technology.	Principal Assistant Principal(s) Campus Computer Technician	199	Each Semester	Report	1
<b>3.2.2</b> Establish a five year plan that outlines the furniture replacement schedule for campuses in need of replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal Assistant Principal(s) SBDM Committee	199	Yearly	Survey Report	1
<b>3.2.3</b> Utilize an on-line auction system to discard obsolete furniture/equipment.	Principal	199	Yearly	Report	1
<b>3.2.4</b> Surplus campus furniture will first be redirected to campuses with need before declaring it District surplus.	Principal	199	Yearly	Report	1



**SALINAS 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
3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel.	Principal Assistant Principal(s)	199, 211, 175	Monthly	Staff Sign-In Sheets CILT Committee Meetings Staff Climate Surveys	1,2,4, 10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal Assistant Principal(s)	199, 211, 175	Monthly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills CILT Committee Meetings Staff Climate Surveys	1,2,4, 10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal Assistant Principal(s)	199, 211, 175	Monthly	Monitor Custodial Staff Staff Climate Surveys Staff Surveys on School Environment Staff Surveys on School Grounds	1,2,10
3.3.4 Continue to implement a Discipline Plan in every campus.	Executive Director for Secondary Education  Principal Assistant Principal(s)	199, 211, 175	Monthly	Provide Training on Office Referral Process Provide Training on alternative methods of behavioral management procedures	1,2,9
3.3.5 Conduct vulnerability assessments	Principal Assistant Principal(s)	199, 211, 175	Monthly	Walkthroughs	1,2,10
3.3.6 Conduct climate surveys	Principal Assistant Principal(s)	199, 211, 175	Monthly	Review and Log Surveys	1,2,10
3.3.7 Campuses review/analyze discipline referral data for proper deployment of safety and security resources	Principal Assistant Principal(s)	199, 211, 175	Daily	Weekly Assessments of Office Referrals Monthly Training for Teachers on Referral Process Alternative Behavior Management Techniques	1,2,6, 9



**SALINAS 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
<b>3.3.8</b> Evaluate Emergency Operation Plans for relevance and effectiveness at all campuses.	Principal Assistant Principal(s) Counselor(s)	199, 211, 175	Monthly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills	2,1,10
<b>3.3.9</b> Regular inspection of overall campus facility	Principal Assistant Principal(s) Teacher(s)	199, 211, 175	Daily	Regular Meetings with Custodial Staff Regular Inspection of School Interior and Exterior Grounds	1,2,10
<b>3.3.10</b> Provide campus employee training in responding to an emergency.	Principal Assistant Principal(s)	199, 211, 175	Monthly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills Staff Surveys and Logs	1,2,10
<b>3.3.11</b> Ensure mandatory school drills to prepare students and employees for responding to an emergency.	Principal Academic Strategist	199, 211, 175	Monthly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills Staff Climate Suveys	1,2,10
<b>3.3.12</b> Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Principal Assistant Principal(s)	199, 211, 175	Monthly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills	1,2,10
<b>3.3.13</b> Develop Mutual Aid Agreements with Community partners to improve emergency management efforts.	Principal Assistant Principal(s)	199, 211, 175	Yearly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills Staff Climate Surveys Monthly Parent Meetings	1,2,10
<b>3.3.14</b> Implement a security audit of the District's facilities at least once every three years.	Principal Assistant Principal(s)	199, 211, 175	Yearly	Spot Check all interior and exterior of school grounds Staff Surveys of all staff members	1,2,10



