

ESCOBAR-RIOS ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

ESCOBAR-RIOS 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

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

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Board of Trustees
2017-2018

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DISTRICT GOALS

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

ESCOBAR-RIOS ELEMENTARY

Roster by Grouping

2017-2018

Campus Based Professional Staff

Lori Rodriguez (Special Programs)
Maritza Buentello (PK)
Janice Vega (Kinder)
Nancy Garza(1st Grade)
Aida Barrera (2nd Grade)
Marisol Salinas (3rd Grade)
Dora Tijerina (4th Grade)
Bertha Torres (5th Grade)

Non-Teaching

Blanca Lopez (Chair Person)
Bianca Ramirez-Cano (Assistant Principal)
Valerie Uresti Rojas(Counselor)

District Level Professional Staff

None

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Jesus Cano
Cindy Rodriguez

Parents

Eunice Solis
Jennifer Trevino

Community Representatives

Fabiola Cabrera

Central Office Representative

Faustino Cedillo

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Blanca Lopez	Principal
Bianca Ramirez-Cano	Assistant Principal
Vacancy	Counselor
Loretta Garcia	Instruction and Assessment Strategist
Lori Rodriguez	LRC Specialist
Maria de la Garza	Nurse
Candice Perez	Special Education (Team Leader Special Programs)
Priscilla Aparicio	PE
Vilma Leyva	BIC Unit
Miriam Tijerina	Fine Arts
Raquene Austin	Speech Therapist
Cynthia Compean	Migrant Aide
Vacancy	Reading Coach
Antonio Urrabazo	Math Coach
Karina Gaona	Pre-Kinder
Iveth Contreras	Pre-Kinder
Maritza Buentello	Pre-Kinder
Flor Jara	Kinder
Sandra Ochoa	Kinder
Vickie Perez	Kinder
Janice Vega	Kinder
Andres Urencio	1st
Brenda Cantu	1st
Esmeralda Escamilla	1st
Yolanda Gonzalez	2nd
Aida Barrera	2nd
Diana Galaviz	2nd
Michelle Garcia	3rd
Celina Femat	3rd
Marysol Salinas	3rd
Maria Torres	3rd
Annabel Quintero	4th
Epifania Hernandez	4th
Maria Rodriguez	4th
Dora Elia Tijerina	4th

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

Yazmin Elizondo

4th

Robert Baldazo

5th

Nelva Camacho

5th

Melissa Garcia

5th

Bertha Torres

5th

Roxanna Barraza

5th



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Increase the level of academic achievement for All students and for both SE & LEP subgroups.
- 2 Provide more targeted instruction to support the needs of LEP students.
- 3 Provide staff development and coaching support to meet the academic needs of all student populations including SPED, Bilingual, GT, 504 and Economic Disadvantage .

STUDENT ACHIEVEMENT

- 1 Increase the passing rate of all student groups in the STAAR Test for all subjects.
- 2 Provide targeted professional development in the areas of Writing, TEKS Standards, Vocabulary/Reading strategies, Math, Science & Social Studies.
- 3 Staff will utilize researched based resources and practices to increase student achievement of all populations identified in need of improvement, such as SpEd, LEP, At Risk, and Economic Disadvantaged.
- 4 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.
- 5 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 Offer UIL program in order to have students participate in extra-curricular activities.
- 2 Increase the number of DI Teams in order to provide opportunities to more students to participate.
- 3 Continue the implementation of the National Elementary Honor Society Chapter and recruit 4th & 5th grades students to participate.
- 4 Efforts to improve the school's culture and climate will continue to increase through the recognition of student and staff accomplishments
- 5 Increase student participation in extracurricular activities such as UIL, DI, Robotics, Dance, Fine Arts Musicals and athletic competions by building student, parent, and staff awareness of such activities and providing the resources to carry them out.
- 6 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.
- 7 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
- 8 Utilize additional counseling resources and activities to supplement guidance presentations that specifically target areas such as bullying, peer pressure, drug awarenes, getting along with others, and higher education

STAFF QUALITY/PROFESSIONAL

- 1 Continue to implement Professional Learning Community: Team Meetings; Grade Level Meetings, SBDM, CILT, Staff Meetings, Safety Committee Meetings.
- 2 Utilize comprehensive and specific data to drive professional development and instruction.
- 3 Continue participation in Teacher Mentoring Program when appropriate and increase the number of TxBess Trained Teachers.
- 4 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.
- 5 Create professional learning communities that help staff members address the needs of targeted populations, such as LEP, SpED, GT, At Risk, and Eco Disadvantaged.
- 6 Create support system for teachers new to the campus/grade level by proving opportunities for staff development from peers and mentors.
- 7 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.
- 8 Provide staff development and resources for administrators, counselor, librarian, and I&A strategist to meet campus academic goals.



COMPREHENSIVE NEEDS ASSESSMENT

CURRICULUM, INSTRUCTION, & ASSESSMENT

- 1 Increase the use of novels in the classrooms by purchasing novel sets for grades 2nd - 5th grade
- 2 Refine and increase vertical and horizontal communication among grade levels through a predetermined monthly schedule.
- 3 Continue providing supplemental resources and materials to classroom teachers in order to enhance instruction.
- 4 Create and implement the use of a science lab.
- 5 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.
- 6 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
- 7 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
- 8 Conduct Saturday Teaching and Learning Academic to reinforce skills in the areas of Language Arts, Math, Science, and Social Studies.
- 9 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

SCHOOL CONTEXT AND ORGANIZATION

- 1 Incorporate effective strategies to assist with time management in order to address Tier I and Tier II students's needs
- 2 Utilize grade level meetings and staff meetings to continue provide professional development to teachers and staff in the core curriculum areas.
- 3 Continue to utilize state assessment data to develop and implement targeted lessons during tutorials.
- 4 Utilize and analyze district campus climate survey to assist SBDM in the curriculum and campus operations decision making process.
- 5 Provide additional resources to support and build our library for special populations such as LEP and SpEd students.
- 6 Provide additional resources for administrators to monitor and assess instruction and academic progress.

TECHNOLOGY

- 1 Provide training on software updates
- 2 Continue providing classroom teachers with instructional technology to enhance classroom teaching.
- 3 Replace obsolete and dilapidated student computers.
- 4 Continue to upgrade/update hardware, software, and related peripheral to meet the instructional needs of the campus.
- 5 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.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Conduct parent trainings on Title One Requirement, State and Federal testing requirements (i.e. STAAR, TELPAS, LAS-Links, etc.)
- 2 Increase parental involvement in literacy programs by sponsoring after school/evening literacy events
- 3 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.
- 4 Communicate with parents via monthly newsletters and School Messenger.
- 5 Encourage parents to participate in P.T.O. and be part of our Parental Involvement Program.
- 6 Continue to implement Curriculum Nights to inform parents of student progress, student expectations and state and federal accountability.
- 7 Continue to fundraise for the purchase of a campus marquee to increase community and parental communication.

