

CANTU ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

CANTU 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

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

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
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2017-2018

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DISTRICT GOALS

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

CANTU ELEMENTARY

Roster by Grouping

2017-2018

Campus Based Professional Staff

Wendy Zimmerman
Aissa Chapa
Claudio Loreda
Gloria Montes
Maria Galloso
Orlando Olivarez
Myling Landez

Non-Teaching

Ana Garcia
Esteban Lucio
Dora Dantu

District Level Professional Staff

None

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Alex Dianas

Parents

Maria Suarez

Community Representatives

None

Central Office Representative

Laquanta Bievens-Herandez

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Enrique Alvarez	Principal
Steve Lucio	Assistant Principal
Ana Garcia	Counselor
Elsa Villegas	Nurse
Isabel Gomez	Attendance/PEIMS clerk
Rolando Ponce	Activity Clerk
Maria Reyes	Principal's secretary
Myling Landez	Special education teacher (self-contained)
Rebekah Segovia Menchaca	Special Education teacher (resource)
Angela K. Garza	Librarian
Romeo Vela	P.E. Coach
Teri Pena	Music Teacher
Mary Chapa	Parent Liason
Juanita Garcia	Migrant Aide
Rosario Hernandez	PK Aide
Dora Rivera-Arce	Librarian Aide
Maria Tovar	Kinder Aide
Paula Martinez	Pre-K Teacher
Veronica Sanchez	First Grade Teacher
Paula Rodriguez	Kindergarten Teacher
Wendy Zimmerman	Pre-K Teacher
Melissa Lopez	Pre-K Teacher
Gloria Montes	Second Grade Teacher
Ester Reyes	Second Grade Teacher
Roxanne Vela	Second Grade Teacher
Aissa Chapa	Kindergarten Teacher
Priscilla Ramos	First Grade Teacher
Stephanie Salvatore	Fourth Grade Teacher
Maria Southerst	Fifth Grade Teacher
Orlando Olivarez	Fifth Grade Teacher
Leticia Rodriguez	Fifth Grade Teacher
Ted Bautista	Lead Custodian
Enrique Covarrubias	Custodian
Audrey Espinoza	Computer Aide
Emmanuel Garza	Kindergarten Teacher

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

NAME	TITLE
Zaida Gonzalez	Fourth Grade Teacher
Dora Benavides	Pre-K Aide
Maria Galloso	Third Grade Teacher
Rosemarie Underwood	Third Grade Teacher
Laura Adams	Fourth Grade Teacher
Claudio Loreda	First Grade Teacher
Erika Cantu	Fourth Grade Teacher
Nancy Mata	Special Education Aide
Sandra Martinez	Special Education Aide
Ginno Betancourt	Second Grade Teacher
Elizabeth Lozoya	Third Grade Teacher
Dora Cantu	Instruction & Assessment Strategist
Monica Guzman	Reading Coach
Pablo Cuevas	Computer Tech
Marc Dimas	Coach Assistant
Joe Anzaldua	Custodian
Rosalinda Rivera	Cafeteria
Ana Garza	Cafeteria
Sara Serrato	Cafeteria
Isabel Vargas	Cafeteria Director
Vanessa Gonzalez	Speech
Mayela Gonzalez	Third Grade Teacher
Cristina Arevalo	First Grade Teacher
Maria C Perez	Custodian
Brenda Salazar	PK Aide
Veronica Gutierrez	Cafeteria



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Focus on at-risk students and provide interventions to increase campus AYP status.
- 2 Increase vocabulary development in all grade levels.
- 3 Promote language transition via use of bilingual strategies and bilingual programs.

STUDENT ACHIEVEMENT

- 1 Promote student attendance to increase student achievement.
- 2 Increase math and reading scores in all grade levels.
- 3 Increase the math and reading scores of all our special education, economically disadvantaged and bilingual students.
- 4 Target trainings on intervention strategies to help meet the needs of our diverse population so that student achievement is increased.
- 5 Provide incentives to the student population for academic and attendance achievement.
- 6 Identify weaknesses in the student population by analyzing data.

SCHOOL CULTURE AND CLIMATE.

- 1 Promote parent participation in school activities.
- 2 Increase the involvement of SBDM to promote school climate.
- 3 Promote a learning environment by utilizing character education program.
- 4 Improve school landscaping to improve school climate.
- 5 Staff training for underperforming teachers.
- 6 Offer training to parents so that they may help their students with homework.
- 7 Improve school climate by ensuring that staff has the proper equipment to perform their duties.

STAFF QUALITY.

- 1 Establish a strong program for ESL strategies.
- 2 Establish a vertical alignment of math pedagogy.
- 3 Establish a vertical alignment of reading pedagogy.
- 4 Strongly promote the Accelerated Reader program.
- 5 Monitor teacher progress with the aim of improving their effectiveness.
- 6 Look for a Spanish computer program that generates student progress reports that a teacher can analyze.

CURRICULUM AND INSTRUCTION

- 1 Implement and monitor all intervention strategies to measure their effectiveness.
- 2 Provide more technology training for teachers so that they may generate and analyze student assessment data more efficiently.
- 3 Implement and monitor the Accelerated Reader program in all grade levels.
- 4 Continue training for teachers to promote continued use of Mission CISD curriculum.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Increased participation of parents in the services being offered by our school.
- 2 Increase the number of times services are being provided to the parents of our students.
- 3 Provide transportation to parents/guardians so that they may attend campus and district events.
- 4 Promote the use of the parent portal for parents to monitor the progress of their children.

SCHOOL CONTEXT & ORGANIZATION.

- 1 Allow more time for teachers to analyze and implement material that is presented at Key leader meetings.
- 2 Provide additional core subject resources and trainings.
- 3 Increase UIL participation and host one meet.
- 4 Plan for monthly parent/student activities.
- 5 Implement incentives for teachers and students.