**SALINAS 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>3.3.15</b> REM4ed Incident Management System, a web-based system, will continue to be implemented district-wide.	Principal Assistant Principal(s)	199, 211, 175	Quarterly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills Binder will be updated	1,2,10
<b>3.3.16</b> Provide training for all campus administration and community partners' on the use of the REM4ed Incident Management System.	Principal Assistant Principal(s)	199, 211, 175	Yearly	Fire Drills Lock Down Drills Inclement Weather Drills Bus Evacuation Drills	1,2,10
<b>3.3.17</b> Utilize safety equipment. * enclose all campuses * provide security cameras (when needed)	Principal Assistant Principal(s)	199, 211, 175	Daily	Utilize security cameras and recording software when needed on campus and bus transportation	1,2,10
<b>3.3.18</b> Continue to provide 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 Assistant Principal(s) Counselor(s)	199, 211, 175	Quarterly	Counseling with Behavioral Techniques adopted through MCISD	1,2,10 ,9
<b>3.3.19</b> Conduct DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Principal Assistant Principal(s)	199, 211, 175	Yearly	Staff Sign-In Sheets	1,2,10
<b>3.3.20</b> Implement SAT (Student Assistance Team) and RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Principal Assistant Principal(s) Counselor(s)	199, 211, 175	Weekly	As needed and as applicable	1,2,9, 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).	Principal Assistant Principal(s)	199, 211, 175	Yearly	As needed and as applicable	1,2,10





**SALINAS 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.	Principal Assistant Principal(s) Counselor(s)	199, 211, 175	Monthly	Student Portfolio and based on student individual needs (BIP may be included) Counseling Services	1,2,9,10
3.4.2 Conduct regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Coordinator for Student Serv/Guidance/Counsel Principal Assistant Principal(s) Counselor(s)	199, 211, 175	Monthly	Implementation of counseling services that are mandated be it either state of local policy	1,2,10,9
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment.	Teacher(s) Special Ed Teacher(s) Resource Teachers	199, 211, 175	Monthly	Monthly and Weekly Presentations Surveys and Logs Staff Climate Surveys (local)	1,2,4,9,10
3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Teacher(s) Resource Teachers Counselor(s)	199, 211, 175	Monthly	Based on individual student needs Counseling services are administered as needed based on the individual's needs	1,2,9,10
3.4.5 Expand counseling and guidance services for students in 5th Grade to include higher education requirements and/or expectations of students entering in the workforce or post/secondary university education through classroom presentations and educational field trip to the UTRGV.	Counselor(s) Teacher(s) Resource Teachers	199, 211, 175	Monthly	Monthly Parent Meetings Surveys and Logs	1,2,10,9
3.4.6 Conduct planning session at designated intervals to coordinate student counseling services.	Counselor(s) Principal Teacher(s)	199, 211, 175	Monthly	Monthly Parent Meetings Surveys and Logs	1,2,10,9



**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

**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> Conduct professional development training for all elementary teachers and staff to support the safety and wellness of the students.	Principal Assistant Principal(s) Counselor(s)	199, 211, 175	Monthly	Staff Sign-In Sheets CILT Committee Meetings Staff Climate Surveys Implementation of district local and state mandates	1,2,9, 10
<b>3.5.2</b> Training will be provided 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	Principal Assistant Principal(s) Counselor(s) Teacher(s)	199, 211, 175	Yearly	Staff Sign-In Sheets CILT Committee Meetings Staff Climate Surveys Parental Meetings Community Meetings	1,2,10 ,9
<b>3.5.3</b> Ensure the campuses are monitoring their At-Risk student's grades, attendance, and discipline every three weeks.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	199, 211, 175	Every Three Weeks	Weekly Assessments, Lesson plans, walkthroughs	1,2,9, 10
<b>3.5.4</b> Provide additional support for the special population groups to ensure these students do not drop out of school.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	199, 211, 175	Daily	not applicable for elementary  Monthly Parent Meetings Surveys and Logs Progress Report Card Night	1,2,10 ,9
<b>3.5.5</b> Ensure that the migrant strategist is meeting the needs of the migrant students so that they can continue their education.	Principal Assistant Principal(s) Migrant Strategist	199, 211, 175	Weekly	Monthly Parent Meetings Surveys and Logs Progress Report Card Night  Staff Sign-In Sheets CILT Committee Meetings Staff Climate Surveys	1,2,10 ,9