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



**ESCOBAR-RIOS 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 MCISD Curriculum PK - 5	Teacher(s)	165 175 211 263	Every Six Weeks	Lesson Plans	8
1.1.2 Utilize multiple sources to address federal safeguards and state accountability requirements.	Testing Strategist	165 175 211 263	Daily	Student Achievement Data Analysis	1,9
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	CILT Committee	211 175	Every Six Weeks	Benchmarks Six Weeks Assessments	8,1,9
1.1.4 Provide instructional materials aligned to special program requirements and objectives.	Principal	165 175 211 263	Yearly	District Curriculum State Standards	1,9
1.1.5 Utilize the LRC multimedia lab and on-line database to conduct research on various topics.	Librarian(s)	175 211	Daily	District Curriculum	1
1.1.6 Provide a rigorous, relevant and engaging instruction in all core areas and in all grade levels that will lead to meeting state standards. Specific targets will include all students, Hispanics, Economic Disadvantaged, ELL and Spec. Ed. populations.	Teacher(s)	165 171 175 211 263	Daily	Lesson Plans CBA Data Analysis	1,9
1.1.7 Continue the implementation of various technology programs to enhance the MCISD curriculum such as: -EduSmart Science (KN-5th) -Sci-Tech lab (4th-5th) -Brainpop -Brainpop Jr. -Maps 101 -CPALLS timeline for PK -Big Day Curriculum for PK -Read Naturally (KN-3rd) -Imagine Math (3rd-5th) -FasttMath (1st-5th) -Success Maker, Reading & Math (2nd-5th) -STEMSCOPES -Motivation Science for Vocabulary -Google Drive -iStation (Reading/Math) -TTM	Teacher(s)	165 175 211 263	Daily	Lesson Plans Data Usage Reports	1,9,10



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.8 Participate in the web-based Renaissance Learning Accelerated program as a supplemental resource to increase reading fluency and comprehension skills.	Teacher(s)	175 211	Daily	District Fluency Checks Renaissance Learning AR Reports	1
1.1.9 Participate in the following programs and activities in order to promote the love of reading, utilization of technology for academic progress and increase academic achievement; -Book Fairs -Battle of the Bluebonnet -Weekly lessons--covering all genres -National Library Week -Family Literacy Day/Night	Teacher(s) Librarian(s)	175 211 461	Yearly	Lesson Plans Agendas	1
1.1.10 Provide opportunities for campus librarian to attend professional development in order to update her knowledge and skills in the areas of best practices, research, integration of curriculum, resources, testing and technology strategies.	Librarian(s)	175 211	Yearly	CNA Survey	1,4
1.1.11 Assess students in grades 3rd-5th with the FITNESSGRAM and use the data results to make improvements in our physical education program.	P.E. Coach	175 211	Each Semester	Fitness Gram Data Results	1
1.1.12 Implement the physical education curriculum for all students KN-5th grades for at least 135 minutes during each school week. Health education will target obesity awareness and fitness.	P.E. Coach	175 211 199	Daily	Lesson Plans Master Schedule	1
1.1.13 Promote college readiness for all students by increasing the number of students participating in Career Day.	Principal Counselor(s)	199	Yearly	School Calendar	2
1.1.14 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Resource Personnel Resource Teachers	175 211	Yearly	ARD Recommendation	2
1.1.15 Continue to implement the district-wide inclusion initiative.	Special Ed Teacher(s) Resource Teachers	175 211 263 165	Weekly	ARD Recommendation	2



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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
1.1.16 Increase the use of novels in the 2nd-5th instruction.	Principal Teacher(s)	175 211	Every Six Weeks	Lesson Plans	3
1.1.17 Participate in Key Leaders meetings for each grade level to review concerns regarding MCISD curriculum concerns.	Teacher(s)		Every Six Weeks	Agendas	10
1.1.18 Review the lessons and unit tests for the upcoming six weeks period. Send feedback and corrections to content coordinators in a timely manner.	Teacher(s)		Every Six Weeks	Lesson Plans Six Weeks Test	3
1.1.19 Monitor the implementation of MCISD curriculum to support teaching staff and ensure that instruction is align to curriculum.	Principal Assistant Principal(s)	165 175 211 263	Daily	Lesson Plans Walkthroughs	2
1.1.20 Increase the use of research-based instructional strategies and methodologies that support ALL students, including students served under special programs	Teacher(s)	175 211	Daily	Lesson Plans	2
1.1.21 Implement the district Pre K curriculum according to the Texas Pre K guidelines.	Teacher(s)	175 211	Daily	Lesson Plans	2
1.1.22 Administer a school readiness inventory to all prekindergarten students.	Teacher(s)		Monthly	IStation CPAUS	
1.1.23 Provide supplemental materials and supplies to classrooms teachers in order to facilitate implementation of MCISD Curriculum in each grade level and content area.	Principal Academic Strategist Reading Coach	165 211 175 263	Yearly	CNA	1
1.1.24 Meet with CILT Committee Members in order to discuss issues and concerns regarding curriculum, instruction and assessment.	Principal	199	Monthly	Agendas	10
1.1.25 Ensure participation in C & I Task Force and provide opportunity for dissemination of feedback to teachers.	Principal		Yearly	Agendas	10
1.1.26 Allow Pre Kinder teacher to participate in curriculum planning days in order to strengthen the Pre K Program and ensuring alignment of district resources.	Principal	175 199 211	Every Six Weeks	Agenda	2
1.1.27 Fully implement MCISD curriculum documents to address the time and treatment of language requirements of MCISD Bilingual Model.	Teacher(s) Academic Strategist Reading Coach	165 263	Daily	Lesson Plans	9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.28 Provide opportunities for students to participate in instructional field trips that are structured and align to TEKS objectives being taught through Currinculum in order to give students exposure to "real" life settings and opportunities to make connection and extend their learning.	Principal	175 211	Yearly	Lesson Plans	9
1.1.29 Ensure that Key Leaders share information with the rest of the grade level in a timely manner.	Principal CILT Committee		Every Six Weeks	Agendas	10
1.1.30 Utilize MCISD print shop services duplicate student worksheets, handouts, & activities as permitted by copyright laws.	Principal Assistant Principal(s) Teacher(s)	175 211	Every Six Weeks	Lesson Plans	2
1.1.31 Provide teachers with training on the requirements of the State Accountability System: STAAR and Beyond.	Testing Strategist	175 211 199	Each Semester	Agendas	8
1.1.32 Utilize the Title I, Part A funds reserved for professional development.	Principal	175 211	Monthly	Agendas Registration	2
1.1.33 Campus staff will coordinate efforts to increase academic acheivement of all special population students by monitoring student progress, and auditing student records.	Principal Assistant Principal(s) Teacher(s) Resource Teachers		Daily	Report Cards RTI	2
1.1.34 Implement RTI Process for each student as evidenced through data review process	Teacher(s)		Every Three Weeks	RTI Documentation	1,9
1.1.35 Promote Reading Initiatives such as AR and integration of technology in grades PK-5th. Implement use of other instructional software through webbase systems or CD-Roms.	Teacher(s) Librarian(s)	175 211	Daily	Usage Reports	2
1.1.36 Acquire library resources to meet the academic needs of all students to address the diverse populations and learning styles.	Librarian(s)	175 211	Yearly	LRC Inventory	1,9
1.1.37 Ensure Priority for Service Migrant Students has an Action Plan which indictes academic and supplemental support.	Principal Migrant Strategist		Daily	Lesson Plans	9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.38 Coordinate mentoring program that is inclusive of all high needs students (inclusive of Migrant, At-Risk & Special Education populations) to help develop student's study skills.	Counselor(s)		Every Six Weeks	Logs	4
1.1.39 Ensure that Migrant students that did not meet STAAR standards in one or more content area participate in summer STAAR intervention programs.	Principal Teacher(s) Migrant Strategist	175 211	Yearly	S.S. Roster	2
1.1.40 Promote college and career readines in grades PK-5 through Career Day, Guest Speakers, Counseling Program, etc.	Counselor(s)	199	Yearly	Program Agenda	10
1.1.41 Ensure that student that are AT-Risk or did not meet STAAR Standards participate in after school tutorials and/or are provided with supplemental instructional support.	Principal Teacher(s)	175 211	Every Six Weeks	Tutorial Roster	2
1.1.42 Ensure adequate testing environment during administration of campus, district and state assessments. Provide appropriate materials to teachers. Provide light snack to students during state assessment days.	Principal Testing Strategist	199	Every Six Weeks	Lesson Plans	1
1.1.43 Provide supplemental intructional materials LEP, Special Education, and Migrant students to help increase academic achievement and gap closure.	Principal Teacher(s)	175 211	Yearly	CNA	9
1.1.44 Provide supplemental instructional materials for GT students to promote advance academic achievement.	Principal Teacher(s)	175 211	Yearly	CNA	9
1.1.45 Provide instructional material and resources to Music, Art, PE, Library and Counseling classes.	Principal	175 185 211	Yearly	CNA	9
1.1.46 Students will utilize LRC research lab to conduct research on various topics.	Teacher(s)	175 199 211	Every Six Weeks	Master Schedule	9
1.1.47 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Teacher(s) Librarian(s)	175 211	Every Six Weeks	Master Schedule	9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
<p>1.1.48 Dissegregate and analyze data using STAAR/TELPAS results, Aware, CBA's and six weeks grades.</p> <p>Dissegregate and analyze data using STAAR/TELPAS results, Aware, CBA's and six weeks grades.</p>	Teacher(s)		Every Six Weeks	Aware Reports Data RM	8
<p>1.1.49 Monitor various technology programs through lesson plans, walkthroughs, unit assessment results, usage reports, needs assessments.</p>	Principal Assistant Principal(s)		Every Six Weeks	Walkthroughs Usage Reports	9
<p>1.1.50 Analyze the literacy progress monitoring reports, diagnostic reports and STAAR results.</p>	Principal Teacher(s)	175 199 211	Every Six Weeks	STAAR Reports	8
<p>1.1.51 Student participation, AR reports, and district newsletters.</p>	Principal		Every Six Weeks	AR Reports	8
<p>1.1.52 Librarian will either attend the Technology Conference or TLA.</p>	Librarian(s)	175 211	Yearly	Conference Agenda	4
<p>1.1.53 Parents will be notified of students results of FitnessGram at beginning and end of year.</p>	Principal		Each Semester	Fitness Gram Report	9
<p>1.1.54 Goal will be to have four teams represent out school at the D.I. tournament.</p>	Principal	199	Yearly	DI Registration	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
1.1.55 Career Day will be held in the Spring.	Counselor(s)	199	Yearly	Career Day Program	10
1.1.56 Offer a variety of academic & behavioral maintenance services that prevent student specific regression of skills.	Principal Teacher(s)		Yearly	Agendas	9
1.1.57 Allocate staff and resources to support implementation of supplemental aides, accomodations and services in the general education classroom.	Principal	165 175 211 263	Yearly	CNA	9
1.1.58 Schedule professional development for all stakeholders in all content areas.	Principal	175 211	Each Semester	CNA	4
1.1.59 Comply with district inclusion guidelines and best practice model.	Principal		Daily	Master Schedule	9
1.1.60 Increase the use of novels in the classroom.	Principal Librarian(s)	175 211	Yearly	CNA	2,9



