

CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

CASTRO 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

CASTRO 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
Member

Dr. Sonia M.Trevino
Member

Charlie Garcia III
Member

Jerry Zamora
Member

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.**

CASTRO ELEMENTARY

Roster by Grouping

2017-2018

Campus Based Professional Staff

Samuel Victorino Pre-Kinder
Erika Loreda-Kinder
Maria D. Ramirez- First Grade
Janeth Lopez - Second Grade
Alma Garcia- Fifth Grade
Lois Prukop Reyes- Fourth Grade
Clarissa Ozuna - Third Grade
Viviana Garibay - Resource

Non-Teaching

Karina Salinas-Instruction and Assessment Strategist
Nanelly Garza-Librarian
Paola Rubio-Counselor
Belinda Hinojosa-Assistant Principal
Myra A. Garza-Principal

District Level Professional Staff

Victoria Cochran-Champion

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Maria Grajeda
Isauro Trevino

Parents

Amy Garcia

Community Representatives

Maria Rendon
Maria Lydia Soto

Other

Sylvia Vela, Parent Liaison

Central Office Representative

Victoria Cochran-Champion

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

Myra A. Garza	Principal
Belinda Hinojosa	Assistant Principal
Paola Rubio	Counselor
Karina Salinas	Instruction and Assessment Strategist
Girzelda Gaona	Pre-Kindergarten Teacher
Sherilyn Estacio	ECH Unit Teacher
Olivia Flores	Kindergarten Teacher
Angelina Bondoc	Second Grade Teacher
Maria de Jesus Ramirez	First Grade Teacher
Alma Garcia	Fifth Grade Teacher
Erendira Resendez	Fourth Grade Teacher
Beatriz Garza	Second Grade Teacher
Alejandro Zavala	Fifth Grade Teacher
Yesenia Olvera	Third Grade Teacher
Xochitl Munoz	Third Grade Teacher
Janeth Lopez	Second Grade Teacher
Fred Estimbo	Fourth Grade Teacher
Clarissa Ozuna	Third Grade Teacher
Tanya Martinez	Fifth Grade Teacher
Gabriela Rodriguez	Fourth Grade Teacher
Lois Prukop Reyes	Fourth Grade Teacher
Viviana Garibay	Resource Teacher
Rosemary Guerra	P.E. Coach
Nallely Garza	Librarian
Joel Plata	Music Teacher
Yvette Farias	Principal's Secretary
Aracelia Gonzalez	Activity Clerk
Melissa Garcia	Kinder Paraprofessional
April Martinez	Nurse
Analyn Garcia	Special Education Self Contained Paraprofessional
Maria Lourdes Reyna	Special Education Self Contained Paraprofessional
Elizabeth Vela Huerta	Special Education Paraprofessional
Enedina Garcia	Physical Education Paraprofessional
Cynthia Gomez	LAB Proctor
Richard Gomez	Technician

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

Velma Pena	Paraprofessional
Annette Zamora	Pre-Kindergarten Paraprofessional
Melissa Rodriguez	Library Clerk
Erika Loreda	Kinder Teacher
Carina Arellano	Pre-K Teacher
Sylvia Vela	Parent Liaison
Cristina Gomez	3rd Grade Teacher
Melanie Ramos	Fifth Grade Teacher
Samuel Victorino	Pre-K Teacher
Erika Beltran	Kinder Teacher
Mary Rodriguez	1st Grade Teacher
Belinda Ramirez	Student Data Clerk
Flor Munoz	Pre-Kindergarten Paraprofessional
Sylvia Gonzalez	Kinder Teacher
Francelli Gallardo	2nd Grade Teacher
Dalia Anaya	Fifth Grade Teacher
Norma Mercado	Head Start Teacher
Bianca Zubiria	Head Start Teacher



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Improve Attendance Rates.
- 2 Decrease student tardiness.
- 3 Provide incentives for Attendance.
- 4 Increase teacher/parent awareness regarding advance placement.
- 5 Reduce student participation in special programs (intervention/remedial)
- 6 20% of the student population is mobile
- 7 Specific programs for at risk populations
- 8 Enhance GT program

STUDENT ACHIEVEMENT

- 1 Improve Reading and Math performance for all students including LEP, SpEd, Migrant, Low Socia, etc.
- 2 Provide incentives for students and staff to promote achievement.
- 3 Provide more effective professional development in all areas as needed such as Reading and any other areas that may need to be addressed.
- 4 Provide more team build techniques and opportunities within the grade level and between different grade levels such as monthly socials and team building activities. These activities are to open the lines of communication between grade levels.
- 5 Improve Science and Writing performance.
- 6 Improve identification of GT students.
- 7 Promote the use of GT Curriculum.
- 8 Increase scores on advance performance.
- 9 Improve attendance to increase student achievement.
- 10 Improvement in reading scores.
- 11 Attend new training for New Math TEKS.
- 12 Provide extended learning opportunities for students.
- 13 Increase TELPAS proficiency level ratings.

SCHOOL CULTURE AND CLIMATE

- 1 Increase parent support by having teacher's / campus consistently use-
 - * Class Dojo
 - * Daily HW Folder
 - * Class attendance incentives
 - * School Messenger
 - * Notices for open house/ Progress Report Card night
- 2 Continue to hold monthly assemblies to recognize student achievement, attendance, behavior, etc. (Good Life Celebration etc.)
- 3 Strengthen character education program through counseling and school wide activities-
 - * Implementation of the RAIDER Way
 - *PRIDE through daily announcements
- 4 Continue providing staff instructional materials, professional development, supplies and all support as needed.
- 5 More teacher and visitor parking.
- 6 Implement School Culture and Climate Survey to teachers, students and parents to gather concrete data for school safety and climate.



COMPREHENSIVE NEEDS ASSESSMENT

STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Continue to promote capacity through professional growth opportunities.
- 2 Work with PR to promote a positive image of campus to entice, recruit and retain quality teachers.
- 3 Continue with team building activities.
- 4 Provide incentives to staff to promote attendance, performance and recognition for contributions to organization.
- 5 Administration participate in UTPA job fairs to improve selection of job applicants.
- 6 One teacher per grade level should have TXBess training and two teachers per grade level must be GT certified.
- 7 All staff should attend trainings i.e. GLAD, Balanced Literacy, Technology, etc.
- 8 Teacher survey of training needs.

CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Set high expectations (grade level specific) for Reading and Math.
- 2 Build a supplemental resource library for the purpose of reteaching objectives and extra practice for at-risk, LEP, and SPED students.
- 3 Promote active reading for all grade levels by integrating reading into all subjects.
- 4 Implement incentive programs to increase student motivation.
- 5 Schedule horizontal and vertical meetings for the purpose of sharing best practices to target specific skills.
- 6 Provide professional development in areas of need such as: curriculum, assessment, journaling, foldables, graphic organizers, and small-group instruction (hands-on and flexible grouping).
- 7 * Data Talks every Monday
* PLC/ Staff Meetings every Wednesday
* After School tutoring
* Increase UIL, Robotics, Dance, Guitar participation
- 8 Parent meetings focused on instruction and expectations.
- 9 Student involvement in analyzing their own results from benchmarks.
- 10 Science Lab use

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Continue increasing parental involvement and recruitment.
- 2 Continue creating a parent friendly campus by-
* providing front office customer service
* Friday Parent Student Lunch
* Texas Public Schools Week Activities
* hosting special events such as Fall Festival, Grandparents Day, Mother's & Father's Day time, Health clinics
- 3 Continue increasing Parenting Partners involvement
- 4 Encourage parents to form a PTO

SCHOOL CONTEXT AND ORGANIZATION

- 1 Continue to increase effective communication through different media.
- 2 Continue implementing and monitoring duty schedules.
- 3 Increase participation in support programs such as A.R., Dance, Guitar, Choir, and U.I.L.
- 4 Increase awareness of mentor/mentee roles.
- 5 Develop a calendar of scheduled meetings for mentor and mentees to collaborate ideas and discuss needs and ways to improve support for mentees.
- 6 Increase staff development (according to grade level needs)
- 7 Increase input of SBDM in decision making.
- 8 Playground needs to be updated and/or repaired.
- 9 Specific trainings according to grade level needs (RTI/Reading skills)
- 10 Utilize learning modules for existing programs through Instructional Technology Department.