**SALINAS 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> Assess and analyze technology needs to support implementation of instructional technology by campus/departments. • Hardware • Network Infrastructure • Software Integration	Principal Assistant Principal(s) Campus Computer Technician Computer Lab Proctor	199, 211, 175	Yearly	Campus Technology Report	1,2,10
<b>3.6.2</b> Facilitate campus completion of the Texas School Technology and Readiness (STAR) Chart at the classroom and campus level.	Assistant Principal(s) Principal Computer Lab Proctor Campus Computer Technician Testing Strategist	199	Yearly	STAR Report	1,2,10



**SALINAS 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, train and support on instructional technology applications such as Istation, Think Through Math, BrainPop, ClassDojo, Student Information Systems, TEMS Gradebook, Online Professional Development, and Eduphoria,	Principal Assistant Principal(s) Campus Computer Technician Computer Lab Proctor Testing Strategist	199, 211, 175	Every Six Weeks	Sign In Sheets	1,2,10
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Principal Assistant Principal(s) Campus Computer Technician PEIMS Coordinator	199, 211, 175	Daily	Grade book Spot Checks to monitor grading practices	1,2,4, 10
3.7.3 Utilize Campus Technician to train teacher and staff member on the various web-based and stand alone software/programs in order to expedite the use of technology by all stakeholders at the campus.	Principal Assistant Principal(s) Campus Computer Technician	199, 211, 175	Weekly	Sign In Sheets	1,2,4, 10
3.7.4 Participate in monthly meetings for attendance, PEIMS, discipline and gradebook.	PEIMS Coordinator Campus Computer Technician	199	Monthly	Sign in sheets	1,2,10
3.7.5 Conduct training for parents on the utilization of the student Tyler SIS parent portal.	Principal Assistant Principal(s) Campus Computer Technician	199	Yearly	Sign in sheets	1,2,10



**SALINAS 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
3.8.1 Review campus comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/replacement of technology equipment.	Administrator for Technology Systems Principal Campus Computer Technician	199, 211, 175	Yearly	Updated Inventory Logs	1,2,10
3.8.2 Support curriculum integration activities by providing technology peripherals and software.	Principal CILT Committee Assistant Principal(s) Testing Strategist Campus Computer Technician	199, 211, 175	Monthly	Implantation of district mandates Walkthroughs	1,2,10
3.8.3 Utilize technological equipment to enhance academics.	Principal Computer Lab Proctor Campus Computer Technician Assistant Principal(s)	199, 211, 175	Daily	Walkthroughs	1,2,10
3.8.4 Upgrade infrastructure to support future State and Local online testing.	Principal Computer Lab Proctor Campus Computer Technician	199, 211, 175	Yearly	Campus Tech Report	1,2,10
3.8.5 Continue to optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Campus Computer Technician	199, 211, 175	Yearly	Work Orders	1,2,10
3.8.6 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician	199, 211, 175	Daily	Work Orders	1,2,10
3.8.7 Continue to implement, support and maintain the hardware equipment for the district wide student information system (SIS).	Campus Computer Technician	199, 211, 175	Daily	Work Orders	1,2,10
3.8.8 Implement the use of mobile devices in the K-12 school environment in order to deliver curriculum and enable students to read and promote literacy.	Principal Assistant Principal(s) Teacher(s) Librarian(s) Campus Computer Technician	199, 211, 175	Daily	Check out and Library Reports	1,2,10



**SALINAS 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>3.8.9</b> Utilize Video Conference Equipment with the Distance Learning Consortium and Region One	Principal Campus Computer Technician	199, 211, 175	Quarterly	Sign in sheets	1,2,10
<b>3.8.10</b> Continue to upgrade and supplement current hardware and software to meet the instructional needs of the campus.	Principal Computer Lab Proctor	199, 211, 175	Daily	Inventory Reports	1,2,10
<b>3.8.11</b> Utilize technology to promote curriculum integration activities and enhance classroom instruction and student engagement.	Principal Campus Computer Technician Computer Lab Proctor Assistant Principal(s) Testing Strategist Teacher(s) Librarian(s)	199, 211, 175	Daily	Walkthroughs	1,2,10