**ESCOBAR-RIOS 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 Extended School Year services to students with disabilities who meet the criteria.	Principal	175 211	Yearly	ARD Minutes	9
1.2.2 Implement the district-wide inclusion initiative.	Special Ed Teacher(s)	175 211	Daily	ARD Minutes	9
1.2.3 Evaluate academic success of students participating in existing special programs.	Assistant Principal(s)		Daily	ARD Minutes	9
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Teacher(s)	175 199 211	Daily	RTI Documentation	3,9
1.2.5 Create procedures for accelerated and intensive instruction	Teacher(s)	175 211 199	Weekly	Lesson Plans	9
1.2.6 Increase participation in district-wide initiative to increase college-readiness of all students	Counselor(s)		Each Semester	Agendas	9
1.2.7 Identify students in need of ESY service in academic and/or behavior maintenance in order to prevent regression of student.	Principal		Yearly	ESY Requirements	9
1.2.8 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom.	Principal	175 211	Every Six Weeks	Lesson Plans	1,9
1.2.9 Ensure participation in professional development for teachers & paraprofessionals involved with Special Education students.	Principal		Every Six Weeks	Agendas	3,4
1.2.10 Implement district inclusion guidelines and best practice model	Resource Teachers		Daily	Lesson Plans	9
1.2.11 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom.	Principal	175 211 199	Every Six Weeks	Lesson Plans	1
1.2.12 Monitor progress of GT/HA and advanced learners to increase advanced academic performance.	Teacher(s)		Every Six Weeks	Report Cards	9
1.2.13 Review special population students local academic achievement data over the course of the year. Utilize data to drive instructional decision making.	Teacher(s)		Every Six Weeks	Report Cards	9
1.2.14 Ensure consistent implementation of the District's Bilingual and ESL program models.	Principal Assistant Principal(s)		Daily	Walk-Throughs	9



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.15 Monitor special population (LEP & Special Education) student placement and assessment decisions over the course of the year through LPAC and ARD committees.	Principal Assistant Principal(s)		Monthly	LPAC ARD	9
1.2.16 Ensure that the identified academic needs of migrant students are addressed through implementation of MCISD Migrant Program.	Principal		Weekly	Migrant Log	9
1.2.17 Continue to implement the Metametrics Universal Screener Assessments for 2nd- 5th Grade to identify RtI Tier 2 and Tier 3 students in response to Algebra Readiness.	Teacher(s)		Every Six Weeks	Lesson Plans	9
1.2.18 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)		Each Semester	CNA	9
1.2.19 Provide specific intervention materials to be used for the tutorials.	Teacher(s)		Each Semester	CNA	9
1.2.20 Use Istation (English/Spanish) data to continually monitor K-3rd grade students for reading progress and at-risk characteristics of dyslexia and related disorders.	Teacher(s)		Daily	IStation Report	9
1.2.21 Provide enrichment opportunities in core content for GT/Advanced Learners and purchase materials to be used for activities such as UIL, Destination Imagination Program, and the Texas Performance Standards Project.	Principal	199	Every Six Weeks	CNA	9
1.2.22 Utilize the district RTI handbook.	Assistant Principal(s)		Every Six Weeks	RTI Meetings	10
1.2.23 Provide documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Teacher(s)		Every Six Weeks	Six Weeks Exam Grades	
1.2.24 Provide supplemental intensive and accelerated English instruction for LEP students.	LPAC Coordinators	165 263	Daily	Lesson Plans	9
1.2.25 Ensure participation in GT/HA teacher meetings every 6-weeks to provide support.	Principal		Every Six Weeks	Agendas	4
1.2.26 Promote College Readiness Awareness through College Days, Career Days and Guidance Classes.	Counselor(s)		Each Semester	Program	10
1.2.27 Promote and recognize student achievement through participation of Spelling Bee, 6 weeks Awards Assembly, Student of the Month, Perfect Attendance Incentive, End-of-Year Awards Assembly, & Field Days.	Principal	175 211 199	Every Six Weeks	Student Progress	10
1.2.28 Follow the district RTI flowchart designating the specific Tier I, II, and III intervention programs.	Teacher(s)		Every Six Weeks	RTI Flowchart	9



