

LEAL ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

LEAL 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

LEAL 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.**

LEAL ELEMENTARY
Roster by Grouping
2017-2018

Campus Based Professional Staff

Kinder-Claudia Hernandez
1st gr.-Araceli Ortega
2nd gr.-Angel Montenegro
3rd gr.-Heidi Kaufman
4th gr.- Vanessa Munoz
5th gr.- Deborah J. Leal
Resource-Michael R. Larralde
Para-prof.- Brenda Garcia

Non-Teaching

Trinidad B. Peña, Principal
Nelda Vela, Asst. Principal
Sonia D. Longoria, I & A Strategist
Diana Gaona, Counselor
Elizabeth G. Adkins, LRC/Media Specialist

District Level Professional Staff

Francisca Sanchez, Exec. for Elementary

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Kaotik Innovations---Ismael Nuñez
Valley Sports---Mr. Ventura

Parents

Jessica Rivera
Vanessa Garcia

Community Representatives

Joe Flores---Commissioner
Dr. Mona Parras--Chief of Staff Pct. 3

Central Office Representative

Kim Risica---Federal Programs

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Trinidad B. Peña	Principal
Nelda Vela	Asst. Principal
Sonia DeBelle Longoria	I & A Strategist
Elizabeth Adkins	Librarian
Diana Gaona	Counselor
Rosalinda Barbosa	PreK
Sandra Brown	PreK (Dual)
Elizabeth Torres	PreK
Alicia Bazan	KN
Alejandra Hernandez	KN
Claudia Hernandez	KN
Celia Ledesma	KN Dual
Ianelly Nunez	KN
Fernanda Cabrera	1st (Dual)
Erica Cantu	1st
Araceli Ortega	1st
Belia Ramirez	1st (Dual)
Maria Vasquez	1st
Angel Montenegro	2nd
Melinda Perez	2nd (Dual)
Karla Torres	2nd
Brenda Vara	2nd
Adriana Zarazua	2nd Dual
Sonia Garcia	3rd
Mariel Hernandez	3rd
Heidi Kaufman	3rd
Nelly Perez	3rd (Dual)
Deena Larralde	4th
Monica Mendoza	4th (Dual)
Blanca Morin	4th
Vanessa Munoz	4th
Clara Saenz	4th
Cristal Barrera	5th
Rosa Blanton	5th (HA)
Flor Cavazos	5th

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

NAME	TITLE
Deborah J. Leal	5th
Erika Vela	5th
Elda Flores	Fine Arts
Mayra Garza	Self-Cont. (ECU)
Michael R. Larralde	Sped. Resource
Alfonso Rodriguez	P.E. Coach
Sylvia Ficker	Speech
Araceli Gomez	Diagnostician
Abigail Melendez	Reading Coach
Maria M. Garza	Math Coach
Jorge Garcia	Migrant
Maria A. Deleon	Dyslexia
Nora Cavazos	Lab Proctor
Jorge Femat	P.E. Aide
Brenda Garcia	PreK Aide
Shelby Gonzales	PreK Aide
Michael Orozco	L2 Aide
Luz Viramontes	L2 Aide
Melba Martinez	PreK Aide
Iliana Pimentel	Aide
Richard Reyna	Computer Tech.
Ninfa Salinas	Sped. Resource Aide
Elizabeth Vasquez	Parent Liaison
San Juanita Lozano	LRC Aide
Letty Alcantar	Custodian
Raymond Martinez	Crew Leader
Santos Mendoza	Custodian
Sandra Sanchez	Custodian
Marcy Nuñez	Principals Secretary
Rachel Botello	Data Entry Clerk
Norma Sanchez	Activity Clerk
Ludivina M. Siegel	R.N.
Victor H. Vazquez	Cafeteria Manager
Hilda Meza	Cafeteria
Silvia Parra	Cafeteria

CAMPUS IMPROVEMENT PLAN

Directory Cont.

NAME

TITLE

Diana Trujillo

Cafeteria



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Decrease student/teacher ratio.
- 2 Increase the level of academic achievement for all students with an emphasis on LEP and Spec. Ed. subgroups.