COMPREHENSIVE NEEDS ASSESSMENT

TECHNOLOGY

- 1 Incorporate "tablet" technology with core content material.
- 2 Increase the number of computers in the classroom and library.
- 3 Update the operating systems of computers being used.
- 4 Digital phones are needed in the classrooms and the library.
- 5 Audio-visual equipment such as flip-cameras and digital cameras are needed in the classrooms.
- 6 Color printers are needed for testing data and for G/T related projects.
- 7 Replace computers that have become outdated or are no longer functioning.

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



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MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement the vertically aligned District Curriculum PK - 05	Principal Assistant Principal(s) Teacher(s) Testing Strategist Reading Coach	165 175 211 212 263	Every Six Weeks	Lesson Plans	1,3
1.1.2 Utilize multiple sources to address federal safeguards and state accountability requirements.	Principal Testing Strategist	165 175 211 212 263	Daily	Student achievement	1,9
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	CILT Committee	175 211	Every Six Weeks	Six Weeks Assessments Benchmarks	1,8,9
1.1.4 Support TEKS-based curriculum with the purchase of supplemental instructional materials to meet the academic needs of all students in preparation for local and state assessments.	Principal	165 175 211 212 263	Yearly	Six Weeks Assessments Benchmarks STAAR Results	1,8,9
1.1.5 Implement and monitor an RTI program that identifies student needs so that school resources can be utilized effectively.	CILT Committee	175 211	Every Three Weeks	Progress Reports Six Weeks Reports Six Weeks Assessments	3,8,9
1.1.6 Provide incentives for student academic success.	CILT Committee Counselor(s)	199 461	Every Six Weeks	Six Week Data	1
1.1.7 Ensure that the counseling program is providing support for the development of the students of the campus.	Counselor(s)	175 211	Weekly	Counseling Logs	9,10
1.1.8 Implement the district curriculum with the help of Elementary Coordinators and Academic coaches.	Principal		Weekly	Six Weeks Assessments Benchmarks	3
1.1.9 Implement a PLC schedule that allows for planning with the teachers and the instructional coaches.	CILT Committee Testing Strategist	175 211	Weekly	Meeting logs	1,3
1.1.10 Inspect all lesson plans to ensure adherence to the district curriculum.	Principal Assistant Principal(s)		Weekly	Lesson Plans	1,3



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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
1.1.11 Implement concepts from "Leverage Leadership", "Fundamental Five", and "The Leader In Me" with a Focus on Data Driven Instruction and Feedback with teachers to improve the quality of instruction at the school.	CILT Committee	211 175	Weekly	Lesson Plans Walkthroughs	1,3
1.1.12 Look at data to implement a Corrective Action Plan that addresses the needs of the school.	CILT Committee		Every Three Weeks	Progress Reports Report Cards Six Weeks Assessments Benchmarks	1,2
1.1.13 Utilize Title I, Part A funds reserved for professional development.	Principal CILT Committee	175 211 263	Every Three Weeks	Six Weeks Assessments	1,3
1.1.14 Continue to implement GLAD strategies by promoting more professional development for the staff.	CILT Committee	165 211 263	Weekly	Lesson Plans Walkthroughs Six Weeks Assessments	3
1.1.15 Monitor the progress of all demographic groups with an emphasis on the special populations, so that the effectiveness of the Corrective Action Plan can be ascertained.	Testing Strategist Principal		Every Three Weeks	Progress Reports Report Cards Six Weeks Assessments	3
1.1.16 Monthly academic, goal accomplishment, and attendance incentives will be utilized to promote student and teacher performance.	Counselor(s) Testing Strategist Principal	199 461	Monthly	Attendance Reports Report Cards Six Weeks Assessments	1
1.1.17 I-Station, Imagine Math, Reading Renaissance, and other data sources will be utilized to identify strengths and weaknesses of the student population.	Testing Strategist Teacher(s)		Every Three Weeks	Data Reports Progress Reports	1,3
1.1.18 Purchase instructional material that was identified by the teachers and Campus Needs Assessment to increase academic performance of focus populations at the school. Provide differentiated instructional material to migrant students.	Testing Strategist Principal	165175 211 212 263	Every Three Weeks	Walkthroughs Progress Repots Report Cards Six Weeks Assessments	3,9
1.1.19 An RTI schedule will be developed and implemented at the school to aid in the identification of students that are need of additional support.	Teacher(s)		Daily	Lesson Plans Master Schedule Walkthroughs Progress Reports Report Cards	3,9



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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.20 An RTI committee will meet regularly to progress monitor students in the RTI process throughout the school year.	504 Administrator CILT Committee		Every Three Weeks	RTI Meeting Logs Progress Reports Report Cards Software Data	1,9
1.1.21 Counselor will analyze and develop individual folders for students that have been deemed to require counseling from teacher referrals, parent referrals and administrative referrals.	Counselor(s)		Weekly	Counseling Logs	1,9