COMPREHENSIVE NEEDS ASSESSMENT

TECHNOLOGY

- 1 New security cameras.
- 2 Update visual projectors.
- 3 Increase ratio of working student computers in classrooms.
- 4 Utilize learning modules for computer software systems through Instructional Technology Department.
- 5 Utilize Google apps to uses as CPS units needed for all upper grades
- 6 Increase integration of technology in the classroom.
- 7 Classroom set of Chromebooks for third through fifth and Galaxy Tablets for grades Pre-Kinder through 2nd Grade.

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



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 11 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement the vertically aligned district Curriculum PK - 5th	Teacher(s) Principal Assistant Principal(s) Academic Strategist	211, 175, 199	Daily	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,4,9, 10
1.1.2 Utilize multiple sources to address System Safeguards, TAPR and PBMAS.	Teacher(s) Assistant Principal(s) Principal SBDM Committee Testing Strategist Academic Strategist	175,211,263	Daily	Formative assessments, summative assessments, state assessments	1,2,9, 10
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Assistant Principal(s) ARD Committee Bilingual Teacher(s) Counselor(s) GT Teacher Principal Resource Teachers RTI Committee SBDM Committee Teacher(s) Dyslexia Strategist	211,175,199	Daily	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,4, 8,9,10 ,7
1.1.4 Provide instructional materials aligned to special program requirements and objectives.	Assistant Principal(s)	211,175,263	Daily	Inventory Reports	1,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 12 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.5 Enhance student learning by providing opportunities to make real world connections to learning through educational field trips.	Assistant Principal(s) Teacher(s) Principal	175	Monthly	Lesson Plans	10,1,9
1.1.6 Provide snacks for students to promote achievement during after school learning enrichment.	Principal	211	Daily	Lesson Plans, Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 8,9,10
1.1.7 Academic progress monitoring through AWARE by the campus academic coaches.	Assistant Principal(s) Principal Resource Teachers Teacher(s) Testing Strategist Academic Strategist	211	Weekly	Assessment performance (Weekly, CBA, Six Weeks, Benchmarks)	1,3,4, 8,9,10
1.1.8 Increase performance in Reading, Writing, Science and Math by purchasing supplemental resources and materials to enhance instruction.	Assistant Principal(s) Principal	211,175	Daily	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 4,8,9, 10
1.1.9 Purchase hardware and software media to enhance learning in all content areas.	Principal	211,175	Daily	Usage and performance reports	1,2,10
1.1.10 Promote Accelerated Reader program by providing incentives and setting goals.	Librarian(s) Teacher(s)	175	Every Six Weeks	Word Count Report, Books read report	9,10
1.1.11 Provide skill-targeted staff development training to improve student achievement in reading, math, science, writing and social studies.	Assistant Principal(s) Principal	211,175	Every Six Weeks	Agendas, sign-in sheets, PLC minutes, Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 4,9,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 13 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.12 Increase performance in reading, writing, science and math through daily intervention block and after school tutorials.	Assistant Principal(s) Principal Testing Strategist Academic Strategist Teacher(s)	211,175	Daily	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 8,9,10
1.1.13 Increase performance in writing by attending professional development sessions.	Academic Strategist Teacher(s) Assistant Principal(s) Principal	211,175	Yearly	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,4, 9,10
1.1.14 Special programs will coordinate efforts to increase the academic achievement of students through collaboration, planning, monitoring, intervention and supports.	504 Administrator Academic Strategist ARD Committee Assistant Principal(s) Bilingual Teacher(s) Counselor(s) LPAC Coordinators Principal Resource Personnel RTI Committee SBDM Committee Special Ed Teacher(s) Teacher(s) Testing Strategist	211,175	Weekly	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 4,7,9, 8



CASTRO 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
1.1.15 Conduct data analysis every week during grade level Data Talks.	Academic Strategist Testing Strategist Teacher(s) Principal Assistant Principal(s)	211,175	Weekly	Eduphoria Aware reports, program reports, Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 8,9,10
1.1.16 Provide instructional materials for ELL program students in order to increase academic achievement in L1 and L2.	Assistant Principal(s) Bilingual Teacher(s) Principal Academic Strategist	211,175	Daily	Eduphoria Aware reports, Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 4,7,8, 9,10
1.1.17 Provide instructional materials to special education programs in order to increase academic performance and close learning gaps.	Academic Strategist ARD Committee Assistant Principal(s) Principal Special Ed Teacher(s)	211,175	Daily	Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,4, 8,9,10
1.1.18 Implementation of a One Way Dual Language Program for Pre-K - 4th grade.	Assistant Principal(s) Bilingual Teacher(s) Principal	211,175,263	Daily	Dual Language six weeks mid-assessment data, Observations, Walk-thrus, Assessments (Weekly, CBA, Six Weeks, Benchmarks)	1,2,3, 4,5,7, 8,9,10
1.1.19 Increase library book selection for ELL students.	Librarian(s) Principal	199	Yearly	Library book inventory, increased academic performance of ELL students	1,2,6, 7,9,10
1.1.20 Reward students for academic achievements with incentives.	Principal Assistant Principal(s) Teacher(s)	199	Every Six Weeks	Student assessment performance (six week assessments, benchmarks)	2,9,10



**CASTRO 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
1.1.21 Develop an effective school library program to provide students an opportunity to develop digital library skills and improve academic achievement.	Principal Librarian(s)	199	Daily	Lesson Plans Schedules	1,2,10
1.1.22 Ensure a smooth transition from Head Start to Kindergarten and 5th grade to Junior High through orientations, campus visits and parent meetings to maintain student academic performance and increase student retention.	Principal Assistant Principal(s) Teacher(s) Parental Liaison	199	Yearly	Schedules Lesson Plans Agendas Sign In Sheets	2,7,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 16 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Resource Teachers Special Ed Teacher(s)	211,175,212	Yearly	Assessment performance, individual student goals, progress monitoring, failure reports	1,2,8,10
1.2.2 Implement the district-wide inclusion initiative.	Principal Special Ed Teacher(s) ARD Committee Teacher(s)	211,175	Daily	Progress Monitoring, Assessment data, Individual Goal Attainment	1,2,3,4,5,7,9,10
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal Testing Strategist Assistant Principal(s) Resource Personnel Special Ed Teacher(s) ARD Committee Teacher(s)	165	Daily	Formative and summative assessments (Weekly, Six Weeks, Benchmarks), observations, walk-thrus	1,2,3,4,9,10
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Assistant Principal(s) Counselor(s) Teacher(s)	175,211	Daily	RTI Progress Monitoring, Assessment Data (Weekly, Six Weeks, Benchmarks, CBA), iStation data	1,2,3,4,9
1.2.5 Create procedures for accelerated and intensive instruction.	Assistant Principal(s) Teacher(s)	211,175	Daily	Schedules, Assessment Data (Weekly, six weeks, benchmarks, CBA)	1,2,9,10
1.2.6 Participate in district-wide initiatives to increase college-readiness/awareness for all students through the incorporation of CCRS in lessons, counseling lessons and the availability of information at the campus Go Center located in the library.	Principal Assistant Principal(s) Teacher(s) Counselor(s)	211,175	Daily	Data reflecting Advanced Performance	1,2,3,4,5,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 17 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.7 Monitor special population (LEP & Special Ed.) student placement and assessment decisions over the course of the year.	Principal Assistant Principal(s) LPAC Coordinators ARD Committee Teacher(s) Special Ed Teacher(s) Bilingual Teacher(s)	211,175	Daily	Progress monitoring, program guidelines	10,9
1.2.8 Monitor and analyze data for Gifted and Talented /advanced learners, to provide instruction that challenges and fosters continued growth.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	211,175	Weekly	Formative and Summative Assessment data (weekly, six weeks, benchmarks, CBAs)	1,2,3, 4,9,10
1.2.9 Analyze data, monitor, plan and deliver instruction for special population students to meet the differentiated needs and ensure academic progress. (ELLs, Dyslexia,GT,Migrant,SPED)	Principal Assistant Principal(s) Academic Strategist Testing Strategist Teacher(s) Bilingual Teacher(s) Dyslexia Strategist GT Teacher Migrant Strategist Resource Teachers Special Ed Teacher(s)	211,175	Weekly	Formative and summative assessments (weekly, six weeks, benchmarks, CBAs)	1,2,10 ,9