STUDENT ACHIEVEMENT

- 1 All LEP, Spec. Ed, and Eco. Disadvantage students need additional academic support to increase the passing rate in all subject areas.
- 2 Implement Dual Language program with fidelity to help LEP students attain an Advanced/Advanced High proficiency level in the upper grades and TELPAS.
- 3 All grade levels must be vertically aligned with TEKS and LEAD4WARD readiness and supporting standards.
- 4 Intervention Programs; Rtl, tutorials, and team teachers will be hired to assist in closing academic gaps.
- 5 Utilize district lesson plans in the areas of Reading and Math to help diverse learners in the classroom.
- 6 Increase student academic achievement in all subgroups to meet standard in Index 2.

SCHOOL CULTURE AND CLIMATE

- 1 Campus initiatives to increase student attendance to meet daily goal of 97%.
- 2 Quality communication and participation with parents. Communication will be through School Messenger, school website & home visits as needed.
- 3 Celebrate students and staff success during monthly Bright Stars Assembly.
- 4 Continue with school events; Meet the teacher night, Report Card nights, Winter Festival, Health Fair, Veterans Day Program, STAAR & Academic meetings and Literacy nights.

STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Implement all academic strategies learned at STAAR Conference for all subgroups in the classroom.
- 2 Vertical team meetings every six weeks, weekly PLC's, bi-monthly administrative grade levels, and monthly SBDM/CILT to encourage communication and alignment across campus.

CURRICULUM INSTRUCTION AND ASSESSMENT

- 1 Purchase resources to support/enhance the MCISD Curriculum and differentiation for all subgroups.
- 2 Heterogeneous and flexible grouping.
- 3 Academic vocabulary development will be addressed throughout all content areas.
- 4 Provide intensive interventions for students not mastering on grade level TEKS.
- 5 Rtl/ L1 students should be monitored continuously and consistently for academic success or lack of.
- 6 Administrators should conduct 25 walk-throughs weekly to monitor effective implementation of curriculum, differentiation and best teaching practices.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Encourage parents to participate in P.T.O. and be part of our Parental Involvement Program.
- 2 Communicate with parents via monthly newsletters and School Messenger.
- 3 School marquee for community and parental communication.
- 4 Ensure that parents are aware of truancy law and consequences.
- 5 Parent portal training for parents.
- 6 Curriculum nights to inform parents of new state accountability and student expectations.
- 7 Improvement of recreational area.



COMPREHENSIVE NEEDS ASSESSMENT

SCHOOL CONTEXT AND ORGANIZATION

- 1 Vertical and horizontal meetings once a six weeks.
- 2 School-wide ELAR/SLAR block held daily without interruptions.
- 3 Purchase bilingual and other TEKS resources aligned with MCISD curriculum.
- 4 Improve attendance to 97% daily.
- 5 Emphasize the Values Codes.
- 6 Provide after school tutorials to support Spec. Ed., Bilingual and other at-risk subgroups.

TECHNOLOGY

- 1 Purchase new computers for all classrooms.
- 2 Refresher courses/training for staff on current and new technology programs to integrate with classroom instruction.

School Wide Components

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



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School Year: 2017-2018

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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 MCISD Curriculum PreK - 5	Principal Teacher(s)	165,171,175,1 99,211,263	Daily	Lesson Plans Walk throughs Common Assessments	1,8,9, 10
1.1.2 Utilize multiple sources to address Federal Safeguards and state accountability requirements.	Teacher(s)	211,175,199,26 3,	Daily	lesson plans assessments data	1,2
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs, including the Accelerated Reader program & STAAR Living with Science	Teacher(s) Principal Librarian(s)		Daily	A.R. Reports Usage reports	9
1.1.4 Provide instructional supplemental materials aligned to special program requirements and objectives in all grade levels.	Principal Teacher(s)	165,171,175,1 99,211,263	Yearly	Assessment results	8
1.1.5 Participate in Library initiatives such as: Battle of the Bluebonnet, Books Come Alive, Family Literacy Night to promote the love of reading and Leal Triple digit Club reader.	Librarian(s)	199	Yearly	Increase reading scores Increase Parent Involvement	6,10
1.1.6 Utilize the LRC multimedia lab and on-line database to conduct research on various topics.	Librarian(s)		Daily	Student research projects	3
1.1.7 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)	175,199,211	Daily	CPALLS TEMI IStation TELPAS STAAR	2
1.1.8 Continue the implementation of various technology programs to enhance the MCISD curriculum such as: -EduSmart Science (KN-5th) -Brainpop -Brainpop Jr. -CPALLS timeline for PK -Big Day Curriculum for PK vertically align to transition Head Start -Read Naturally (KN-3rd) -Imagine Math (3rd-5th) -STEMSCOPES -Motivation Science for Vocabulary -MyON -iStation (Reading/Math) -Study Island	Teacher(s) Principal	175,211,199	Daily	Lesson Plans Usage Reports	2,7