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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 needs who meet the criteria.	Principal Teacher(s)	211 175	Every Six Weeks	Progress Reports Six Weeks Benchmarks	9
1.2.2 Implement the district-wide inclusion initiative.	Principal		Daily	Lesson Plans Schedules	1,9
1.2.3 Evaluate academic success of students participating in existing special programs.	Principal CILT Committee		Every Three Weeks	Progress Reports Six Weeks Benchmarks	9,1
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Assistant Principal(s) Teacher(s)		Daily	Lesson Plans Schedules Six Weeks Benchmarks	1,3,9
1.2.5 Create procedures for accelerated and intensive instruction	Principal Teacher(s)	175 211	Every Three Weeks	Progress Reports Six Weeks Benchmarks	1,3,9
1.2.6 Increase participation in district-wide initiative to increase college-readiness of all students	Counselor(s)		Every Six Weeks	Progress Reports Six Weeks Assessments	1,2,9
1.2.7 Offer a variety of academic & behavioral maintenance services through positive behavior intervention and support (PBIS) that prevents student specific regression of skills.	Teacher(s)	211 175	Every Three Weeks	Progress Reports Six Weeks Benchmarks	9,1
1.2.8 Schedule professional development for all stakeholders that participate in the inclusion initiative.	Principal	175 211	Each Semester	Six Weeks Benchmarks	1,4
1.2.9 Schedule paraprofessional development for all stakeholders.	Principal	175 211	Every Three Weeks	Progress Report Six Weeks Benchmarks	1,3,4
1.2.10 Monitor special population (ELL & Special Ed.) student placement and assessment decisions over the course of the year.	Assistant Principal(s) Principal Teacher(s)		Every Six Weeks	Progress Reports Six Weeks Assessments	1,3,9
1.2.11 Monitor progress of GT to increase advanced academic performance.	Principal Teacher(s)		Every Six Weeks	Progress Reports Six Weeks Assessments	3,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.12 Monitor all student discipline placements in ISS, OSS, and DAEP over the course of the year.	Assistant Principal(s) Principal		Every Three Weeks	Student Discipline Data	9
1.2.13 Monitor consistent implementation of the District's Bilingual and ESL program models.	Assistant Principal(s) Principal		Weekly	Lesson Plans Walkthroughs	8,9,3
1.2.14 Implement the Imagine Math Screener for 5th grade to identify RtI Tier 2 and Tier 3 students in response to Algebra Readiness.	Testing Strategist Teacher(s)		Each Semester	MSTAR results	3,9
1.2.15 Implement the iStation Math to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Teacher(s) Testing Strategist		Each Semester	Progress Reports TEMI Results	3,9
1.2.16 Use Fluency checks, Imagine Math, CPALLS, and I-station data to continually monitor PK-5th grade students for reading/math progress and at-risk characteristics of dyslexia and related disorders and provide services as needed.	CILT Committee Principal Teacher(s) Assistant Principal(s)		Weekly	Program Usage Reports Program Status Reports	1,3,9, 10
1.2.17 Implement a campus-wide mentoring program for struggling students in special populations.	Counselor(s) Teacher(s)		Monthly	Counseling Logs	1,9
1.2.18 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	175 211	Every Three Weeks	Progress Reports Six Weeks Assessments	1,3,9
1.2.19 Implement the special education Child Find process at the campus.	504 Administrator Principal		Daily	Enrollment Data	1,10
1.2.20 Purchase content specific materials to be used for the after-school program (ELA/SLA, Math, and Science) as well as Saturday academies.	Principal	175 211 263	Every Six Weeks	Progress Reports Six Weeks Assessments	1,3,9, 8
1.2.21 Provide enrichment opportunities in core content for students and purchase materials to be used for activities such as UIL, Destination Imagination Program, Robotics, Coding, Dance, Athletics, and the Texas Performance Standards Project.	Principal	199	Every Six Weeks	Progress Reports Six Weeks Assessments	3,4,9



**CANTU 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
1.2.22 Maintain documentation of accelerated /intensive plan for instruction for students with needs and progress monitoring	Assistant Principal(s) Principal Teacher(s)		Every Six Weeks	Progress Reports Six Weeks Assessments	3,9
1.2.23 Implement a campus-wide anti bullying, suicide prevention, and conflict/violence prevention programs through counseling.					
1.2.24 Implement a campus-wide plan to identify and address support services for homeless students.					2,6,9
1.2.25 Implement a campus-wide support system to address dropout prevention and encourage students to seek early college and dual/concurrent credits when they get to high school.					2,9



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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 training.	Principal	175 211 263	Every Six Weeks	Progress Reports T-TESS	1,4
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s)	199 211	Each Semester	T-PESS	1,4
1.3.3 Monitor the dissemination of strategies and new pedagogy to the school after initial training is done by either the district or the school. Observation will be done by administrators that will target the use of these strategies.	Principal Assistant Principal(s) CILT Committee		Every Six Weeks	T-TESS	4,1
1.3.4 Inform teachers of annual GT update professional developments and 30 hour GT training opportunities for those teachers that have not been GT certified.	Principal		Yearly	Teacher Certification Data	1,3,4
1.3.5 Provide ELAR/SLAR teachers from Pre-K-5th the opportunities to take part in Data Driven Instruction training. As well as other professional development training that include but are not limited to Region One.	Principal	175 211	Every Six Weeks	T-TESS CNA	1,4
1.3.6 Provide staff development sessions to all elementary Math teachers and Math coach to review the changes in the Math TEKS for grades K-5. Training may include but are not limited to Region One.	Principal	175 211	Every Three Weeks	Progress Reports Six Weeks Assessments	1,3,9
1.3.7 Provide for STEMscope training for all elementary Science teachers in grades K-5. Training will include but not be limited to Region One services.	Principal	175 211	Every Six Weeks	T-TESS Progress Reports Six Weeks Assessments Walkthroughs	1,3,4, 9
1.3.8 Bilingual program will conduct training in GLAD strategies as well as training for implementation of the Dual language model in grades Pk-4th. Strategies that are adopted must be effective research based teaching practices, approaches, and strategies.	Principal		Yearly	Teacher Certification Data Walkthroughs	1,3,4
1.3.9 Special Education: Will adopt effective research based instructional methodologies, strategies, & supports in the classrooms. They will also utilize positive behavior supports, interventions, and alternatives to discipline.	Teacher(s)		Weekly	Lesson Plans Walkthroughs Progress Reports	3,9
1.3.10 Migrant: Will utilize research based instructional methodologies, strategies, and supports to supplement the instruction given to Migrant students in the classrooms. The goal of such support will be to increase the Migrant student achievement in the classroom.	Teacher(s)	212	Weekly	Lesson Plans Walkthroughs Progress Reports	3,9
1.3.11 Instructional Technology: Will purchase, provide training, and support for campus initiatives.	Principal	175 211	Yearly	CNA	1