**SALINAS 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
<b>3.9.1</b> Support curriculum integration activities by providing technology peripherals and software such as edusmart, iSation, and Think Through Math.	Principal Assistant Principal(s) Teacher(s) Campus Computer Technician Computer Lab Proctor	199, 211, 175	Yearly	Technology Software Inventory	1,2,10
<b>3.9.2</b> Provide technology staff development training to teachers, administrators and support staff.	Principal Assistant Principal(s) Teacher(s) Computer Lab Proctor Campus Computer Technician Librarian(s)	199, 211, 175	Monthly	Sign in Sheets	1,2,10



**SALINAS 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
<b>3.10.1</b> Increase understanding of financial aspects with campus administrators	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Each Semester	Sign-In Attendance Record	1
<b>3.10.2</b> Participate in business office procedures training for all administrators, secretaries/clerks, and sponsors	Principal Assistant Principal(s)	199, 211, 175	Yearly	Sign-In Attendance Record	1
<b>3.10.3</b> Conduct SBDM committee meetings to review and make budget decisions	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Monthly	Sign-In Attendance Record	1
<b>3.10.4</b> Participate in an overview of business office procedures presented to administrators at Administrator Academy.	Principal Assistant Principal(s)	199	Yearly	Sign-In Attendance Record	1
<b>3.10.5</b> Participate in semi-annual trainings of business office procedures for secretaries and activity clerks.	Principal	199	Each Semester	Sign-In Attendance Record	1





**SALINAS ELEMENTARY  
CAMPUS IMPROVEMENT PLAN**

**GOAL 3 EFFICIENT OPERATIONS**

**OBJ 11 Develop and implement a yearly budget plan.**

<b>Action</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Timeline</b>	<b>Evaluation</b>	<b>swc</b>
<b>3.11.1</b> Review and adjust the overall budget to maximize available resources.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Each Semester	Sign-In Attendance Record Meeting Minutes	1
<b>3.11.2</b> Allocate additional resources to meet the needs of Special Education and English Language Learners (ELL).	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Each Semester	Sign-In Attendance Record Meeting Minutes	1
<b>3.11.3</b> Conduct a academic needs assessment to determine best use of current budget based on those needs.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Each Semester	Sign-In Attendance Record Meeting Minutes	1
<b>3.11.4</b> Utilize the yearly budget to provide additional resources for our Special Education and English Language Learners.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Each Semester	Sign-In Attendance Record Meeting Minutes	1



**SALINAS 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 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Yearly	Sign-In Attendance Record Meeting Minutes	5
4.1.2 Continue to recruit and retain qualified substitute teachers.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Monthly	Sign-In Attendance Record Meeting Minutes	1,3
4.1.3 Employ bilingual certified elementary teachers.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Monthly	Sign-In Attendance Record Meeting Minutes	1,5
4.1.4 Review Student Enrollment Reports.	Principal	199, 211, 175	Weekly	TEMS Reports	1
4.1.5 Utilize 175 funding to purchase additional professional staff. Assign CRP Teacher to 4th grade to lower teacher/student ratio.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Yearly	Sign-In Attendance Record Meeting Minutes	1,5
4.1.6 Utilize Applitrack and Personnel Specialist Checklist for Qualifications.	Principal	199	Yearly	Reports	1,5
4.1.7 Continue to support teacher of the year, retirement/recognition ceremonies on campus.	Principal Assistant Principal(s) SBDM Committee	199, 211, 175	Yearly	TEMS Report	1
4.1.8 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal Assistant Principal(s) Teacher(s)	199, 211, 175	Every Six Weeks	Sign-In Attendance Record	1,5
4.1.9 Utilize AESOP Reports.	Principal	199	Daily	AESOP Reports	1