**ESCOBAR-RIOS 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
1.2.29 Ensure participation in district-wide training sessions to rollout the RTI process	Assistant Principal(s)		Monthly	Dept. Agenda	1,4
1.2.30 Implement mentoring program for struggling students in special populations	Counselor(s)		Every Six Weeks	Logs	1
1.2.31 Provide assistance to student's suffering from an acute or chronic condition that impedes the student from achieving academic success through the district 504 program.	Assistant Principal(s)		Every Six Weeks	504 Documentation	1
1.2.32 Implement National Elementary Honor Society Chapter for 4th & 5th Grade students.	Principal Teacher(s)	199	Yearly	Agendas	1
1.2.33 Implement the special education child find process at every campus.	Principal Teacher(s)		Daily	Special Ed Process	9
1.2.34 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s)		Daily	Lesson Plans	9
1.2.35 Conduct RTI meetings to review intervention strategies implementation with students and discuss student progress.	Assistant Principal(s) Teacher(s)		Every Six Weeks	RTI Documentation	9
1.2.36 Provide opportunities for staff development in RTI process, behavior interventions, flexible grouping, vocabulary development strategies, writing strategies, math fluency and understanding math.	Principal Assistant Principal(s)		Monthly	Agendas	4



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development activities to support district initiatives and priorities.	Principal	175 263	Every Six Weeks	Sign-In Sheets	4
1.3.2 Participate in professional development for administrators.	Principal	175 211	Every Six Weeks	Sign In Sheets	4
1.3.3 Gifted and Talented *Ensure participation in 30-hour GT Training for new teachers *Ensure participation in 6-hour annual GT Updates	Principal	175 263	Yearly	Sign In Sheets	4
1.3.4 ELA *Ensure participation in professional development training sessions from Region One and outsourced vendors/trainers. *Provide professional development training sessions from Dr. EsI. Rodriguez (DMR); Region One, and district initiatives. *Reading Coach will meet with content coordinator weekly to look at data and develop weekly lesson plans for teachers.	Principal	175 263	Every Six Weeks	Sign In Sheets	4
1.3.5 Math *Ensure participation in staff development sessions as needed, to increase the participation and the implementation of the STAAR Ready and EnVision program to support instructional delivery and student understanding of math concepts. *Ensure participation in PLC/Vertical planning. Provide Staff development sessions to all math teachers to review State TEKS to be implemented 2015-2016 for grades K-5. *Provide update staff development sessions as needed, to increase the participation and the implementation of the Success Maker program to support instructional delivery and student understanding of math concepts in grades KN-2nd. *Provide update staff development sessions as needed in TTM (Think Through Math) to support math concepts 3rd-5th grades.	Principal	175 211	Every Six Weeks	Sign In Sheets	4
1.3.6 Science *Ensure participation in Stemsopes Training for Grade K-5 teachers. *Ensure participation in EduSmart for grades K-5. *Implement the use of the newly created Science Lab.	Principal	175 211	Every Six Weeks	Sign In Sheets	4
1.3.7 Participate in training sessions for administrators on data analysis using AWARE	Assistant Principal(s) Testing Strategist Principal		Yearly	Agendas	4



**ESCOBAR-RIOS 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
1.3.8 Social Studies *Key Leaders Meeting	Teacher(s)		Every Six Weeks	Sign In Sheets	4
1.3.9 Bilingual/ESL Program *Ensure participation in instructional staff development activities as per state and federal requirements to increase ELL achievement through effective research-based teaching practices, approaches, and strategies. *Ensure participation in professional development for paraprofessional staff working with program ELLs. *GLAD training for all new staff members to serve our ELL population. *Dual Language training and support for grades PK-3rd gr.	Principal		Every Six Weeks	Sign In Sheets	4
1.3.10 Special Education Program Ensure participation in the following staff development opportunities: *Research-Based Instructional Methodologies, Strategies, & Supports *Positive Behavior Supports, Interventions, & Alternatives to Discipline *Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance	Principal Resource Teachers	171 175 211	Weekly	Lesson Plans Agendas CNA	1
1.3.11 Migrant Ensure participation in staff development provided and required by Migrant Department	Principal		Each Semester	Dept. Agenda	4
1.3.12 Instructional Technology *Ensure participation in training and support for district initiatives *Provide staff development that address campus technology needs as per CNA *Provide training and support for district initiatives *Eduphoria-Aware, TEMS, SuccessMaker Reading/Math, Istation interventions, TTM.	Librarian(s) Principal		Each Semester	Dept. Agenda CNA	4
1.3.13 Provide opportunities for professionals and paraprofessionals to participate attend local and state conferences, including PBL training (campus initiative).	Principal	175 211 263	Each Semester	Conference Program/Agenda	4
1.3.14 Participate in Key Leader content training and follow up with one day of planning every six weeks.	Teacher(s)		Every Six Weeks	Sign In Sheet	4
1.3.15 Implement and train teachers in district criteria for sufficient participation in PD activities to be monitored for the coming year.	Principal Assistant Principal(s)		Yearly	Professional Development	4



**ESCOBAR-RIOS 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
1.3.16 CILT-Campus Instructional Leadership Team Conduct book studies as a means of staff development to grow capacity among our instructional team leaders.	Principal	175 211	Each Semester	CILT Meeting	4
1.3.17 Participate in Administrator's Academy for the 2016-2017 school year.	Principal		Yearly	Sign In Sheet	4
1.3.18 Participate in training sessions for campus administrators on special education program implementation, data analysis and compliance indicators.	Principal	175 211	Yearly	Sign In Sheet	4
1.3.19 Participate in professional development for campus administrators to ensure proper Bilingual and ESL Program implementation.	Principal		Each Semester	Sign In Sheet	4
1.3.20 Participate in opportunities provided for district administrators to attend region service center workshops and state conferences focusing on the needs of special population students, state assessment & legal issue/updates.	Principal	175	Each Semester	Region One Website	4
1.3.21 Participate in district presentations for administrators to increase awareness of special population student needs and appropriate interventions for academic and non-academic problems or concerns.	Principal		Each Semester	Sign In Sheet	4
1.3.22 Participate in district training for administrators on Lead4ward.	Principal		Yearly	Sign In Sheet	4



**ESCOBAR-RIOS 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.	Testing Strategist Teacher(s)		Every Six Weeks	Sign In Sheet	1
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Testing Strategist Teacher(s)		Every Six Weeks	Data Walls Sign In Sheet	1
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Testing Strategist Teacher(s)		Every Six Weeks	Data Walls Sign In Sheet	1
1.4.4 Meet with teachers to review assessment data on Six Weeks Exam, Semester Exams, STAAR Exam, TELPAS, Istation, TEMI & CPalls and address areas of concern.	Testing Strategist Teacher(s)		Every Six Weeks	Data Walls Sign In Sheets	1
1.4.5 Ensure that teachers have access to assessment data	Testing Strategist		Every Six Weeks	Sign In Sheet	1
1.4.6 Ensure that teachers plan instruction and intervention that is data driven	Testing Strategist		Every Six Weeks	Sign In Sheet	1
1.4.7 Disaggregate universal screener results and refer to identified students for reading, math, speech or behavioral interventions to the RTI team.	Counselor(s)		Every Six Weeks	RTI Process	1,9
1.4.8 Ensure participation in district annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use surveys to improve the GT program.	Principal		Yearly	CNA	1
1.4.9 Implement MCISD testing instruments used for the identification of gifted students, particularly for special population students.	Principal Teacher(s)		Yearly	GT Testing Procedures	9
1.4.10 Monitor the academic and linguistic progress of LEP students.	Assistant Principal(s)		Every Six Weeks	LPAC/TELPAS	9
1.4.11 Promote and ensure nomination of students in order to have them screened, assessed and identified for the Gifted and Talented Program.	Counselor(s)		Yearly	GT Documentation	1
1.4.12 Participate in Migrant Student Needs Survey to assess the supplemental support most needed by students.	Counselor(s)		Yearly	Survey	1