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.12 Training on AWARE program will be provided to increase efficacy of program use.	Testing Strategist		Each Semester	Data Analysis Data Walls	4,8
1.3.13 Attendance in the Administrator's Academy for 2017-2018 is mandatory.	Assistant Principal(s) Principal		Yearly	Eduphoria: attendance report	4
1.3.14 Perform, at the minimum, 11 walk-throughs a week.	Assistant Principal(s) Principal		Weekly	Eduphoria Appraise Reports	9,10
1.3.15 Campus administrators will attend professional development to ensure proper implementation of Special Education, Bilingual programs, and other campus initiatives.	Assistant Principal(s) Principal	175 211	Yearly	Eduphoria Work Shop Attendance	1,4
1.3.16 Implement a literature review for the staff of the school that emphasizes best practices in the school and classroom.	Principal	175 211	Each Semester	Sign in Documentation Agendas	4,1,2



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

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and plan accordingly.	Principal Testing Strategist		Every Three Weeks	Data Wall Usage Progress Reports Six Weeks Assessments	1,8
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal CILT Committee		Every Three Weeks	Progress Reports	1,9
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Principal		Every Three Weeks	Progress Reports	3,9
1.4.4 Meet with CILT to review assessment data and evaluate goals on a three week time rotation.	CILT Committee Principal		Every Three Weeks	Progress Reports Agendas/Sign in Documentation	1,3
1.4.5 Analyze state and local assessments as quickly and efficiently as possible to plan for needs of the campus.	Testing Strategist Teacher(s) Principal		Yearly	Data Walls Agendas/Sign in Documentation	1,8,9
1.4.6 Conduct an annual survey of students, teachers, and parents to ensure the needs of gifted students are being met. Use information to improve the GT program.	Teacher(s) Principal		Yearly	Survey Results	1,10
1.4.7 Monitor the academic progress of ELL, Migrant, GT, Special Education and Economically Disadvantaged students.	Testing Strategist Principal		Every Three Weeks	Progress Reports Six Weeks Assessments	1,3,9
1.4.8 Screen, assess and identify students for the Gifted and Talented Program.	Testing Strategist Teacher(s) Principal		Yearly	Walkthroughs Progress Reports	1,9,10
1.4.9 Utilize student data from state/federal reports to identify the weaknesses of the campus. focus on the sub-population groups.	Testing Strategist Teacher(s)		Every Six Weeks	Progress Reports Six Weeks Assessments	1,3,9
1.4.10 Analyze state school report cards to determine areas of strength and weakness in the school.	Assistant Principal(s) Testing Strategist Teacher(s) Principal		Every Six Weeks	Report Cards Data Walls	1,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.11 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	LPAC Coordinators		Every Three Weeks	LPAC reviews every 20 days: documentation	1,9
1.4.12 Implement a systematic analysis of the curriculum based assessments and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Testing Strategist CILT Committee		Every Three Weeks	Progress Reports Walkthroughs	1,3,9



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GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus understandings of new standards and key concepts within the state and federal accountability systems.	Testing Strategist	175 211	Each Semester	Eduphoria Agendas/Sign in Documentation	1,4
1.5.2 Provide training to the Instructional and Assessment Strategist in order to interpret and evaluate the STAAR, PBMS, and TELPAS.	Principal	175 211 199	Yearly	Eduphoria Agendas/Sign In Documentation	1,4
1.5.3 Provide training to the Reading/Math coaches and I & A in order to interpret data from STAAR assessments and any changes in the TEKS of the state.	Principal	175 211 199	Yearly	Eduphoria Agendas/Sign In Documentation	1,3,4,8
1.5.4 Hold meetings with the instructional staff to go over local and state assessments. Purpose will be to analyze and interpret data. This will be followed by any needed changes to instruction at the school.	CILT Committee Principal		Every Three Weeks	Progress Reports Six Weeks Assessments	1,4,9



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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 Use electronic resources (emails or Google Drive) to expedite communication.	Assistant Principal(s) Special Program Coordinators / Directors from C.O. Principal		Daily	Walkthroughs	1,3
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	CILT Committee Assistant Principal(s) Principal		Every Three Weeks	Progress Reports Walkthroughs	1,3
1.6.3 Participate in collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal	175 211	Every Six Weeks	Progress Reports Six Weeks Assessments	1,4
1.6.4 Create a monthly calendar to distribute to the staff. The contents of the calendar are events and expectations.	Assistant Principal(s) Principal		Monthly	Documentation Walkthroughs	1,2
1.6.5 Communicate weekly campus highlights to Central Office so that they are aware of activities that are occurring at the school.	Librarian(s)		Weekly	Submission status	1,2
1.6.6 Conduct monthly CILT/SBMD meetings.	Principal		Monthly	Walkthroughs	1,2
1.6.7 Conduct weekly PLC meetings to convey academic expectations as the district curriculum is applied.	Principal		Weekly	Walkthroughs Lesson Plans	1,2,3
1.6.8 Contribute in developing a goal driven agenda with opportunity for stakeholder input.	Assistant Principal(s) Principal		Every Six Weeks	Progress Reports Walkthroughs	1,3,8
1.6.9 Coordinate the professional development of PK and KN teachers in order to align the curriculum goals.	Testing Strategist Principal Assistant Principal(s)	175 211	Yearly	Student enrollment rosters	1,7,4



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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
1.6.10 Coordinate transition efforts of 5th graders to the Jr. Highs by ensuring that the instructional programs are selected for students and records updated.	Assistant Principal(s) Counselor(s) Principal Testing Strategist		Yearly	Student Course Placement Clearance by Jr High	7
1.6.11 Coordinate transition efforts of students in childhood programs that will be enrolled at Cantu Elementary the following year.					1,2,7, 10,9