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MISSION CISD

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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
1.1.9 Participate in the web-based Renaissance Learning Accelerated program as a supplemental resource to increase reading fluency and comprehension skills.	Teacher(s)	175,211.199	Daily	Student A.R. Logs LRC circulation report	9,2
1.1.10 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)	199	Daily	Parent Sign in sheets LRC sign in for students/parents	2,6
1.1.11 Provide opportunities for campus librarian to attend professional development (TLA, TCEA, Fall Media Fair) 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)	199	Yearly	Implementation of acquired knowledge	4
1.1.12 Assess students in grades 3rd-5th with the FITNESSGRAM and use the data results to make improvements in our physical education program. Parents will be notified of results at the end of the year.	P.E. Coach		Each Semester	Improve physical stamina/activity	8
1.1.13 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		Daily	Increase physical stamina/activity	9
1.1.14 Physical Education coach will attend Healthy Wise staff development sessions.	P.E. Coach	199	Yearly	Sign in roster Implement acquired knowledge	2
1.1.15 Promote college readiness for all students by increasing the number of students participating in the Destination Imagination and promoting Career Day.	Principal Counselor(s) Teacher(s)	199	Daily	College awareness/plan for career path 2 campus teams for D.I.	2
1.1.16 Provide Theatre Arts teacher with all necessary resources for instruction to ensure success in the areas of music and liberal arts.	Music Teacher	185,199	Daily	Student performances; campus and community	9
1.1.17 Recognize and provide incentives for teachers to promote a positive environment conducive to higher learning. -Staff Luncheons -Teacher appreciation -Teacher of Month recognized at Bright Stars Assembly	Principal	199,461,753	Yearly	Morale/attitude teacher retention	5



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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
1.1.18 Reading/Math Coaches, teachers and I & A Strategist participate in the review of lessons and unit tests for the upcoming six weeks period	Principal Reading Coach Teacher(s) Testing Strategist		Weekly	Delivery of instruction Aligned assessments	2
1.1.19 Monitor the implementation of the MCISD curriculum to support teachers.	Principal	199,211,175,26 3,212	Daily	Data Student success	9
1.1.20 Align instruction with the MCISD curriculum and increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Principal Teacher(s)	199,211,175,26 3	Monthly	student data	2,3
1.1.21 Implement the district Pre K curriculum CPALLS according to the Texas Pre K guidelines.	Teacher(s)	429,199,211,26 3	Daily	Results for BOY-MOY-EOY	9,3
1.1.22 Administer a school readiness inventory CPALLS to all prekindergarten students and I-Station readiness inventory to KN-3rd grade students.	Principal Teacher(s) Testing Strategist		Yearly	CPALLS results BOY/MOY/EOY Monthly IStation data	7,8
1.1.23 Require general education PK teachers who teach PPCD program students in an inclusive classroom to obtain a special education EC-12 certification.	Principal		Yearly	Teacher will be HQ certified teacher	3
1.1.24 Reading/Math coaches will attend meetings with Content Coordinators to align instruction to MCISD lesson plans.	Principal Reading Coach		Weekly	Aligned lesson plans	2
1.1.25 Monitor the implementation of lessons, 3 point checks, for the upcoming six weeks period.	Principal Teacher(s)		Daily	Delivery of instruction Aware data	2,8
1.1.26 Purchase supplemental resources to enhance the district curriculum and meet the state requirements; STAAR and TELPAS assessments. -Mentoring Minds 3rd-5th Reading/Writing/Math/Science	Assistant Principal(s) Principal	199,165,175,21 1,263	Yearly	Progress monitoring District benchmarks STAAR/TELPAS	8