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.13 Participate in annual survey of parents of Migrant students to ensure the need of students are being met. Use data from surveys to improve migrant program.	Parental Liaison Principal		Yearly	Surveys	1
1.4.14 Implement MCISD testing instruments used for the identification/dismissal of English Language Learners (ELLs).	Assistant Principal(s)		Yearly	LPAC Minutes	10
1.4.15 Utilize the Aware Reports to address the specific needs of special population groups (LEP &, Special Education).	Teacher(s)		Daily	Aware	9
1.4.16 Conduct a data analysis of the TAPR reports on targeted performance indicators for the LEP and Special Education populations.	Academic Strategist		Each Semester	Aware	9
1.4.17 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	Assistant Principal(s)		Every Six Weeks	LPAC Meeting	9
1.4.18 Implement and follow MCISD system that targets needed areas of improvement for all special population groups.	Principal Teacher(s)	165 175 211 263	Weekly	CBA Aware Reports	1,9
1.4.19 Implement a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Teacher(s)		Every Six Weeks	PLC Meeting	9



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal		Each Semester	Meeting	9
1.5.2 Ensure participation in training for Instruction and Assessment Strategists in order to interpret and evaluate the new state assessments (STAAR).	Principal Academic Strategist		Yearly	Agenda	9
1.5.3 Provide training on how to interpret reports specific to special populations.	Academic Strategist		Each Semester	CNA	9
1.5.4 Implement and follow District level performance standards for STAAR	Teacher(s)		Weekly	Lesson Plans	9



**ESCOBAR-RIOS 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.	Campus Computer Technician		Monthly	Agenda	2
1.6.2 Conduct teacher meetings and attend principal meetings to refine and increase vertical and horizontal communication between all the campus grade levels and feeder campuses.	Principal		Monthly	Agenda	2
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal		Monthly	Agenda	2
1.6.4 Train and ensure campus personel utilizes exiting electronic resource in order to expedite communication.	Principal		Monthly	Agenda	2
1.6.5 Utilize digital portals to access curriculum resources and materials made available by program coordinators and directors.	Teacher(s)		Monthly	Agenda	2
1.6.6 Participate in monthly elementary and secondary principal's meetings.	Principal		Monthly	Agenda	2
1.6.7 Participate in monthly PLC principal's meetings.	Principal		Monthly	Agenda	2
1.6.8 Create a monthly newsletter to remind teachers and staff of upcoming events.	Principal		Monthly	Agenda	2
1.6.9 Continue to have SBDM & CILT monthly meetings to improve communication between administration and teachers.	Principal		Monthly	Agenda	2
1.6.10 Implement a goal driven agenda with opportunity for stakeholder input.	Principal		Monthly	Agenda	2
1.6.11 Ensure participation in district GT teacher meetings each 6-weeks.	Principal		Every Six Weeks	Agenda	2
1.6.12 Continue to have teachers participate in the "Teachers meeting with Superintendent" meetings on a monthly basis to improve communication between Central Office and the campuses.	Principal		Every Six Weeks	Agenda	2
1.6.13 Ensure campus participation in Bilingual learning communities meetings to address needs of program implementation.	Principal		Every Six Weeks	Agenda	2
1.6.14 Implement Vertical Meetings to allow for teacher input among grade levels and departments.	Principal		Every Six Weeks	Agenda	2
1.6.15 Continue to implement a Professional Learning Community by allocating time for teachers to meet and discuss.	Principal		Weekly	Meeting Minutes	2



**ESCOBAR-RIOS 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.	Community Liaison		Monthly	Agendas	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Community Liaison		Yearly	Agendas	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Community Liaison	199 175 211	Yearly	Agendas	6
2.1.4 Promote attendance of parental conferences addressing parent involvement, state and federal academic requirements to improve student achievement and parent accountability.	Community Liaison		Yearly	Agendas	6
2.1.5 Continue to promote and participate in Principal for A Day Event.	Principal		Yearly	Agendas	2
2.1.6 Invite community-based speakers to present on various topics during parent meetings.	Community Liaison		Yearly	Agendas	6
2.1.7 Participate in a district-wide diabetes/obesity awareness program through the nutrition classes.	Community Liaison		Yearly	Agendas	6
2.1.8 Conduct Spring Health Fair to partner with community agencies to provide free or low cost services for students and their families.	Community Liaison		Yearly	Agendas	6
2.1.9 Parent Liason will make home visits to network and extend communication with school and home.	Community Liaison		Yearly	Logs	6
2.1.10 Conduct a health fair in the spring semester.	Community Liaison		Yearly	Agendas	6
2.1.11 Recrute parents to participate in the District Parent Conference.	Community Liaison		Yearly	Agendas	6
2.1.12 Conduct Career Day.	Counselor(s) Community Liaison		Yearly	Program	6
2.1.13 Ensure participation in district parent meetings.	Community Liaison		Yearly	Program	6



**ESCOBAR-RIOS 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
2.1.14 Organize recognition event to coordinate with campus school-wide assembly.	Community Liaison		Yearly	Agendas	6
2.1.15 Provide businesses with an acknowledgement plaque for their support.	Principal		Yearly	Agendas	6
2.1.16 Recruit parents to participate in local/state/federal conferences.	Community Liaison		Yearly	Agendas	6
2.1.17 Recruit parents to participate in campus and district committees, ie. SHAC, PAC, SBDM, PTO, etc.	Community Liaison		Monthly	Agendas	6
2.1.18 Promote and encourage parental participation in local conferences and meetings through parent notices.	Community Liaison		Every Six Weeks	Agendas	6



**ESCOBAR-RIOS 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.	Community Liaison		Yearly	Agendas	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Community Liaison		Monthly	Agendas	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Community Liaison		Yearly	Agendas	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.	Community Liaison		Each Semester	Agendas	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses.	Community Liaison		Yearly	Agendas	6
2.2.6 Disseminate Policy at Registration.	Community Liaison		Yearly	Agendas	6
2.2.7 Disseminate Parent/Campus Compact Form during registration.	Community Liaison		Yearly	Agendas	6
2.2.8 Organize and coordinate parent monthly meetings.	Community Liaison	211	Monthly	Agendas	6
2.2.9 Recruit and invite parents to monthly meetings.	Community Liaison		Monthly	Agendas	6
2.2.10 Create Monthly newsletter to keep stakeholders aware of upcoming events and participation of past activities.	Community Liaison		Monthly	Agendas	6
2.2.11 Provide adult literacy classes through Mango Language (Web-based)	Community Liaison		Quarterly		1
2.2.12 Compile and disseminate usage reports to campus staff in order to keep them informed.	Community Liaison		Yearly	Agendas	6
2.2.13 Ensure participation of professional development session provided by district to parents of LEP students.	Community Liaison		Each Semester	Agendas	6
2.2.14 Recruit parents to participate in campus and district committees such as SHAC, PAC, SBDM, PTO, etc.	Community Liaison		Yearly	Sign In Sheets	2
2.2.15 Invite parent and/or community members to participate as guest speakers at campus events.	Community Liaison		Yearly	Agendas	6
2.2.16 Provide trainings and information to parent in order to communicate information regarding curriculum, assessment and student progress.	Community Liaison		Every Six Weeks	Agendas	6



**ESCOBAR-RIOS 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
2.2.17 Participate in meetings regarding state and federal mandated guidelines.	Community Liaison		Yearly	Agendas	6