CANTU ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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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
2.1.1 Improve community networking by implementing new methods and strategies.	Principal Parental Liaison	175 211	Monthly	Program/Meeting Feedback	1,2,6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities.	Parental Liaison Principal	175 211	Every Six Weeks	Program/Meeting Feedback	1,6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Parental Liaison Principal	199	Yearly	Program/Meeting Feedback Parent/Community Attendance	1,6
2.1.4 Promote attendance of parental conferences addressing state and federal academic requirements to improve student achievement and parent accountability.	Parental Liaison Principal	199	Each Semester	Parent Attendance/Feedback	1,6
2.1.5 Increase the number of community activities that the school participates in.	Assistant Principal(s) Principal Parental Liaison	199	Every Six Weeks	Program/Meeting Feedback Program/Meeting Attendance	1,6
2.1.6 Continue to communicate with the parents on students progress and activities.	Assistant Principal(s) Teacher(s) Principal Parental Liaison	199	Every Six Weeks	Parent Attendance Logs	1,6
2.1.7 Continue to support home visits by community liaisons in an effort to improve community networking, parent outreach, student academics, attendance and educational partnerships/relationships.	Parental Liaison Principal		Daily	Parental Liaison logs	1,6
2.1.8 Hold Health Fairs and Career Fairs at the campus for the community.	Counselor(s) Parental Liaison	199	Each Semester	Parent Attendance/Feedback	6
2.1.9 Participate in the District Parent Conference.	Parental Liaison	199	Yearly	Parent Attendance/Feedback	1,6
2.1.10 Participate in the annual end of year luncheon that recognizes parents that have high numbers of volunteer hours.	Parental Liaison	199 461	Yearly	Parent Attendance Logs	1,6
2.1.11 Utilize multimedia sources as well as campus communication networks to promote participaion in district parental conferences.	Parental Liaison	199	Weekly	Parent Liaison Logs	1,6



**CANTU 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
2.1.12 Provide necessary supplies/materials for the operation and record keeping of initiatives from the parent center.	Principal	199, 175, 211	Every Six Weeks	Submission of reports to central office and campus administration.	1,6



**CANTU 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.	Parental Liaison		Yearly	Parent Attendance/Meeting Log	1,6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Parental Liaison Testing Strategist		Monthly	Parent Attendance/Feedback Parent Liaison Log	1,6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison Librarian(s)	199	Every Six Weeks	Parent Attendance/Feedback Parental Liaison Log	1,6
2.2.4 Ensure representation of community members and parent involvement in the educational decision-making process as mandated by the state and federal guidelines.	Principal Parental Liaison		Yearly	Parent Attendance/Feedback Parental Liaison Log	1,6
2.2.5 Develop schedule for programs that will be used at the school to encourage parent participation.	Principal Parental Liaison		Each Semester	Parent Attendance/Feedback Parental Liaison Log	1,6
2.2.6 Parent and Community members are invited as members of SBDM committee.	Principal Parental Liaison		Yearly	Parent Attendance/Feedback Parental Liaison Log	1,6



**CANTU 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 (English/Spanish) parents will understand.	Parental Liaison Assistant Principal(s) Teacher(s) Principal		Weekly	Parent Feedback	1,6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal Parental Liaison	175 211	Weekly	Parent Feedback	1,6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Parental Liaison Teacher(s) Principal		Daily	Parent Feedback Parental Liaison Log	1,6
2.3.4 The School Messenger system will utilize both English and Spanish language messages.	Options Administrator Principal		Weekly	Parent Feedback	1,6
2.3.5 Establish a school website with relevant information about the school and any upcoming community events.	Principal Librarian(s)		Monthly	Website Status/Feedback	1,6
2.3.6 Have the parent liason help coordinate meetings with the surrounding community.	Parental Liaison		Weekly	Parental Liaison Log	1,6



**CANTU 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/safety audit.	Assistant Principal(s) Principal		Weekly	Feedback Log	1
3.1.2 Inspect the facilities and report the areas of need to administration.	Assistant Principal(s) Teacher(s)		Daily	Feedback/Report Log	1
3.1.3 School personnel will report any facility problems to administration.	Teacher(s)		Daily	Feedback/Report Log	1
3.1.4 Continue the implementation of the electronic record system.	Principal Assistant Principal(s)		Daily	TREX Feedback Compliance	1
3.1.5 Address security and safety audit findings.	Assistant Principal(s) SBDM Committee Principal	199	Each Semester	Meeting Logs and Minutes	1
3.1.6 Complete work orders based on the findings.	Assistant Principal(s) Principal		Monthly	Work order Status Reports	1
3.1.7 Maintain and beautify the facilities and ground.	Assistant Principal(s) Principal Parental Liaison	199 461	Each Semester	Parent/Student/Staff Feedback Meeting Minutes	1
3.1.8 Run enrollment/attendance reports for analysis by the administrative staff.	Assistant Principal(s) Principal		Monthly	Enrollment Status Reports-TEMS	1
3.1.9 Provide necessary supplies/materials for the operation and initiatives of the campus' learning resource center, LRC.					1



**CANTU 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.	SBDM Committee Assistant Principal(s) Principal		Each Semester	Fixed Assets Inventory Form	1
3.2.2 Utilize the needs assessment for furniture/equipment (student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, projection screens, etc.) replacement.	Assistant Principal(s) Principal SBDM Committee	199	Each Semester	Fixed Assets Form	1
3.2.3 Update list of functioning equipment, furniture and technology to be transferred to warehouse or replaced. Submit to administration for corrective action.	Teacher(s)	175 211 199	Each Semester	Fixed Assets Inventory Form CNA Results	1
3.2.4 Transfer to warehouse any equipment that is obsolete, not being used, or damaged/broken.	Assistant Principal(s) Principal SBDM Committee		Each Semester	Fixed Assets Form	1



**CANTU 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	199	Monthly	Safety Reports	1
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Assistant Principal(s) Principal		Monthly	Safety Logs	1
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal	199	Weekly	Staff, Student, and Parent Feedback	1
3.3.4 Continue to implement a Discipline Plan.	Principal Assistant Principal(s) Counselor(s)	199 461	Daily	Discipline Logs	1
3.3.5 Participate in vulnerability assessments.	Assistant Principal(s) Principal		Yearly	Campus Needs Assessment-Feedback	1
3.3.6 Conduct climate surveys.	Principal		Yearly	Survey Results Analysis	1,2
3.3.7 Campus has reviewed/analyzed discipline referral data and developed proper safeguards and counseling schedules that will be implemented.	Assistant Principal(s) Counselor(s) Principal		Monthly	Discipline Data	1,9
3.3.8 Re-evaluate Emergency Operation Plans for relevance and effectiveness at the campus.	Assistant Principal(s) SBDM Committee Principal		Each Semester	Campus Needs Assessment-Feedback	1
3.3.9 Provide employee training in emergency response.	Assistant Principal(s) Principal		Yearly	Campus Needs Assessment-Feedback	1