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 18 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.10 Monitor consistent implementation of the District's Bilingual and ESL program models. Provide Bilingual Professional Development by attending local, regional, and state conferences- and look for training dealing with Dual One Way Language Program, sheltered instruction strategies, and language development.	Principal Assistant Principal(s) Bilingual Teacher(s) Academic Strategist	211,175,263	Daily	Observations, walk-thrus, formative and summative (weekly, six weeks, benchmarks, CBAs)assessment data	1,2,3,4
1.2.11 Continue to implement the Texas Early Mathematics Inventory assessments (TEMI) to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	211,175	Every Six Weeks	TEMI assessment reports	2,9,10
1.2.12 Use Istation/Istation Espanol data to continually monitor K-5th grade students for reading and math progress and at-risk characteristics of dyslexia and related disorders.	Principal Assistant Principal(s) Testing Strategist Teacher(s) Academic Strategist	211,175	Monthly	Istation reports	2,9,10
1.2.13 Review and implement Response to Intervention (RTI) Professional Development and follow the district's RTI flowchart designating the specific Tier I, II, and III intervention programs.	Principal Assistant Principal(s) RTI Committee Teacher(s)	211,175	Daily	RTI Progress Monitoring	1,2,9,10
1.2.14 Implement the district-wide mentoring program for struggling students in special populations.	Principal Counselor(s) Teacher(s)	211,175	Monthly	Meeting logs	1,2,9,10
1.2.15 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 Teacher(s)	211,175	Daily	Individual Accommodation Plan, 504 Minutes, Progress Monitoring	1,2,3,4,9,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 19 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.16 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s) LPAC Coordinators Bilingual Teacher(s)	211,175	Daily	Linguistic accommodations, progress monitoring, LPAC decision making	1,2,4,3,7,9,10
1.2.17 Teachers will participate in the GT/HA and advanced learners training every 6-weeks to provide support	GT Teacher	211,175	Every Six Weeks	Lesson Plans, Agendas, Sign-In Sheets, Progress Monitoring	1,2,4,5,9,10
1.2.18 Provide students opportunities for success in all areas through activities such as UIL, Destination Imagination, Student Council, Choir, Athletics, Dance, Battle of the Bluebonnets, and Robotics.	Principal UIL Coordinator UIL Coaches Counselor(s) Music Teacher P.E. Coach Librarian(s)	211,175	Yearly	Agendas, Sign-In Sheets	1,10
1.2.19 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.	UIL Coordinator GT Teacher	211,175	Yearly	Lesson Plans, Student Projects, Schedules, Agendas, Sign-In Sheets	10,5
1.2.20 Include documentation of accelerated/ intensive plan of instruction for students with disabilities and progress monitoring.	Special Ed Teacher(s) ARD Committee	211,175	Daily	IEP, Lesson Plans, Progress Monitoring, ARD Minutes	1,2,3,4,9,10
1.2.21 Implement after school accelerated college readiness camps.	Principal Teacher(s)	211,175	Yearly	Lesson Plans, Sign-In Sheets, Progress Monitoring, Assessment Performance (Weekly, Six Weeks, CBAs, Benchmarks)	1,2,10,9
1.2.22 Provide supplemental English intensive instruction for LEP students at the beginning and intermediate levels of proficiency.	LPAC Coordinators Bilingual Teacher(s) Teacher(s)	211,175	Daily	LPAC Decision Making, Progress Monitoring, Formative Assessments, Summative Assessments	1,2,3,7,9,10



**CASTRO 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
<p>1.2.23 Incorporate a preschool/head start program to provide young children with the early learning experiences that will enable them to meet academic standards throughout elementary/secondary school. Scheduling activities to assist in the transition of these students to the public school setting (ex. student orientation, parent meetings, inclusion in campus activities).</p>	<p>Principal Assistant Principal(s) Teacher(s)</p>	<p>211,175</p>	<p>Yearly</p>	<p>Provide evidence of monitoring and documentation of the transition process, evidence of transition trainings and follow-through processes, reveal evidence of the data used to target student transition issues and provide documentation of the support that directly impacted them</p>	<p>1,2,6, 7,9,10</p>



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 21 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development activities to support district initiatives and priorities.	Assistant Principal(s) Principal	211,175	Every Six Weeks	Sign in Sheets, Agendas, Lesson Plans, Progress Monitoring, Observations	2,9,10
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s) Librarian(s) Counselor(s)	211,175	Monthly	Agendas, Sign-in Sheets	1,10
1.3.3 Provide opportunities to participate in professional learning community activities (ie. book studies).	Principal	211,175	Yearly	Agendas, Sign-In Sheets, Lesson Plans, Observations, PLC Minutes	1,2,9,10
1.3.4 Gifted and Talented Professional Development *Attend 30-hour GT Training for teachers missing training *Attend annual GT Updates for all teachers	GT Teacher Teacher(s)	211,175	Yearly	Agendas, Certificate of Completion, Lesson Plans, Observations, Progress Monitoring, Student Projects	1,2,3,4,5,9,10
1.3.5 ELA Professional Development: Attend district professional development training sessions from Dr. Diana M. Ramirez (DMR); ABYDOS; Region One; University Texas Rio Grande Valley (English Department Professors) to ELAR /SLAR teachers from PreK-5th and GLAD trainings.	Bilingual Teacher(s) Teacher(s)	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Observations, Progress Monitoring	1,2,3,4,5,7,9,10
1.3.6 Math Professional Development: Attend district staff development sessions provided for all elementary Math teachers to review the State TEKS for grades K-5. Attend district staff development update sessions for Math.	Teacher(s) Academic Strategist	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Observations, Progress Monitoring	1,2,3,4,5,9,10
1.3.7 Science Professional Development: Attend district Science Trainings for elementary teachers. Utilize STEM scopes and EduSmart on-line programs	Teacher(s)	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Observations, Usage Reports, Progress Monitoring	1,2,3,4,5,9,10
1.3.8 Social Studies Professional Development: Attend district social studies training for elementary teachers.	Teacher(s)	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,9,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 22 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>1.3.9 Bilingual Program Professional Development: Attend instructional staff development activities as per state and federal requirements to increase LEP achievement through effective research-based teaching practices, approaches, and strategies. Attend professional development for paraprofessional staff working with program LEPs. Attend professional development session on the One Way Dual Language Program, GLAD and Region One.</p>	<p>Teacher(s) Bilingual Teacher(s)</p>	211,175,263	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,7,9,8,10
<p>1.3.10 Special Education Program professional development: 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</p>	<p>Resource Personnel Special Ed Teacher(s) Teacher(s)</p>	211,175	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,7,8,9,10
<p>1.3.11 Attend trainings for Migrant students: *District trainings *Migrant North STAAR Pilot *Brainchild (Kineo tablets) *Galaxy Tablets</p>	Migrant Strategist	212,211,175	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,6,7,9,10
<p>1.3.12 Attend Instructional Technology Training</p>	<p>Campus Computer Technician Technology Committee Teacher(s)</p>	211,175,212,263	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,7,9,10
<p>1.3.13 Provide opportunities for staff to attend local and state conferences in core content areas to refine instruction.</p>	<p>Principal Teacher(s)</p>	211,175,212,263	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,5,9,10
<p>1.3.14 Attend Key Leader content training and follow up with one day of planning every six weeks.</p>	Teacher(s)	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments, PLC Minutes	1,2,3,4,9,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 23 of 58