**ESCOBAR-RIOS 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		Daily	Parent Letters	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal		Yearly	Agendas	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Principal		Daily	Agendas	6
2.3.4 Ensure that all campus/district notifications sent to parents are available in English and Spanish.	Principal		Daily	Agendas	6
2.3.5 Ensure that parent meetings and presentations are made in both English and Spanish.	Principal		Daily	Agendas	6
2.3.6 Ensure that parent conferences are held in English or Spanish in accordance with parent's native language or preference.	Principal		Daily	Agendas	6
2.3.7 Ensure that parent sign up for TEMS Parent Portal in order to have access to their child's academic data.	Principal		Daily	Agendas	6
2.3.8 Provide opportunities for parents to receive training on how to access Parent Portal as needed.	Principal		Yearly	Agendas	6
2.3.9 Utilize the automated calling system (School Messenger) to make mass announcements of campus upcoming events.	Principal		Daily	School Messenger	6
2.3.10 Utilize the campus web page to keep parents informed of upcoming dates and events.	Principal		Daily	Webpage	6
2.3.11 Provide regular communication of campus initiatives and information to parent liaisons.	Principal		Daily	Webpage	6
2.3.12 Ensure parental liaison attends professional development and training on NCLB updates.	Principal		Daily	Agendas	6



**ESCOBAR-RIOS 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.	Assistant Principal(s)		Yearly	Security Audit Report	1
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration.	Assistant Principal(s)		Yearly	Inspection Reports	1
3.1.3 Establish a committee of maintenace personnel to inspect the facilities and school grounds and report the findings to administration. (Twice a semester)	Principal		Yearly	Inspection Reports	1
3.1.4 Continue to conduct a needs assessment to determine the facilities and equipment needs of all the campuses.	Principal SBDM Committee		Yearly	CNA	1
3.1.5 Continue the implementation of the electronic record system.	Principal		Yearly	TREX System	1
3.1.6 A report of findings will be reported to Risk Management and SBDM Committee	Principal		Yearly	Agendas	1
3.1.7 Address security and safety audit findings with the assistance of Risk Management, Maintenance Department, & Assistant Superintendent of Finance and Operations.	Principal		Yearly		1
3.1.8 Ensure that work orders are submitted & completed based on the findings	Principal		Monthly	Work Order Report	1
3.1.9 Ensure that SBDM Cadre conducts a needs assessment of the facility and establish plan and procedure to address finding.s	Principal		Each Semester	Agendas	1
3.1.10 Follow up on work orders submitted by Maintenance Department to address the findings based on the inspection.	Principal		Daily	Work Order Report	1
3.1.11 Ensure that maintainence and beautification of the facilities and grounds is taking place on a consistent basis. Address concerns that come up at the campus with appropriate Personnel in designated Department.	Principal		Weekly	Logs	1
3.1.12 Ensure that reports and work orders are completed.	Principal		Weekly	Eduphoria-Workorders	1
3.1.13 Ensure that CNA addresses need to update, purchase, or fix equipment, facilities, etc.	Principal		Yearly	CNA	1



ESCOBAR-RIOS 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
3.1.14 Ensure that electronic record system in utilize availalbe for specific tasks (ie. Student Data Entry - TEMS; Textbook Inventory, Equipment Inventory, etc).	Principal Assistant Principal(s)		Daily	System Reports	1,10



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Principal	175 211	Yearly	Walkthroughs	1
3.2.2 Establish a five year plan that outlines the furniture replacement schedule for replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Assistant Principal(s)	175 211	Each Semester	SBDM Inventory Log	1
3.2.3 Utilize an on-line auction system to discard obsolete furniture/equipment.	Principal		Yearly	Auction System	1
3.2.4 Surplus campus furniture will first be redirected to warehouse.	Principal		Yearly	Workorders	1
3.2.5 Conduct needs assessment of equipment, furniture, facilities and technology in order to identify items that need to be replaced.	SBDM Committee	175 211 199	Yearly	SBDM Inventory Log	1
3.2.6 Follow and implement the District's five year plan regarding furniture replacement schedule.	Principal	175 211 199	Yearly	Walkthroughs	1
3.2.7 Have teachers turn in yearly fixed-assets inventory.	Principal		Yearly	Inventory Form	1
3.2.8 Inquire, inspect and assess surplus furniture available within district to determine if can be used for the needs of the campus.	SBDM Committee		Yearly	Inventory List	1



**ESCOBAR-RIOS 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		Monthly	CNA	10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Assistant Principal(s)		Monthly	CNA	10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal		Monthly	CNA	10
3.3.4 Continue to implement the district-wide Discipline Plan.	Assistant Principal(s)		Monthly	Contact Student Services PEIMS Training Yearly Training	2
3.3.5 Conduct climate surveys	Assistant Principal(s)		Monthly	Discipline Reports	2
3.3.6 Review/analyze discipline referral data to facilitate and provide teachers and staff with necessary support.	Assistant Principal(s)		Monthly	Discipline Report	2
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness at the campuses.	Assistant Principal(s)		Monthly	Emergency Plan	10
3.3.8 Conduct regular inspection of overall campus facility	Principal		Yearly	Emergency Plan	10
3.3.9 Ensure participation in training on emergency response.	Principal		Daily	Discipline Reports Safety Reports	1
3.3.10 Plan and coordinate mandatory school drills to prepare students and employees for responding to an emergency.	Assistant Principal(s)		Monthly	Emergency Plan	10
3.3.11 Ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Assistant Principal(s)		Yearly	Emergency Plan	10
3.3.12 Implement a security audit of the campus facilities at least once every three years.	Principal		Daily	Discipline Reports Behavior Logs	2
3.3.13 Utilize safety available. * enclose all campuses and screen visitors using Raptor System * ensure security cameras are functional	Principal		Daily	Raptor System	10



**ESCOBAR-RIOS 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
3.3.14 Ensure participation in training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), components to school employees in order to address the provisions of the law for students under (IDEA).	Principal		Yearly	CPI Logs	10
3.3.15 Participate in DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School	Assistant Principal(s)		Yearly	Minutes of Meeting	4
3.3.16 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Assistant Principal(s) Teacher(s)		Weekly	RTI Documentation	9
3.3.17 Ensure campus representation in 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		Monthly	Minutes of Meeting	7
3.3.18 Monitor the special educatin discipline placements in ISS, OSS and DAEP over the course of the year.	Assistant Principal(s)		Weekly	Referral Log	1



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.1 Deliver guidance content in a systematic way to students.	Counselor(s)	199	Monthly	Counselor's Log Discipline report	1
3.4.2 Ensure counselor participation in conferences, staff development and regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Principal	175 211 199	Monthly	Counselor's Log	1
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment.	Counselor(s)		Yearly	Career Day Minutes	7
3.4.4 Assist student in understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Principal		Daily	Master Schedule	9
3.4.5 Assist in promoting student recognition for academic & attendance student achievement.	Counselor(s)		Every Six Weeks	Sign-In Sheets	4
3.4.6 Participate in District sessions at designated intervals in an effort to coordinate student counseling.	Counselor(s)		Quarterly	Counselor's Log	9
3.4.7 Conduct classroom, individual and group presentations based on a needs assessment for grades K-5th on the following areas: -Study Skills -Communication Skills -Suicide Prevention -Conflict Resolution -Violence Prevention -Homeless -Bullying -Transitioning of academic years					10