**CANTU 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
3.3.10 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Assistant Principal(s) Principal		Monthly	Drills Log: Risk Management	1
3.3.11 Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Assistant Principal(s) Principal		Yearly	Campus Needs Assessment-Feedback Risk Management Compliance	1
3.3.12 Participate in a security audit of the District's facilities at least once every three years.	Assistant Principal(s) Principal		Yearly	Risk Management Compliance Status	1
3.3.13 Provide safety equipment to the campus: * enclose the campuses * replace and maintain security cameras (when needed)	Principal	199	Yearly	Facilities Status Reports	1
3.3.14 Install an electronic gate for access to the school.	Principal	199 461	Yearly	Facility Needs Status	1
3.3.15 Continue to implement Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI) to address the provisions of the law for students under (IDEA).	Assistant Principal(s) Principal		Daily	Teacher Training Report Walkthroughs	1
3.3.16 Attend DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Assistant Principal(s) Principal		Yearly	Participation Status	1
3.3.17 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Academic Strategist Counselor(s) Principal		Daily	Lesson Plans Progress Reports Discipline Data Reports	1,9
3.3.18 Attend exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Assistant Principal(s) Principal		Every Six Weeks	DAEP Status Feedback	1,9



**CANTU 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	Weekly	Walkthroughs Lesson Plans	1,3,9
3.4.2 Participate in regularly scheduled district counselors' meetings for training and to determine needs of guidance and counseling department.	Counselor(s)		Monthly	Eduphoria Registration/Attendance	1,3
3.4.3 Have academic coaches conduct classroom presentations and Individual/Group Session based on a needs assessment.	Reading Coach	175 211	Every Three Weeks	Lesson Plans Walkthroughs	1,3,9
3.4.4 Counsel and provide guidance services for all students to inform them of expectations when entering the school setting.	Counselor(s)	175 211 199	Weekly	Lesson Plans Walkthroughs	1,3,9
3.4.5 Promote a strong character education curriculum via class counseling	Counselor(s)	175 211 199	Weekly	Lesson Plans Walkthroughs	1,3,9
3.4.6 Participate in planning sessions at designated intervals to coordinate student counseling services.	Teacher(s)		Monthly	Eduphoria Registration/Attendance	1,3



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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) P.E. Coach	175 211 199	Each Semester	Lesson Plans	1
3.5.2 Coordinate services to better serve our students, families, and district through Community Partners.	Parental Liaison		Every Six Weeks	Parent/Community Feedback	1,6
3.5.3 Promote school attendance and success through various monitoring and support programs.	Counselor(s) Teacher(s)	199 461	Every Six Weeks	Attendance Reports	1
3.5.4 All teachers and staff will participate in PLC's to acquire knowledge and capacity that will improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities	Teacher(s) Testing Strategist		Weekly	Walkthroughs Lesson Plans	1,3,9
3.5.5 Coordinate with parent center and community agencies to provide informational events or services/trainings to parents on topics needed/requested.	Principal Parental Liaison	199	Every Six Weeks	Parent Feedback/Attendance	1,6
3.5.6 Monitoring At-Risk student's grades, attendance, and discipline every three weeks.	Counselor(s) Teacher(s)		Every Three Weeks	Attendance Reports Discipline Reports Progress Reports	1,3,9
3.5.7 Provide incentives for academic readiness, adherence to behavior expectations, and leader quality development.	Counselor(s)	199 461	Every Six Weeks	Progress Reports Discipline Reports Attendance Reports	1,9



**CANTU 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 * Printers	Technology Committee Principal	175 211 199	Each Semester	Campus Needs Assessment-Feedback	1,9
3.6.2 Continue to apply for eRate discounts for priority 1 and priority 2 funding.	Technology Committee Principal		Yearly	Campus Needs Assessment-Feedback	1
3.6.3 Apply for and or renew site based licenses for the approved list of instructional software applications.	Principal	175 211 263	Yearly	Software Usage Reports Progress Reports	1,9



**CANTU 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 Renaissance Learning, Istation, Imagine Math, Student Information Systems, TEMS Gradebook, Aware, Wireless Digital Tablets, Online Professional Development, Dreambox, and Google services.	Technology Committee Principal	175 211	Yearly	Staff PD Needs	1,3
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Principal		Yearly	Staff PD Needs	1
3.7.3 Utilize campus personnel to address the needs created by extensive technology growth, state/local reporting, network infrastructure and curriculum integration. To include: • Network Specialist (District) • Campus Support Technicians (Full time campus)	Principal		Yearly	Staff PD Needs	1
3.7.4 Allow for refresher presentation, to the staff, by Information Systems at the beginning of the year.	Principal		Yearly	Staff PD Needs Walkthroughs	1



**CANTU 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 Implement online testing by maintaining a computer to student ratio that makes implementation possible.	Assistant Principal(s) Testing Strategist Principal	175 211 199	Yearly	Campus Needs Assessment-Feedback	1
3.8.2 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Technology Committee Principal		Yearly	CNA Status Compliance	1
3.8.3 Upgrade and maintain infrastructure to support the massive communication and usage by the school.	Principal		Yearly	Inform District Technology on Campus Needs	1
3.8.4 Provide Telecommunications Services to enhance student achievement and communication.	Principal Technology Committee	175 211	Yearly	Campus Needs-Feedback/Status	1
3.8.5 Support curriculum integration activities by providing technology peripherals and software.	Principal	175 211 199	Yearly	Campus Needs Assessment-Feedback/Status	1
3.8.6 Ensure that faculty is able to provide services to the students by integrating the latest technology into the classroom and by using technology to evaluate data that is gathered.	Technology Committee Principal		Yearly	Campus Needs Assessment-Feedback	1,9
3.8.7 Conduct a technology needs assessment to determine current inventory and use of technology equipment (student computer stations).	Technology Committee Principal	175 211 199	Yearly	Campus Needs Assessment-Feedback	1
3.8.8 Ensure that computers accessing Internet at campus have the filters in place to block inappropriate sites.	Technology Committee Principal		Yearly	Campus Needs Assessment-Feedback	1
3.8.9 Upgrade infrastructure to support future State and Local online testing	Technology Committee Principal	175 211 199	Yearly	Campus Needs Assessment-Feedback	1
3.8.10 Replace the PBX phone systems with voice-over-IP (VOIP) systems based on Mission CISD transition plan.	Technology Committee Principal	199	Yearly	Campus Needs Assessment-Status	1