MISSION CISD

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
1.3.15 Create a campus-wide plan for professional development that details calendar of events and that is aligned to district priorities and students' needs	Principal Assistant Principal(s)	211,175	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3, 4,5,9, 10
1.3.16 Utilize Texas Gateway resources as part of classroom instruction, intervention, acceleration, additional practice, and professional development.	Teacher(s)	211,175	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,4, 5,9,10
1.3.17 Attend training on data analysis using AWARE	Testing Strategist Principal Assistant Principal(s) Teacher(s)	211,175	Yearly	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3, 4,5,9, 10,8
1.3.18 Attend professional development such as TABE to ensure proper Bilingual and LEP Program implementation.	Principal Assistant Principal(s) Bilingual Teacher(s) Teacher(s)	211,175,263	Yearly	Agendas, Certificates of Completion	1,10
1.3.19 Attend the professional development session for Gifted and Talented for Administrators.	Principal Assistant Principal(s)	211,175	Yearly	Agendas, Certificates of Completion	1,10
1.3.20 Attend annual Texas Assessment Conference	Testing Strategist	211,175	Yearly	Agendas, Certificates of Completion,	1,10
1.3.21 Attend annual TEPSA conference	Principal Assistant Principal(s)	211,175	Yearly	Agendas, Certificates of Completion	1,10
1.3.22 Participate in professional learning community activities opportunities for professional staff.	Principal Assistant Principal(s) Teacher(s)	211,175	Every Two Weeks	Agendas, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments, PLC Minutes	1,2,9, 10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 24 of 58

MISSION CISD

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
1.3.23 Allocate funds to purchase materials such as books for professional learning community studies.	Principal	211,175	Yearly	Agendas, Lesson Plans, Progress Monitoring, Observations	1,10,5
1.3.24 Provide/Participate in technology training to support current technology trends.	Principal Teacher(s) Assistant Principal(s) Librarian(s)	211,175	Every Six Weeks	Agendas, Certificates of Completion, Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3,4,9



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 25 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and develop action plans to target areas and need and continue the development of mastery performance.	Testing Strategist Principal Assistant Principal(s) Teacher(s)	211,175	Weekly	Progress Monitoring, Observations, Formative/Summative Assessments, Lesson Plans, PLC Minutes	1,2,3, 8,9,10
1.4.2 Use data to evaluate the academic success of students participating in existing special programs.	Teacher(s) Testing Strategist Principal Assistant Principal(s) Counselor(s)	211,175	Daily	Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments, PLC Minutes	1,2,8, 9,10
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Assistant Principal(s) Testing Strategist Principal Teacher(s) Counselor(s)	211,175	Weekly	Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments	1,2,3, 8,9,10
1.4.4 Review PBMAS and SPP compliance data & reports for monitoring and continued improvement.	Principal Assistant Principal(s) Testing Strategist	211,175	Yearly	Progress Monitoring, Observations, Formative/Summative Assessments, Lesson Plans, PLC Minutes	1,2,7, 9,10
1.4.5 Meet with Campus Improvement Leadership Teams (CILT) to review assessment data and goals.	Principal Assistant Principal(s) Testing Strategist CILT Committee	211,175	Every Six Weeks	Agendas, Sign-In Sheets, Minutes	1,2,9, 10
1.4.6 Analyze the FITNESSGRAM to make improvements for the following year.	P.E. Coach	211,175	Yearly	Program Reports, Student Performance	1,2,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 26 of 58

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.7 Analyze the TAPR, PBMAS, SPP, federal system safeguards and local reports on an annual basis.	Principal Assistant Principal(s) Testing Strategist	211,175	Yearly	Progress Monitoring, Observations, Formative/Summative Assessments, PLC Minutes	1,2,9,10
1.4.8 Monitor campus administration of the district Six Week's assessments, TEMI, iStation, and fluency to ensure campus staff analyzes the data for student improvement.	Principal Assistant Principal(s) Testing Strategist	211,175	Every Six Weeks	Progress Monitoring, Observations, Formative/Summative Assessments, AWARE assessment reports	1,2,8,9,10
1.4.9 Create campus data analysis teams to review student course failures, absences and discipline information at the end of every six weeks grading period.	Principal Assistant Principal(s)	211,175	Every Six Weeks	AWARE Assessment Reports, Agendas, Sign-In Sheets	1,2,8,9,10
1.4.10 Monitor the academic progress of LEP students.	Principal Assistant Principal(s) Testing Strategist Bilingual Teacher(s) LPAC Coordinators	211,175	Weekly	Lesson Plans, Progress Monitoring, Observations, Formative/Summative Assessments, AWARE Assessment Reports	1,2,8,9,10
1.4.11 Nominate students for testing for the Gifted and Talented Program.	Teacher(s)	211,175	Yearly	Report Cards, GT Testing/Observation/Identification Forms	1,9,10
1.4.12 Conduct an annual survey for parents in order to improve the migrant program	Migrant Strategist Parental Liaison	211,175,212	Yearly	Survey	1,2,9,10
1.4.13 Conduct a data analysis using the Texas Accountability System (TAIS) to increase campus performance in PBMAS, AMOUS, and TAPR.	Principal Assistant Principal(s) Testing Strategist	211,175	Yearly	Assessment Reports, Agendas, CILT Minutes, PLC Minutes	1,2,8,9,10
1.4.14 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	LPAC Coordinators Principal Assistant Principal(s)	211,175	Daily	LPAC Training Agendas, LPAC Minutes, Lesson Plans, Observations, Formative/Summative Assessments	1,2,8,9,10



**CASTRO 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
1.4.15 Develop a system that targets needed areas of improvement for all special population groups.	Principal	211,175	Yearly	Assessment Data Sources, Progress Monitoring	1,2,9,10
1.4.16 Implement an RTI committee to monitor, track and provide materials/strategies for at-risk students.	RTI Committee Principal Counselor(s) Teacher(s)	211,175	Yearly	RTI Training Agendas, Sign In Sheets, Progress Monitoring, Intervention Monitoring	1,2,4,8,9,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal Assistant Principal(s) Testing Strategist Teacher(s) Special Ed Teacher(s)	211,175	Each Semester	Agendas, Sign-In Sheets, progress monitoring, observations	1,2,9,10
1.5.2 Attend training in order to interpret and evaluate the new state assessments (STAAR and TELPAS).	Testing Strategist Principal Assistant Principal(s) Teacher(s) Special Ed Teacher(s)	211,175	Each Semester	Agendas, Sign-In Sheets, Lesson Plans, Progress Monitoring	1,2,3,4,5,10
1.5.3 Attend training on how to interpret accountability reports specific to special populations.	Testing Strategist Principal Assistant Principal(s) Teacher(s)	211,175	Yearly	Agendas, Sign In Sheets, PLC Minutes, Lesson Plans, Progress Monitoring, Formative/Summative Assessments	1,2,4,8,9,10
1.5.4 Allocate funds to purchase resources and materials to track student data and be in compliance with the systems of accountability.	Principal	211,175	Yearly	Progress Monitoring	1,2,9,10
1.5.5 Allocate funds for refreshments for meetings/trainings.	Principal	211,175	Monthly	Agendas, Sign-In Sheets	1,10
1.5.6 Implement district level performance standards for STAAR.	Principal Assistant Principal(s) Testing Strategist	211,175	Yearly	Assessment Progress Monitoring	1,10,9



**CASTRO 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 Create electronic resources to expedite communication.	Principal Assistant Principal(s)	211,175	Yearly	Electronic Resources	1,2
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal	211,175	Monthly	Agendas, Sign In Sheets, Meeting Minutes, Observations	1,2,10
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Assistant Principal(s) Principal	211,175	Every Six Weeks	Agendas, Sign-In Sheets, Meeting Minutes	1,2,10
1.6.4 Attend monthly elementary principal's meetings.	Principal	211,175	Monthly	Agendas, Minutes	1,2,10
1.6.5 Distribute weekly newsletter to remind stakeholders of upcoming events.	Principal	211,175	Weekly	Newsletters	10
1.6.6 Continue providing a goal driven agenda with opportunity for stakeholder input	Principal	211,175	Monthly	Agendas, Minutes	1,2,10
1.6.7 Attend Content Key Leader Meetings to increase communication between content coordinators and campus. Campus Key Leaders will conduct meetings, after every district Key Leader Meeting, and relay information to all content teachers.	Teacher(s)	211,175	Every Six Weeks	Agendas, Sign-In Sheets, Lesson Plans, Observations	1,2,4, 9,10
1.6.8 Participate in 90-minute PLC meetings.	Teacher(s) Academic Strategist Assistant Principal(s) Counselor(s) Principal P.E. Coach Music Teacher Special Ed Teacher(s) Librarian(s) Testing Strategist	211,175	Weekly	Agendas, Sign-In Sheets, PLC Minutes	1,2,3, 9,10