**SALINAS 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 Continue the use of automated substitute calling program and absences reporting system.	Principal Assistant Principal(s)	199	Daily	System Reports	1
4.2.2 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 through PLCs.	Principal Assistant Principal(s) Testing Strategist Academic Strategist	199	Every Six Weeks	Sign-In Attendance Record	1
4.2.3 Replace the district/campus staff who are deemed responsible for a campus not meeting State Accountability requirements.	Principal	199	Yearly	TTESS, & Walkthrough Documentation	1
4.2.4 Adhere to staffing guidelines and determine how to best meet needs considering budget constraints.	Principal	199	Yearly	TEMS Enrollment Report	1
4.2.5 Utilize Instructional Staff to increase student academic achievement.	Teacher(s) Principal Assistant Principal(s)	199, 211, 175	Daily	State Assessment Results	1,3
4.2.6 Ensure AESOP system is functional and accessible to campus administration.	Principal	199	Daily	Daily AESOP Reports	1
4.2.7 Conduct personnel reassignments.	Principal	199	Yearly	State Assessment Result Adhere to staffing guidelines	1



**SALINAS 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 under Every Student Succeeds Act (ESSA).	Principal Assistant Principal(s)	199, 211, 175	Monthly	Sign-in Attendance Records State Assessment Data	1
4.3.2 Provide staff members professional development aligned to diverse student groups on campus for example: ELL, Special Education, technology standards	Principal	199, 211, 175	Monthly	Sign-In Attendance Records	1
4.3.3 Utilize Eduphoria to generate professional development reports	Principal Assistant Principal(s)	199	Every Six Weeks	Eduphoria Reports	1,4
4.3.4 Follow year-long comprehensive plan and schedule for PD completed prior to Sept. 1 for administrators, teachers, and all staff and provided by Central Office.	Principal Assistant Principal(s) Teacher(s)	199	Yearly	Sign-In Attendance Records	1,4
4.3.5 Provide stipend applications for teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Principal Assistant Principal(s)	165	Each Semester	Applications	1

**CAMPUS PERFORMANCE  
2016-2017**

Campus Name: Salinas Elementary



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

Approaches  <i>Student Group</i>	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
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	82	72	69	67	81	79	81	77	87	67	70	65	72	79	79	74	78	77	75	69	
African American	65	78	86	-	61	75	80	-	68	77	86	-	57	72	*	-	69	88	*	-	69	89	-	
Hispanic	71	74	71	82	67	69	67	81	76	80	77	87	62	70	65	72	75	78	74	78	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	43	35	33	27	*	49	52	47	*	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	81	64	66	64	81	73	79	75	<b>87</b>	58	68	61	69	72	77	72	79	69	73	68	
ELL	57	60	53	73	51	51	47	73	69	72	65	<b>81</b>	50	57	45	62	57	62	56	60	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	98.0%	98.3%		
White	-	-		
Eco. Dis.	98.0%	98.3%		
All Students	98.0%	98.3%		

	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		

Salinas Elementary  
2017-2018  
CAMPUS BUDGET SUMMARY

<b>FUNDING SOURCE</b>	<b>FUNDING TYPE</b>	<b>AMOUNT</b>
199	GENERAL FUND	\$58,368
<b>FUNDING SOURCE</b>	<b>STATE</b>	<b>AMOUNT</b>
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$1,850
175	STATE COMPENSATORY	\$67,957
165	STATE BILINGUAL	\$37,840
173	HIGH SCHOOL ALLOTMENT	
<b>FUNDING SOURCE</b>	<b>FEDERAL</b>	<b>AMOUNT</b>
211	TITLE I REGULAR	\$69,617
212	TITLE I MIGRANT	\$209
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$15,625