**CANTU 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
3.8.11 Provide long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students.	Technology Committee Principal	199	Yearly	Campus Needs Assessment-Status	1
3.8.12 Continue to optimize the wireless infrastructure to support the multitude of wireless laptops and mobile devices.	Technology Committee Principal	199	Yearly	Campus Needs Assessment-Status	1
3.8.13 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Technology Committee Principal	199	Yearly	Campus Needs Assessment-Status	1
3.8.14 Upgrade hardware to support technology in the classrooms and computer labs.	Technology Committee Principal	175 211 199	Yearly	Campus Needs Assessment-Status/Feedback	1
3.8.15 Utilize Video Conference Equipment with the Distance Learning Consortium.	Technology Committee Principal		Every Three Weeks	Campus Needs Assessment-Status	1,4
3.8.16 Utilize local network to disseminate information to the students and the families of students.	Teacher(s) Principal Parental Liaison		Daily	Parent Feedback	1,6
3.8.17 Provide hardware to staff that will allow for them to provide instruction, and analyze data.	Technology Committee Testing Strategist Principal	175 211 199	Yearly	Walkthroughs Campus Needs Assessment-Status	1
3.8.18 Utilize the district Aware program to analyze data.	Testing Strategist Teacher(s) Parental Involvement Assistant for SS/HS		Every Three Weeks	Progress Reports Student Assessments	1



**CANTU ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Support curriculum integration activities by providing technology peripherals and software.	Librarian(s) Principal	175 211 199	Yearly	Campus Needs Assessment	1
3.9.2 Provide technology staff development training to teachers, administrators and support staff.	Principal Technology Committee		Yearly	Staff PD Needs	1
3.9.3 Analyze data in a timely manner.	Principal Testing Strategist		Every Six Weeks	Progress Reports	1
3.9.4 Utilize "tablet" technology as well as Chromebooks in the classroom.	CILT Committee Technology Committee Principal		Monthly	Walkthroughs	1,3
3.9.5 Have the technology committee implement results from technology surveys so that staff may receive appropriate professional development.	Technology Committee Principal		Each Semester	Staff PD Status/Needs	1,3
3.9.6 Utilize PEIMS databases to determine population needs.	Testing Strategist CILT Committee Principal		Every Six Weeks	Staff PD Needs/Status	1
3.9.7 Replace computers and laptops for administration and staff as they go through a 5-year cycle or based on need.	Technology Committee SBDM Committee Principal	175 211 199	Yearly	Campus Needs Assessment-Feedback	1



**CANTU 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 with campus administrators.	Principal		Yearly	Compliance to budget/purchasing procedures.	1
3.10.2 Follow business office procedures by participating in training for all administrators, secretaries/clerks, and sponsors.	Principal		Yearly	Eduphoria Attendance	1
3.10.3 Review with SBDM and lead team the 2017-2018 budget to determine how the needs of the school will be met.	SBDM Committee Principal		Monthly	Meeting Agendas/Minutes	1
3.10.4 Make certain to attend district budget meetings with the clerks to see if there are any changes in procedures for the 17-18 school year.	Principal		Yearly	Compliance with budget/purchasing procedures.	1



**CANTU 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 Allocate additional resources to meet the needs of Special Education and English Language Learners (ELL).	Principal	175 211 263	Each Semester	Progress Reports Assessment Data	1,3,9
3.11.2 Coordinate with the SBDM committee to ascertain the needs of the school	SBDM Committee Principal	199 175 211	Monthly	Meeting Agendas/Minutes	1
3.11.3 Coordinate with the CILT committee to ascertain the instructional needs of the school.	Principal CILT Committee	175 211 199	Monthly	Meeting Agendas/Minutes	1,3
3.11.4 Analyze data to determine weaknesses of the school and apply resources to meet the needs of the special populations.	Testing Strategist Teacher(s) Principal	175 211 199	Monthly	Student Progress Assessment Data	1



**CANTU ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Look at grants and other non-profit organizations for alternative funding.	Principal		Yearly	Grant Awards	1



**CANTU ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Review and recommend budget amendments based on anticipated changes in economic factors.	Principal		Monthly	Munis Budget Status/Balance	1



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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 CILT Committee SBDM Committee		Every Six Weeks	Enrollment Data	1,5,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal SBDM Committee		Yearly	PEIMS Data Teacher Certification	1,5
4.1.3 Continue to recruit and retain qualified substitute teachers.	Assistant Principal(s) Teacher(s)		Weekly	Substitute Availability Report	1
4.1.4 Continue to study and propose revisions, as needed, to the teacher supplements that support the needs of students.	Principal CILT Committee	175 211	Monthly	Progress Reports Enrollment Data	1,9,5
4.1.5 Recommend bilingually certified elementary teachers.	Principal SBDM Committee		Yearly	PEIMS Teacher Data Teacher Certification	1,5
4.1.6 Recognize staff throughout the year to promote morale and positive school climate:	Principal SBDM Committee Parental Liaison	199 461	Every Three Weeks	Progress Reports Attendance Reports	1,5
4.1.7 Review teacher observations for identification of professional development needs. Analyze data to determine professional development needs.	Assistant Principal(s) CILT Committee SBDM Committee	175 211 263	Every Six Weeks	Walkthroughs Progress Reports	1,9,5
4.1.8 Utilize information provided by HR during the annual staffing and Principals' Academy to review staff data.	Assistant Principal(s) Principal SBDM Committee		Yearly	PEIMS Teacher Data Teacher Certification Data	1,5
4.1.9 Utilize AESOP Reports.	Principal		Daily	AESOP Print Report	1