**CASTRO 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 such as, Class Dojo.	Principal Parental Liaison Teacher(s)	211,199	Monthly	Agendas, Sign-In Sheets	6,10
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Principal Counselor(s) Parental Liaison	211,199	Yearly	Event Schedule, Agendas, Sign-In Sheets	6,10
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Principal	211,199	Yearly	Agendas, Meeting Minutes	6,10
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Principal Parental Liaison Testing Strategist	211,199	Yearly	Agendas, Sign-In Sheets	2,6
2.1.5 Provide opportunities for staff, students and parents to participate in community related activities (ie: 5k Events, Canned Food Drive to benefit Mission Food Pantry, Mission Regional Hospital Pink Walk, Castro Spirit Night, School-Wide Neighborhood Visits, etc.)	Principal Parental Liaison Teacher(s)	211,199	Yearly	Agendas, Sign-In Sheets,	1,6,10
2.1.6 Continue to provide a warm and inviting environment for parent meeting room and lunch room.	Principal Parental Liaison Assistant Principal(s) Counselor(s)	211,199	Yearly	Parent Meeting Agendas, Sign-In Sheets	1,6
2.1.7 Ensure an addition of a community member to the SBDM.	Principal SBDM Committee Parental Liaison	211,199	Yearly	SBDM Member Roster	1,2,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 31 of 58

MISSION CISD

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.8 Host Health Fairs and Career Fairs.	Principal Assistant Principal(s) Community Liaison Counselor(s) P.E. Coach School Nurse	211,199	Yearly	Agendas, Sign-In Sheets	1,6,10
2.1.9 Attend the District Parent Conference.	Parental Liaison	211,199	Yearly	Agendas, Certificate of Attendance	1,2,10 .6
2.1.10 Provide after school program with The Boys and Girls Club of Mission.	Principal	211,199	Weekly	Enrollment Forms, Attendance Logs	1,2,9, 10
2.1.11 Provide mileage reimbursement for home visits and Community Involvement events.	Principal	211,199	Yearly	Budget Allocations	1,10,6
2.1.12 Provide at least 1 event to recognize parents, parent volunteers and community leaders that support the school/campus.	Parental Liaison Principal	199	Yearly	Event Agendas, Sign-In Sheets	6,10
2.1.13 Provide at least 1 opportunity for grade levels to have academic informational meetings with parents, (ie: curriculum information, home teaching strategies to improve student performance etc.)	Principal	211,199	Yearly	Curriculum Night Schedule, Sign-In Sheets, Agendas	1,2,9, 10
2.1.14 Provide written information and materials to be sent home with the students to help improve parent's knowledge on current educational strategies that are being implemented.	Principal Parental Liaison Teacher(s)	211,199	Monthly	Parent Notices	1,2,6, 10
2.1.15 Arrange for parental incentives from participating partner agencies for the parents who attend the parent conference.	Parental Liaison	199	Yearly	Donation letters	1,2,6



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 32 of 58

MISSION CISD

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.16 Utilize campus leadership to assist in recruiting parents for the various parent meetings and the parent conference.	Parental Liaison Assistant Principal(s) Principal Counselor(s) Librarian(s)	211,199	Yearly	Agendas, Parent Contact Logs	1,2,10
2.1.17 Ensure that invitations to the District Parental Conference is sent out to all campus parents.	Parental Liaison Principal	211,199	Yearly	Invitations, Parent Contact Logs	1,2,6
2.1.18 Improve community networking, student attendance, homeless matters through the use of school communication systems such as school messenger, community events, parent volunteers, round table representative, monthly meetings held for parents, and campus website.	Principal Counselor(s) Teacher(s) Parental Liaison Assistant Principal(s)	211,199	Monthly	Calendar of Events Attendance Rosters	2,6,10
2.1.19 Continue to provide support to the needy/homeless child in order to attend school. (i.e. clothing, school supplies, direction to community resources, eye glasses)	Principal Parental Liaison Counselor(s) School Nurse	211,199	Daily	Family Income Survey Registration packets	2,9,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 33 of 58

MISSION CISD

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.	Coordinator for Parental Involvement Parental Liaison	211,199	Yearly	Agendas, Sign-In Sheets	1,2,6,10
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Testing Strategist Parental Liaison Principal Teacher(s)	211,199	Monthly	Agendas, Curriculum Night Schedules, Sign-In Sheets, Parent Logs	1,2,9,6,10
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison Librarian(s)	211,199	Yearly	Agendas, Sign-In Sheets	1,2,6,10
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	211,199	Each Semester	Agendas, Sign-In Sheets, Minutes	1,2,9,10,6
2.2.5 Develop targeted initiatives to increase parental involvement.	Parental Liaison Assistant Principal(s) Principal Counselor(s) Librarian(s)	211,199	Monthly	Parent Participation Progress Monitoring, Goal Setting, Agendas, Sign-In Sheets	1,2,10,6
2.2.6 Disseminate Policy at Registration.	Parental Liaison	211,199	Yearly	Sign In Sheets, Enrollment Reports	1,2,9,10
2.2.7 Initiate a partnership with the community library or museum to be part of certain activities.	Parental Liaison Librarian(s)	211,199	Yearly	Partnership agreements, event schedules, agendas, sign-in sheets	1,2,10
2.2.8 Include parent and community members to attend meetings on campus (ie: SBDM meetings)	Parental Liaison Principal Assistant Principal(s) SBDM Committee	211,199	Yearly	Agendas, Sign-In Sheets	1,2,6,9,10
2.2.9 Utilize parental and community member expertise in appropriate meeting presentations as speakers.	Parental Liaison	211,199	Monthly	Agendas, Sign-In Sheets	1,2,6,10



CASTRO 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
2.2.10 Conduct meetings covering topics mandated by state and federal guidelines.	Parental Liaison	211,199	Yearly	Agendas, Sign-In Sheets	1,2,6, 10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 35 of 58

MISSION CISD

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 Parental Liaison Assistant Principal(s) Teacher(s) Testing Strategist Librarian(s)	211,199	Yearly	Parent Communications in English and Spanish	1,6,10
2.3.2 Implement emerging technologies (ie. Class Dojo, Campus Facebook Page, Campus Website, School Messenger) for expanding and improving communication with the community.	Principal Assistant Principal(s) Librarian(s)	211,199	Yearly	Communication Log	1,2,10 ,6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Principal	211,199	Daily	Parent Contact Logs, Parental Involvement Participation Logs, Agendas, Sign-In Sheets	1,2,6, 10
2.3.4 Survey parents to expand written communication. Surveys can evaluate the effectiveness of delivered information.	Parental Liaison	211,199	Each Semester	Parent Surveys	1,2,6
2.3.5 Conference with parents to educate them on student expectations and curriculum.	Principal Assistant Principal(s) Teacher(s) Parental Liaison	211,199	Yearly	Parent Contact Logs	1,2,6, 10
2.3.6 Provide general information on the school's marquee.	Principal	211,199	Weekly	Marquee Announcements	6,10
2.3.7 Make phone calls and set up conferences or communicate via Class Dojo on a weekly basis to build a positive parent-teacher relationship.	Teacher(s)	211,199	Weekly	Parent Contact Log	1,2,6, 10
2.3.8 Train front office staff on providing customer service.	Principal	211,199	Yearly	Agenda, Minutes, Parent Surveys	1,2,10 ,6
2.3.9 Keep an Open-Door Policy for parents to feel welcome in getting involved.	Principal	211,199	Yearly	Parent Surveys	1,2,6, 10



**CASTRO 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
2.3.10 Update and maintain current information in our school's webpage.	Librarian(s)	211,199	Daily	Website	1,2,6, 10
2.3.11 Communicate with parents through the Web Messenger and Class Dojo.	Principal Assistant Principal(s) Teacher(s)	211,199	Weekly	Web Messenger Usage Class Dojo	1,2,10 ,6
2.3.12 Parent Liason will coordinate meetings with parents on different areas such as, but not limited to; school goals, structure to have students completing homework, curriculum, and various strategies to increase student performance.	Parental Liaison	211,199	Monthly	Meeting Schedule, Agendas, Sign-In Sheets, Minutes	1,2,6, 9,10
2.3.13 Parent Liason offers English classes using the Mango program.	Parental Liaison	211,199	Yearly	Mango Usage Reports, Sign-In Sheets	1,2,6, 10
2.3.14 Order supplies as needed for parent center in order to facilitate meetings.	Parental Liaison	211,199	Yearly	Agendas, Sign-In Sheets	1,2,10 ,6