**ESCOBAR-RIOS 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
3.5.1 Conduct professional development training for all teachers and staff to support the safety and wellness of the students.	Counselor(s)		Each Semester	Sign-In Sheets	4,9
3.5.2 Assist in the Drop Out Recovery Program.	Community Liaison		Yearly	Drop Out Rosters	1
3.5.3 Participate and comply with all SHAC, Wellness School Committee initiatives.	Principal		Each Semester	Agenda	1
3.5.4 Training will be provided 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 gang involvement along with other potentially harmful activities	Counselor(s)		Each Semester	Agenda Sign-In Sheet	4
3.5.5 Monitor At-Risk student's grades, attendance, and discipline.	Teacher(s)		Every Six Weeks	Report Card	9
3.5.6 Ensure that the migrant support personnel is meeting the needs of the migrant students.	Principal		Weekly	Logs	9
3.5.7 Coach and Nurse will disseminate information to campus staff as needed.	Principal Parental Liaison		Quarterly	CNA Sign In Sheets	4



**ESCOBAR-RIOS 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
3.6.1 Continue to assess and analyze technology needs to support implementation of instructional technology by campus/departments (LRP 3.6). • Hardware • Network Infrastructure • Software Integration • Support Staff • System Management Resources	Principal Campus Instructional Technologist	175 211	Monthly	Technology CNA	1
3.6.2 Apply for and or renew site based licenses for the approved list of intruotional software applications.	Principal	175 211	Yearly	Licenses	1
3.6.3 Ensure campus completion of the Texas School Technology Readines (STaR) Chart at the classroom and campus level.	Librarian(s) Principal Campus Instructional Technologist	175 211	Yearly	STAR Chart Report	1
3.6.4 Use campus STaR Chart summary as needs assessment to ensure annual updates to the campus technology plan.	Principal	175 211	Yearly	STAR Chart Summary	1



**ESCOBAR-RIOS 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, Fast Math, Reading Renaissance Accelerated Reader, Student Information Systems, TEMS Gradebook, Tablets, Online Professional Development.	Campus Computer Technician	175 211	Yearly	Technology CNA	1,4
3.7.2 Continue to implement, train and support TEMS Student Information Systems and application.	Campus Computer Technician		Yearly	CNA Sign In Sheets/Agendas	1
3.7.3 Provide the support of District/Campus personnel to address the needs created by extensive technology growth, state/local reporting, network infrastructure and curriculum integration mandated by the Technology Application TEKS (EPLAN Goal 3.5). To include: • Network Specialist (District) • Instructional Technology Trainer (Campus-Shared) *Science TEX-Living with Science • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing, PEIMS)	Campus Instructional Technologist	175 211	Daily	Technology CNA	1
3.7.4 Provide teachers with training and updates regarding TEMS Gradebook and Attendance.	Assistant Principal(s) Campus Instructional Technologist		Yearly	CNA	1,4
3.7.5 Run Progress Report and Report Cards in a timely manner and distribute to teachers.	Assistant Principal(s) Campus Instructional Technologist		Every Six Weeks	Progress Report Cards MCISD Grade Posting Schedule	1
3.7.6 Ensure that student data is entered accurately and updated as deemed necessary.	Assistant Principal(s)		Weekly	PEIMS Reports	1
3.7.7 Participate in monthly meetings for attendance, PEIMS, & discipline.	Assistant Principal(s)		Monthly	Agendas	1
3.7.8 Work with parental liaison to coordinate training for parents on the student parent portal.	Assistant Principal(s) Community Liaison		Monthly	Agendas	1,7



**ESCOBAR-RIOS 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 fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/ replacement of technology equipment.	Principal Campus Computer Technician Librarian(s)	175 211	Monthly	Technology Needs Assessment	1
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).	Testing Strategist Principal	175 211	Monthly	Student Assessment	1
3.8.3 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Campus Computer Technician		Yearly		1,10
3.8.4 Upgrade and maintain infrastructure to support the communication and technology usage of the campus.	CILT Committee Principal Campus Computer Technician	175 211	Yearly	Usage Reports	1
3.8.5 Support curriculum integration activities by providing technology, peripherals, and software.	Principal	175 211	Yearly	MCISD Curriculum State Standards Usage Reports	1,9
3.8.6 Conduct an annual inventory of technology equipment available at the campus and update as changes are made.	SBDM Committee Principal Campus Computer Technician		Yearly	Technology Inventory	1
3.8.7 Coordinate and organize online assessments as required by the District.	Testing Strategist		Every Six Weeks	CBA Reports	9
3.8.8 Review end of year campus computer inventory reports.	Campus Computer Technician Principal		Yearly	Computer Inventory Report	1
3.8.9 Periodically review web management filter reports.	Campus Computer Technician		Monthly	Web management filter reports	1
3.8.10 Upgrade infrastructure to support future State and Local online testing	Campus Computer Technician		Yearly	State and Local online testing requirements	1
3.8.11 Continue to optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Campus Computer Technician		Yearly	CNA	1
3.8.12 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician		Monthly	CNA	1



**ESCOBAR-RIOS 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
3.8.13 Continue to implement, support and maintain the hardware equipment for the district wide student information system (SIS). 1. Servers 2. Network hardware	Campus Computer Technician		Yearly	CNA	
3.8.14 Conduct Needs Assessment to assess technology needs in the form of peripherals or software. See 6.3.5	Campus Computer Technician Principal		Yearly	CNA	1
3.8.15 Purchase technology peripherals and software to support and supplement classroom instruction, including printer cartridges.	Principal	175 211	Yearly	CNA	1
3.8.16 Explore and acquire current and newer technologies for campus.	Campus Computer Technician SBDM Committee Principal	175 211	Yearly	CNA	1
3.8.17 Implement the use of mobile devices in the K-5 to support curriculum instruction impacts student reading progress and promote literacy.	Librarian(s) Teacher(s) Principal	175 211	Daily	Lesson Plans	9
3.8.18 Purchase replacements for student computers that are dilapidated or not working in classrooms, computer labs, & LRC.	Principal	175 211	Yearly	CNA	9
3.8.19 Purchase replacements for technology equipment such as data projectors, document readers, etc. that are dilapidated or not working in classrooms, computer labs, & LRC.	Principal	175 211	Yearly	CNA	9
3.8.20 Purchase replacements for teacher/staff computers that are dilapidated or not working in classrooms, computer labs, LRC & office areas.	Principal	175 211	Yearly	CNA	9
3.8.21 Purchase technology equipment for administrators to facilitate/conduct walkthroughs and provide camera access from any location for safety purposes	Principal	175 211	Yearly	CNA	1



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Provide technology staff development for teachers, administrators & support staff.	Campus Computer Technician		Yearly	CNA	1
3.9.2 Analyze data in a timely manner	Testing Strategist		Every Six Weeks	AWARE	9
3.9.3 Ensure participation in training at the beginning of the year and throughout summer staff development sessions to acquire CPE credits.	Testing Strategist	175 211 199	Yearly	Eduphoria	4
3.9.4 Conduct a Needs Assessment to determine areas of priority for staff development in the area of technology.	SBDM Committee		Yearly	CNA	4
3.9.5 Provide opportunities and ensure participation in staff development in the area of technology.	Principal		Yearly	Eduphoria	4
3.9.6 Utilize available technology databases in order to run data reports and share them with teachers to analyze and review data.	Testing Strategist		Every Six Weeks	AWARE	9



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Increase understanding of financial aspects.	Principal		Yearly	Agendas Surveys	1,4
3.10.2 Become familiar with business office procedures.	Principal		Yearly	Agendas Surveys	1,4
3.10.3 Participate in trainings offered to campus administrators by Finance and Operations Department.	Assistant Principal(s) Principal		Yearly	Agendas Surveys	1,4
3.10.4 Participate in trainings offered by Finance and Operations Department in purchasing, travel, etc. procedures.	Principal		Yearly	Agendas Surveys	1,4
3.10.5 Ensure participataion in semi-annual trainings of business office procedures for secretaries, clerks, & activity sponsors.	Principal		Yearly	Surveys	1,4