**CANTU 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
4.1.10 Monitor assessment data to ascertain the effectiveness of strategies that are being promoted/focused by the campus.	Testing Strategist Principal CILT Committee		Every Three Weeks	Progress Reports Six Weeks Assessments	1,3,9
4.1.11 Derive information for teachers and staff during grade level meetings to ascertain the needs of the school.	Testing Strategist Principal CILT Committee		Every Two Weeks	Walkthroughs Progress Reports	1,3,9
4.1.12 Utilize the AppliTrack system when selecting teacher candidates for openings, information provided by HR during the annual staffing, and Principals' Academy to review staff data.	Principal SBDM Committee		Yearly	AppliTrack Usage	1,5



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CAMPUS IMPROVEMENT PLAN**

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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. TAPR and PBMAS.	Principal SBDM Committee	175 211	Each Semester	CNA Staffing Reports Enrollment Reports	1,2,5
4.2.2 Continue the use of automated substitute calling program and absences reporting system.	Principal Teacher(s)		Daily	AESOP Reports	1
4.2.3 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment on campus.	Principal SBDM Committee		Yearly	Staffing Report	1,5
4.2.4 Continue to utilize elementary coordinators for each of the four content areas to support the teachers and assist them with the implementation of the District's curriculum.	Principal Coordinator for Language Arts Coordinator for Math Coordinator for Science Coordinator for Social Studies		Monthly	Progress Reports Walkthroughs Assessment Data	1,3,9
4.2.5 Provide growth plans to campus staff who are deemed responsible for the campus not meeting TAPR.	Principal	175 211 199	Each Semester	Assessment Data	1,5
4.2.6 Review staffing guidelines and determine how to best meet needs considering budget constraints.	SBDM Committee Principal		Yearly	Staffing Reports	1,5
4.2.7 Continue to utilize the Staffing Study conducted by TASB to ensure the campus has the appropriate number of staff to meet the student needs, specifically in the areas of special education and bilingual education.	SBDM Committee Principal		Yearly	Staffing Report	1,5
4.2.8 Provide Instructional Staff to increase student academic achievement.	Principal	175 211 263	Monthly	Progress Reports Walkthroughs	1,9
4.2.9 Review teacher experience report regarding Every Student Succeeds Act (ESSA) distribution of staff.	Principal		Yearly	Staffing Report	1,5
4.2.10 Ensure elementary coordinators are actively supporting teachers to implement the District's curriculum.	Principal		Weekly	Progress Reports Walkthroughs Agendas/Meeting Minutes	3,1



CANTU 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
4.2.11 Follow through on teachers that are on a growth plan.	Principal		Monthly		1
4.2.12 Implement T-TESS and T-PESS to evaluate teachers and administration.	Assistant Principal(s) Principal		Yearly	T-TESS/T-BESS Evaluations	1,5



**CANTU 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 A staff development plan that supports T-TESS and campus needs is followed.	Principal	175 211	Monthly	Progress Reports Walkthroughs	1,5
4.3.2 Participate in professional development for teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards.	Principal	175 211	Yearly	Progress Reports Walkthroughs	1,9,3
4.3.3 Provide financial support to teachers in order to obtain certification in areas of high need.	Principal	175 211 263	Yearly	Staffing Reports	1,3,5
4.3.4 Provide funding for professional development of the school counselor and coach so that they may implement strategies for student health and wellbeing.	Principal	175 211 199	Each Semester	Eduphoria Staff Professional Development Needs	1,3
4.3.5 Utilize Eduphoria to generate professional development reports.	Principal		Every Three Weeks	Progress Reports Walkthroughs	1,3,9
4.3.6 Analyze assessment results to determine weaknesses in the school. Base professional development plan on this data.	Testing Strategist		Every Three Weeks	Progress Reports Assessment Results	1,9,8
4.3.7 Develop year-long comprehensive plan and schedule for PD completed prior to Sept. 1 for administrators, teachers, and all staff.	CILT Committee Principal	175 211 263 199	Yearly	Assessment Data Teacher PD Needs	1,4,9
4.3.8 Continue to support the implementation of GLAD strategies in the classrooms through professional development of teachers.	Principal	175 211	Every Six Weeks	Progress Reports Walkthroughs	1,9
4.3.9 Provide stipends to teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Director for Bilingual/ESL Principal	165	Each Semester	Student Demographic Enrollment Lesson Plans Walkthroughs Progress Reports	1,3,5
4.3.10 Counselor will develop a plan for professional development and plan to attend conferences to meet that requirement.	Counselor(s)	175 211 199	Each Semester	Counselor PD Needs	1,3,5

**CAMPUS PERFORMANCE
2016-2017**

Campus Name: Cantu 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	72	72	69	67	67	79	81	77	77	67	70	65	65	79	79	74	79	77	75	69	
African American	65	78	86	--	61	75	80	--	68	77	86	--	57	72	*	--	69	88	*	--	69	89	-	
Hispanic	71	74	71	72	67	69	67	67	76	80	77	77	62	70	65	65	75	78	74	79	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	61	35	33	27	50	49	52	47	67	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	71	64	66	64	65	73	79	75	76	58	68	61	63	72	77	72	77	69	73	68	
ELL	57	60	53	60	51	51	47	50	69	72	65	69	50	57	45	57	57	62	56	69	48	50	38	

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**



	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American		--		
Hispanic	97.3	97.1		
White	*	*		
Eco. Dis.	97.2	97.1		
All Students	97.2	97.1		

	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		

Cantu Elementary
2017-2018
CAMPUS BUDGET SUMMARY

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$56,192.00
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$1,700.00
175	STATE COMPENSATORY	\$69,642.00
165	STATE BILINGUAL	\$40,744
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$58,656.00
212	TITLE I MIGRANT	\$440.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	17,005.00