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Conduct a security audit. A report of findings will be reported to Campus Principal at the end of the Fall and Spring semester. Support Security Audit findings to ensure the safety of all stakeholders.	Parental Liaison Principal	211	Each Semester	Security Audit Report	1,6,10
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration. Team will inspect all exits and ensure that evacuation maps are posted and updated.	Principal	211	Every Six Weeks	Agendas, sign-in sheets, survey results	1,10
3.1.3 Continue to conduct a needs assessment to determine the facilities and equipment needs of the campus.	Principal	211	Each Semester	Agendas, sign in, evaluation of needs assessment	1,10
3.1.4 Continue the implementation of the electronic record system.	Principal Assistant Principal(s)	211	Daily	reports	1,10
3.1.5 Address the safety and security concerns based on the survey results.	Principal	211	Each Semester	closed requests	1,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology. Conduct a classroom inventory of existing furniture which is outdated or in need of replacement. Purchase necessary furniture to maintain and beautify the campus</p>	SBDM Committee	211	Each Semester	Review open and closed requests from teachers/warehouse.	1,10
<p>3.2.2 Establish a five year plan that outlines the furniture replacement schedule for student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc. Set funds aside to replace the furniture, equipment, and technology in highest need according to the inventory results that was conducted at the beginning of the school year. Ex: Out-dated teacher computers and grade level printers. Allocate funds to add needed furniture (carpets, shelves, etc.).</p>	Principal	211	Each Semester	Review open and closed requests; inventory,budget	1,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel. Parent and teacher surveys will be completed in the spring. Campus will review/analyze the effectiveness of the 5 Step Plan of Action discipline model by comparing last year's referral data to the current year's for proper deployment of safety and security resources. Teachers will continue to implement the 5 Step Plan of Action discipline model. Teachers and staff will refer to the Campus Discipline Handbook for the correct implementation of positive behavior strategies. Teachers will meet to review and analyze campus discipline issues. Teachers will be trained on the district discipline initiative. Counselor will continue with the Zero Tolerance Bullying Campaign and Drug Free School.</p>	<p>Principal Counselor(s) Teacher(s) Assistant Principal(s)</p>	211,175	Monthly	Review Participation Counts for Good Life, Parent Teacher logs, agendas, sign in	1,10
<p>3.3.2 Implement a Multi-Hazard Emergency Operations Plan that addresses mitigation, preparedness, response, and recovery. Attend district employee training in responding to an emergency. Attend mandatory school drills to prepare students and employees for responding to an emergency. Attend measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency. Implement a security audit of the District's facilities at least once every three years. REM4ed Incident Management System, a web-based system, will continue to be implemented district-wide. Implement training for all campus administration and community partners' on the use of the REM4ed Incident Management System.</p>	<p>Principal Assistant Principal(s) CPI Team School Nurse</p>	211,175	Monthly	agenda, sign in	1,10
<p>3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment. Maintain safety equipment for campus * Maintain cameras in needed areas such as the staff parking lot & campus hallways and outside nearby surroundings.</p>	<p>Principal Assistant Principal(s)</p>	211,175	Monthly	agenda, sign in, review open and closed requests	1,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>3.3.4 Continue to implement a Discipline Plan, with the goal being to reduce the need to remove students from classrooms. Reassign a team to provide training on the Texas Behavior Support Initiative (TBSI) and Crisis Prevention Intervention (CPI). Participate in DAEP Referral Procedure Orientation Training for principals, assistant principals and teachers in procedures for assigning students to Alternative School. Continue implementation of an RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP. 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). Conduct campus school -wide evaluation tool (SET) bi-annually.</p>	<p>Principal Assistant Principal(s) Counselor(s) Resource Teachers Special Ed Teacher(s) Teacher(s) CPI Team</p>	<p>211,175</p>	<p>Monthly</p>	<p>behavior logs,</p>	<p>1,10</p>



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 41 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>3.4.1 Deliver guidance content in a systematic way to students. *Conduct classroom presentations and Individual/Group Session based on a needs assessment. *Guidance counseling classes are conducted every two weeks for K-5th grade that focus on:</p> <ul style="list-style-type: none"> - self confidence development - motivation to achieve -decision-making, goal setting, planning, and problem-solving skills - interpersonal effectiveness - communication skills -cross-cultural effectiveness - responsible behavior - anti-bullying - suicide prevention - conflict resolution - violence prevention - drop out reduction 	Counselor(s)	211,175	Every Two Weeks	counseling schedule,	1,9,10
<p>3.4.2 Highlight students exhibiting the Raider Way behaviors-</p> <ul style="list-style-type: none"> -Students of the Month -Cafeteria Super Stars -Raider Rewards <p>Continue to raise awareness of safety, well-being, and achievement through incentives and promotional items</p>	Counselor(s) Assistant Principal(s) Principal Teacher(s)	211,175	Monthly	Raider points, report cards	1,10,9
<p>3.4.3 Attend regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department. Participate in planning session at designated intervals to coordinate student counseling services. Attend counselor's monthly meetings</p>	Counselor(s)	211,175	Monthly	agenda, sign in	1,10
<p>3.4.4 -Conduct Red Ribbon Week activities in October</p> <ul style="list-style-type: none"> -Good Life Celebration -Raider Rewards -Incentives <p>Continue to expand counseling and guidance services for all students to include higher education requirements and career paths</p> <ul style="list-style-type: none"> -Career day to be conducted the first semester -College days the last Friday of every month to highlight different universities -Go Center in the library 	Counselor(s) Librarian(s) Teacher(s)	211,175	Yearly	Student Behavior Logs Campus Calendar Agendas	1,9,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Conduct professional development training for all teachers and staff to support the safety and wellness of students. Continue to organize trainings for all 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 behaviors such as gang involvement, bullying, and other potentially harmful activities	Counselor(s) Assistant Principal(s) Principal P.E. Coach School Nurse	211,175	Monthly	agenda, sign in	1,9,10
3.5.2 Review, revise, and implement the Drop Out Recovery Program.	Counselor(s) Parental Liaison Principal	211,175	Yearly	Contact logs, Program revision	1,2,10 ,9
3.5.3 Conduct professional development training for teachers and staff to support the safety and wellness of students.	Principal Assistant Principal(s) P.E. Coach School Nurse	211,175	Yearly	Agendas, Sign-In Sheets, Observations, Lesson Plans	1,2,10
3.5.4 Monitoring campus At-Risk student's grades, attendance, and discipline.	Principal Assistant Principal(s) Teacher(s) P.E. Coach Music Teacher Librarian(s) Testing Strategist Counselor(s)	211,175	Weekly	Progress Reports, Interventions, Parent Contact Logs	1,2,9, 10
3.5.5 Provide additional support for the special population groups to ensure these students are academically successful	Principal	211,175	Monthly	Progress Monitoring, Observations, Lesson Plans, Formative/Summative Assessments	1,2,10 ,9



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.6 Ensure that the migrant staff is meeting the needs of the migrant students so that they can continue their education.	Principal	211,175	Weekly	Progress Monitoring, Migrant Support Logs, Observations	1,2,10 ,9



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.6.1 Establish a technology committee to periodically analyze current campus programs/software and campus needs .	Principal Technology Committee Assistant Principal(s)	211,175,263,21 2	Monthly	Technology Inventory,Agendas, Sign In Sheets	1,10,5 ,2