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal		Weekly	Budget Report CILT Needs	1
3.11.2 Conducts Comprehensive Needs Assessment to determine areas of priority for funding allocation.	Principal SBDM Committee		Monthly	CILT Meetings	1,8,9
3.11.3 Ensure that appropriate funding is allocated in areas of priority and submit budget to Central Office in timely manner.	Principal		Yearly	Budget Review	1
3.11.4 Attend an overview for campus administrators on budget allocation and balances.	Principal		Yearly	Budget Review	1
3.11.5 Monitor and update monthly budget balances.	Principal		Monthly	Budget Balance Report	1
3.11.6 Review monthly income statement reports.	Principal		Monthly	Income Statement Report	1
3.11.7 Request technical assistance when needed.	Campus Instructional Technologist Principal		Daily	Technology CNA	1
3.11.8 Sustain and expand two way communication between campus and central office Finance and Operations Department.	Principal		Daily	CNA	1



**ESCOBAR-RIOS 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		Yearly	Staff Roster	5
4.1.2 Continue to recruit and retain qualified substitute teachers.	Assistant Principal(s)		Each Semester	AESOP Reports	5
4.1.3 Employ bilingual certified elementary teachers.	Principal		Yearly	Staff Report	5
4.1.4 Review and share student enrollment reports with staff, including PEIMS demographic information provided by information systems.	Principal Testing Strategist		Monthly	PEIMS Report	9
4.1.5 Ensure proper placement of students according to special program requirements and committee recommendation such as ARD, LPAC, RTI, etc.	Assistant Principal(s)		Every Six Weeks	Master Schedule	5
4.1.6 Utilize Applitrack and Personnel Specialist Checklist for Qualifications. Review applications and pertinent documents in order to identify highest qualified individuals for interview consideration.	Principal		Quarterly	Applitrack	5
4.1.7 Continue to support teacher of the year, retirement/recognition ceremonies.	Principal		Yearly	Invitation	5
4.1.8 Ensure participation in the recognition and retirement celebration for April. 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.	Principal		Yearly	Invitation	5
4.1.9 Ensure that teachers meet requirements for stipends available for Bilingual Instruction.	Assistant Principal(s)		Each Semester	Lesson Plans	5
4.1.10 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal		Yearly	Tx Bess Roster	5
4.1.11 Utilize AESOP Reports in order to schedule and rate substitutes.	Assistant Principal(s) Teacher(s)		Daily	AESOP	5
4.1.12 Utilize Applitrack and Personnel Specialist checklist to identify qualifications for Bilingual Certification when considering candidates for teaching vacancies.	Principal			Applitrack	5



**ESCOBAR-RIOS ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds.	Principal	175 211 199	Monthly	Budget	5
4.2.2 Continue to evaluate and update job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal		Monthly	Job Descriptions	3
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Assistant Principal(s)		Monthly	AESOP	5
4.2.4 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment by grade level/team.	Principal		Monthly	Staffing Report	3
4.2.5 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with core instruction.	Principal		Yearly	Visit Log CNA	1,4,5
4.2.6 Implement T-TESS professional portfolios as a means of evaluating counselors, librarians, teachers, and staff.	Principal Assistant Principal(s)		Yearly	T-TESS Portfolio	1
4.2.7 Review staffing guidelines and determine how to best meet campus needs.	Principal SBDM Committee		Yearly	Staffing Guidelines	1
4.2.8 Continue to utilize the Staffing Study conducted by TASB to ensure the campuses have the appropriate number of staff to meet the student needs, specifically in the areas of special education and bilingual education.	Principal		Yearly	Staffing Study	1
4.2.9 Ensure staff study has been reviewed and that we are aligned to its recommendation.	Principal SBDM Committee		Yearly	Staff Study Report	1,3
4.2.10 Provide Instructional Staff to increase student academic achievement.	Principal		Yearly	CNA	4
4.2.11 Work with department managers as they review and adjust accordingly job descriptions relative to their program effort and ensure that personnel meet and carry out their job responsibilities.	Principal		Yearly	Job Descriptions	2
4.2.12 Ensure AESOP system is functional and accessible to campus personnel.	Principal		Daily	AESOP	10
4.2.13 Ensure that AESOP system is utilized by campus personnel as they request absences and to call substitutes.	Principal		Daily	AESOP	10



**ESCOBAR-RIOS 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
4.2.14 Review teacher experience report regarding NCLB distribution of staff as provided by Human Resouce Department.	Principal		Yearly	Teacher Experience Report	3
4.2.15 Ensure elementary academic coaches are involved with our teachers to facilitate the implementation of curriculum.	Principal		Daily	CNA	4,9
4.2.16 Coordinate Grade Level Meetings in which elementary coordinators can provide information, updates, etc to teachers regarding Content Area.	Principal		Weekly	Visit Logs	4,9
4.2.17 Become familiar with District expectation regarding portfolios to implement with fidelity and consistency.	Principal		Quarterly	Portfolios	1



**ESCOBAR-RIOS 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 participate in staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal		Monthly	CNA	1
4.3.2 Provide professional development to teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards	Principal		Monthly	CNA	4
4.3.3 Ensure participation in staff development in coming year that fulfills TQAMO requirements under NCLB.	Principal		Each Semester	PD CNA	3,4
4.3.4 Utilize Eduphoria to generate professional development reports	Principal		Every Six Weeks	CNA	4,10
4.3.5 Develop year-long comprehensive plan and schedule for PD completed prior to Sept. 1 for administrators, teachers, and all staff.	Principal CILT Committee	175 211	Quarterly	PD Agenda	4
4.3.6 Ensure stipend applications are provided to teachers implementing the Bilingual Education Program Model.	Assistant Principal(s)		Each Semester	Lesson Plans Master Schedule	2

**CAMPUS PERFORMANCE
2016-2017**

Campus Name: Hilda C Escobar/Alicia C Rios



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	71	72	69	67	71	79	81	77	80	67	70	65	55	79	79	74	77	77	75	69	-
African American	65	78	86	*	61	75	80	-	68	77	86	-	57	72	*	-	69	88	*	-	69	89	-	-
Hispanic	71	74	71	71	67	69	67	71	76	80	77	80	62	70	65	55	75	78	74	77	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	38	35	33	27	40	49	52	47	*	30	32	29	*	47	45	46	*	45	44	49	-
Ec. Disadvantaged	68	72	69	69	64	66	64	70	73	79	75	78	58	68	61	51	72	77	72	71	69	73	68	-
ELL	57	60	53	62	51	51	47	61	69	72	65	68	50	57	45	38	57	62	56	77	48	50	38	-



**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**

Escobar/Rios Elementary	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	99.5	97.2		
White	0.4	*		
Eco. Dis.	84.2	97.1		
All Students	97.6	97.2		

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

Subtests	AVERAGE ACT SCORE	
	2015	2016
English		
Mathematics		
Science		
All Subjects		

Subtests	AVERAGE SAT SCORE	
	2015	2016
ELA & Writing		
Mathematics		
All Subjects		

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

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

Escobar/Rios Elementary
2017-2018
CAMPUS BUDGET SUMMARY

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$60,928
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$1,550
175	STATE COMPENSATORY	\$77,178
165	STATE BILINGUAL	\$5,020
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$66,646
212	TITLE I MIGRANT	\$260
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$15,750