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.1 Implement, train and support instructional technology applications such as, MyOn, Reading Renaissance, Istation, Student Information Systems, TEMS Gradebook, Wireless Digital Tablets, Online Professional Development, Microsoft SharePoint, Chrome books, and Google Applications.	Campus Computer Technician Principal Assistant Principal(s) Parental Liaison Technology Committee Testing Strategist	211,175	Every Six Weeks	Program usage reports, Program performance reports, Agendas, Sign-in Sheets	1,2,4, 5,10
3.7.2 Implement, train and support TEMS Student Information Systems hardware and application.	Campus Computer Technician	211,175	Daily	Work orders, usage reports, agendas, sign-in logs	1,4,5, 10
3.7.3 Ensure campus tech is addressing the needs created by extensive technology growth, state/local reporting, network infrastructure and curriculum integration mandated by the Technology Application TEKS (EPLAN Goal 3.5). To include: • Network Specialist (District) • Instructional Technology Trainer (Campus-Shared) • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing, PEIMS) * Software/Courseware consultants for training	Principal Assistant Principal(s) Campus Computer Technician Technology Committee Librarian(s)	211,175	Daily	Technology work orders, Teacher feedback, agendas, sign-in sheets	1,2,10
3.7.4 Conduct monthly meetings for attendance, PEIMS, discipline.	Principal Assistant Principal(s) Parental Liaison	211,175	Monthly	Agendas, sign-in sheets	1,6,10
3.7.5 Conduct scheduling meetings as needed throughout the year.	Principal Assistant Principal(s)	211,175	Every Six Weeks	Agendas, sign-in sheets	10
3.7.6 Conduct grade book trainings at the beginning of the year.	Principal Assistant Principal(s)	211,175	Yearly	Agendas, sign-in sheets	3,4,5, 10
3.7.7 Work with parental involvement coordinator to develop training for parents on the student SIS parent portal.	Community Liaison	211	Monthly	Agendas, Sign-In Sheets	6,10
3.7.8 Upgrade the front end web servers, database and SQL report servers.	Campus Computer Technician	211,175	Monthly	Updated servers	10
3.7.9 Provide electronic Gradebook and Attendance Tracking System support for student attendance and grade reporting.	Campus Computer Technician	211,175	Daily	Agendas, Sign-in Sheets	4,2,5, 10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.10 Provide training and implement AWARE program.	Testing Strategist Teacher(s)	211,175	Monthly	Agendas, sign-in sheets, AWARE reports	2,1,5,9



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 47 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Review fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/ replacement of technology equipment.	Campus Computer Technician	211,175	Yearly	Inventory, Campus budget	1,10
3.8.2 Explore the option to implement online testing by reviewing the computer to student ratio and possible funding. (EPLAN Goals 3.6, 4.1).	Campus Computer Technician Testing Strategist Principal	211,175	Monthly	Computer inventory, Student Enrollment Reports	1,2,10
3.8.3 Upgrade and maintain infrastructure to support the massive communication and usage by the distirtc.	Principal	211,175	Yearly	Software and hardware upgrades	10
3.8.4 Provide Telecommunications Services to enhance student achievement and communication.	Principal	211,175	Yearly	Communication log reports	1,2,10
3.8.5 Support curriculum integration activities by providing technology peripherals and software and purchasing of ink and toner for all printers and copiers to ensure integration.	Principal	211,175	Monthly	Inventory, Purchase Orders	1,10
3.8.6 Ensure campus is equipped with the latest technology: * Hardware (printers, computers, security cameras, land line phones, wireless devices, audio and visual technology, document cameras, digital cameras, projectors, V-Brick, CPS units) *Software (instructional programs for both teachers and students, licensed programs: Waterford Reading Program, latest anti-virus software, Updated Windows Software)	Principal	211,175	Daily	Inventory, Work Orders	1,2,10
3.8.7 Campus Tech will assist with the inventory of hardware.	Campus Computer Technician	211,175	Yearly	Hardware Inventory	1,10
3.8.8 The campus tech will review the computer to student ratio.	Campus Computer Technician	211,175	Monthly	Student Enrollment Reports, Computer Inventory	1,10
3.8.9 Upgrade infrastructure to support future State and Local online testing	Campus Computer Technician	211,175	Each Semester	Computer Upgrades, Work Orders	1,9,10
3.8.10 Optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Campus Computer Technician	211,175	Daily	Daily observations, Computer work orders	1,2,10
3.8.11 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician	211,175	Daily	Observations, Work orders	1,2,10
3.8.12 Implement, support and maintain the hardware equipment for the district wide student information system (SIS). 1. Servers 2. Network hardware	Campus Computer Technician	211,175	Daily	Daily observations, work orders	1,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.13 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)	211,175	Daily	Observations, Walk-thrus, Student Assessment Data	1,2,3, 4,5,10
3.8.14 Provide long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students.	Principal	211,175	Daily	Parent Contact Logs	6,10
3.8.15 Utilize Video Conference Equipment/Skype with the Distance Learning Consortium.	Principal	211,175	Monthly	Agendas, Sign-In sheets	1,4,5, 10
3.8.16 The campus will support teachers and students by providing technology that will help with the intergration of the curriculum.	Principal	211,175	Daily	Program Student Performance Reports, Inventory, Observations	1,2,4, 5,10
3.8.17 Administration will look at equipment (techonlogy) that the campus currently has to ensure that the campus is equipped with the latest technology and replacement/purchasing equipment and of ink and toner for all copiers and printers to ensure integration of technology is not interrupted.	Principal Assistant Principal(s)	211,175	Daily	Inventory, Observations, Technology work orders	1,2,5, 10
3.8.18 Technician will check that all classrooms have the hardware that is needed to aid with instruction.	Campus Computer Technician	211,175	Daily	Daily Schedule, Work orders	1,10
3.8.19 Technician will verify that the campus has the software programs that are needed for both teacher and students.	Campus Computer Technician	211,175	Daily	Inventory, work-orders	1,2,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 49 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Support curriculum integration activities by providing technology peripherals and software.	Principal	211,175	Yearly	Technology Inventory	1,10
3.9.2 Provide technology staff development training to teachers, administrators and support staff.	Principal	211,175	Each Semester	Agendas, sign-in sheets, observations, usage reports	1,2,4, 5,10
3.9.3 Analyze data in a timely manner.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	211,175	Weekly	Aware Data Reports, PLC Schedule, PLC Minutes, Program reports	1,2,10
3.9.4 Attend training on curriculum integration activities by providing peripherals and software.	Principal	211,175	Yearly	Agendas, sign-in sheets	1,10
3.9.5 The campus principal will provide or send staff members to staff development training that will aid the staff on understanding the data that is relevant to the campus needs.	Principal	211,175	Monthly	Agendas, sign-in sheets	1,2,4, 5,8,10
3.9.6 Teachers will be trained on how to analyze the classroom, grade level, and campus data in a timely manner.	Principal Assistant Principal(s) Testing Strategist	211,175	Weekly	Agendas, Sign-in sheets, PLC Minutes, Lesson Plans	1,2,8, 9,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 50 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Increase understanding of financial aspects with administrative team.	Principal	211,175,263,21 2	Every Six Weeks	Campus Budget	1,10
3.10.2 Provide business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal	211,175,263,21 2	Each Semester	Agendas	10
3.10.3 Attend meetings relevant to the financial aspects of the campus.	Principal	211,175,263,21 2	Quarterly	Agendas, campus budget	1,10
3.10.4 Meet with Federal Program Director to evaluate needs and review budget.	Principal	211,175,263,21 2	Every Six Weeks	Budget	1,2,10
3.10.5 Administration will attend overview of business office procedures.	Principal Assistant Principal(s)	211,175,263,21 2	Yearly	Agendas, Campus procedures	1,10
3.10.6 Attend semi-annual trainings of business office procedures for secretaries/clerks and activity sponsors.	Principal	211,175,263,21 2	Each Semester	Agendas, campus procedures	1,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 51 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal	211,175,263,21 2	Every Six Weeks	Budget	1,10
3.11.2 Inform the Stakeholders on the annual budgeting process.	Principal	211,175,263,21 2	Yearly	Agenda, Sign in sheet	2,1,10
3.11.3 Update monthly budget balances through email subscriptions.	Principal	211,175,263,21 2	Monthly	Campus Budget	1,2,10
3.11.4 Review monthly income statement reports.	Principal	211,175,263,21 2	Monthly	Income Statement Reports	1,2,10
3.11.5 Request technical assistance for campus administrators.	Principal	211,175,263,21 2	Daily	Work orders	10
3.11.6 Communicate with central office administration through Finance and Operations.	Principal	211,175,263,21 2	Weekly	Campus budget	10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Support District office in searching TEA and Federal Government for grant opportunities.	Principal	211,175,263,212	Daily	Grant applications	1,2,10
3.12.2 Participate with campuses and departments to form grant writing teams to submit grant proposals in collaboration w/MCISD grant writer	Principal	211,175,263,212	Monthly	Agendas, grant applications	1,2,10
3.12.3 Collaborate with Region One ESC on grant funding opportunities.	Principal	211,175,263,212	Monthly	Agendas, grant applications	1,2,10
3.12.4 Seek private foundation/organizations for grant opportunities.	Principal Assistant Principal(s)	211,175,263,212	Monthly	Grant applications	1,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 53 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Continue to coordinate with central office to promote operational efficiency.	Principal	211,175,263,212	Weekly	Technology	5,10
3.13.2 Perform system updates to sync with central office operations.	Principal	211,175,263,212	Monthly	System Updates	10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 54 of 58

MISSION CISD

GOAL 3 EFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Continue to support the District in monitoring grant funds in order to determine sustainability of programs from year to year.	Principal	211,175,263,21 2	Monthly	Student assessment performance, grant timelines, budget	10
3.14.2 Continue to support District in reviewing and evaluating policies and controls to preserve the District's fiscal position.	Principal	211,175,263,21 2	Monthly	Campus policies, district policies	10
3.14.3 Grant managers will develop a plan of action to determine sustainability of programs.	Principal	211,175,263,21 2	Monthly	Grant action plan, timeline, budget	1,10
3.14.4 Support district initiatives for review and evaluation of budget management.	Principal	211,175,263,21 2	Monthly	Budget, district policy, district procedures	10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 55 of 58

MISSION CISD

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.1 Study and review pupil/teacher ratios and instructional models relative to the existing needs for AYP.	Principal	211,175	Daily	Daily Enrollment Reports	2,1,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal	211,175	Yearly	Staff Retention Reports	1,2,3,5,10
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal	211,175	Monthly	Substitute Log	1,2,10,9
4.1.4 Provide incentives for teachers for performance, attendance, participations, etc. to create a positive work environment.	Principal	211,175	Yearly	Teacher Climate Survey	1,2,10
4.1.5 Review student enrollment reports along with demograhic reports to track student:teacher success	Principal	211,175	Weekly	Progress Monitoring, AWARE assessment reports, PLCs	1,2,9,10
4.1.6 Incorporate various instructional models for LEPs including team teaching and one-way dual language programs.	Principal	211,175,263	Yearly	LEP academic performance monitoring, AWARE reports, formative and summative assessments, observations	1,2,9,10
4.1.7 Assign CRP teacher to grade level in need of lower student:teacher ratios.	Principal	211	Yearly	Enrollment reports	1,2,9,10
4.1.8 Utilize Applitrack and Personnel Specialist Checklist for Qualifications	Principal	211	Yearly	Applitrack Login	1,2,5,10
4.1.9 Continue to support teacher of the year, retirement/recognition ceremonies.	Principal	211	Yearly	Agenda, Sign-In Sheets	1,2,10
4.1.10 Schedule the recognition and retirement celebration for April 2018. A listing of employees to be recognized will be provided to Public Relations Officer. Principal will provide campus teacher of the year to Public Relation Officer with recognition ceremony being held in May.	Parental Liaison	211	Yearly	Agendas	1,2,10
4.1.11 Provide on going support to new personnel through book studies, professional development sessions, peer observations and mentor program.	Principal Assistant Principal(s) Academic Strategist	211	Daily	Mentor Logs, Observation forms, agendas, sign-in sheets	1,2,5,10
4.1.12 Acknowledge teacher successes during teacher appreciation week, monthly socials and faculty meetings with incentives.	Principal	199	Yearly	Teacher Culture Survey	1,2,10



**CASTRO 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
4.1.13 Participate in community events as a campus to promote unity and campus image.	Principal Assistant Principal(s) Teacher(s)	211	Yearly	Event Schedule, Agendas, Sign-In Sheets, Surveys	1,2,10 ,6
4.1.14 Utilize Frontline Reports	Principal	211	Weekly	AESOP Reports	1,2,10
4.1.15 Utilize Rating/Feedback Reports	Principal		Yearly	Feedback Reports	1,2,10
4.1.16 Recognize staff for Perfect Attendance participation performance, etc every Six weeks with incentives	Principal	199	Every Six Weeks	AESOP attendance reports	1,2,10



CASTRO ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 57 of 58

MISSION CISD

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds e.g. AYP, TAPR, PBMAS.	Principal	211,175	Yearly	Student academic performance, AWARE reports	1,2,10
4.2.2 Continue to evaluate and update job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal	211,175	Monthly	Job Descriptions	1,2,10
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal	211,175	Monthly	AESOP reporting	1,2,10
4.2.4 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment by campus.	Principal	211,175	Monthly	Teacher certifications and grade placement	1,2,10
4.2.5 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with the implementation of curriculum.	Principal	211,175	Yearly	Lesson plans, progress monitoring, usage reports	1,2,10
4.2.6 Replace the campus staff who are deemed responsible for not meeting TAPR or AYP.	Principal	211,175	Yearly	State Assessment Reports	1,2,10
4.2.7 Review staffing guidelines and determine how to best meet needs of all student populations.	Principal	211,175	Yearly	Staffing projections, student enrollment	1,2,10,9
4.2.8 Provide Instructional Staff to increase student academic achievement	Principal	211,175	Every Two Weeks	Schedules, progress monitoring	1,2,9,10
4.2.9 Support academic coaches through PLC's.	Principal	211,175	Every Two Weeks	PLC Minutes, Agendas, Progress Monitoring	1,2,8,9,10
4.2.10 Ensure that all staff members utilize the Frontline system.	Principal	211,175	Daily	Frontline Training, Reports	1,2,10
4.2.11 Review teacher experience report regarding NCLB distribution of staff to administrators.	Principal	211,175	Yearly	Teacher experience report	1,2,10
4.2.12 Utilize elementary coordinators to support teachers.	Principal		Weekly	PLC Minutes, Agendas, Data Meetings, Trainings	1,2,4,5,10
4.2.13 Personnel reassignments will be made to meet student and campus needs.	Principal		Yearly	Student academic performance reports, State Assessment reports	1,2,9,10



**CASTRO ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.3.1 Continue to provide a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal	211,175	Monthly	Agendas, Sign-In sheets, progress monitoring	1,2,10
4.3.2 Provide financial support to teachers in order to obtain certification in areas of high need.	Principal	211,175	Monthly	Certifications	1,2,5,10
4.3.3 Implement a plan of action in staff development for the coming year that fulfills TQAMO requirements under NCLB.	Principal	211,175	Yearly	Action Plan	1,2,10
4.3.4 Utilize Eduphoria to generate professional development reports	Principal	211,175	Monthly	Professional Development Reports	1,2,10
4.3.5 Provide stipends to teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Principal	211,175,263	Yearly	Bilingual Certification, Student Enrollment Reports	1,2,10,5

**CAMPUS PERFORMANCE
2016-2017**

Campus Name: Captain Joaquin Castro 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	59	72	69	67	61	79	81	77	59	67	70	65	41	79	79	74	69	77	75	69	-
African American	65	78	86	*	61	75	80	*	68	77	86	*	57	72	*	-	69	88	*	-	69	89	-	-
Hispanic	71	74	71	58	67	69	67	61	76	80	77	59	62	70	65	41	75	78	74	69	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	16	35	33	27	*	49	52	47	*	30	32	29	*	47	45	46	*	45	44	49	-
Ec. Disadvantaged	68	72	69	58	64	66	64	61	73	79	75	59	58	68	61	41	72	77	72	68	69	73	68	-
ELL	57	60	53	55	51	51	47	60	69	72	65	51	50	57	45	39	57	62	56	67	48	50	38	-

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**



	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American		*		
Hispanic	97.1	96.6		
White	*	*		
Eco. Dis.	97.1	96.5		
All Students	97.1	96.6		

	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		

Captain Joaquin Castro Elementary
2017-2018
CAMPUS BUDGET SUMMARY

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$66,432.00
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$2,600.00
175	STATE COMPENSATORY	\$95,541.00
165	STATE BILINGUAL	\$40,216.00
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$104,149.00
212	TITLE I MIGRANT	\$120.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$16,754.00