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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
1.1.27 Fully implement the curriculum documents to address the Dual Language requirements of our District Bilingual Education Model in grades Pre-K through 4th grades.	Bilingual Teacher(s)	263,211,199	Daily	lesson plans Aware data progress monitoring	2,3,9
1.1.28 Administration and CILT will continue to evaluate campus Accountability Monitoring plan in order to meet state standards and Federal Safeguards.	Assistant Principal(s) CILT Committee Principal		Every Six Weeks	Aware data; 3rd wk., 6wks & progress monitoring	8
1.1.29 Utilize the Title I, Part A funds reserved for professional development in the areas of Reading, Math, Writing and Science.	Principal	211	Yearly	Implementation of acquired knowledge Walkthroughs	2,4
1.1.30 Ensure adequate research based resources that target TEKS and Readiness/Supporting standards are available for teachers in the areas of Reading, Math, Science and Writing to ensure meeting standards in all special population groups.	Principal	211,199,212,26 3,175	Yearly	Lesson plans Walkthroughs	9,3
1.1.31 Provide instructional field trips that are relevant to the TEKS/curriculum.	Principal	199,461	Yearly	Approved travel with lesson plan	9
1.1.32 Implement a sustained, campus-based professional development and targeted-assistance model that addresses systemic and systematic campus support in a way that addresses student Indexes 1, 2 & 3.	Principal	199,211,263	Yearly	Teacher sign in for P.D. Acquire Distinctions in Index 1,2 &3.	4
1.1.33 Ensure Priority for Service Migrant students have a plan of action which indicate academic and supplemental support.	Migrant Strategist Principal	212	Yearly	Teacher campus schedule Service student log	2,10,9
1.1.34 Ensure migrant students who failed STAAR in any content area participate in migrant tutorial program.	Principal Teacher(s)	212	Weekly	Aware data	7,9
1.1.35 Coordinate with school staff and the Texas Migrant Interstate Program (TMIP) to ensure migrant students who failed STAAR have access to intrastate and interstate opportunities.	Principal Teacher(s)		Yearly	STAAR results Documentation with on-site campus	7,8,10
1.1.36 Promote reading initiatives and integration of technology in grades Kinder through 5th grade.	Principal Teacher(s)	211,175,199,	Daily	IStation reports Reading fluency checks	9,3,1
1.1.37 Utilize Chromebooks/headphones to ensure technology is integrated in all content areas in the classroom and computer labs.	Teacher(s)	199,175,211	Weekly	Lesson plans walkthroughs	2



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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
1.1.38 Provide instructional materials for LEP program students in order to increase academic achievement in L1 and L2.	Principal	199,165,263	Yearly	Assessments TELPAS scores	9
1.1.39 Provide instructional materials to special education campus programs in order to increase academic performance in Indexes 1, 2 & 3.	Principal	171,199,211	Yearly	Lesson plans Walkthroughs	9
1.1.40 Provide instructional materials to Migrant students in order to increase academic performance and close learning gaps.	Principal	199,212	Yearly	Lesson plans Walkthroughs	9
1.1.41 Dual Language classrooms have a small bilingual library.	Principal Teacher(s)	263	Daily	classroom center walkthroughs	9,3
1.1.42 Promote and encourage reading by purchasing and updating books, magazines and software for the LRC annually. Classrooms have COWs for use of MyOn reading initiative.	Librarian(s) Principal	199	Yearly	LRC updated yearly LRC budget	1,9
1.1.43 Incentives for students who meet their A.R. goal first and second semester and become members of Top Readers Club.	Librarian(s) Principal	199,461	Each Semester	A.R. Reports Approved travel with list of students	9
1.1.44 Librarian will provide teachers with A.R. reports every six weeks.	Librarian(s) Teacher(s)		Every Six Weeks	Increase reading scores	3,9,8
1.1.45 Acquire library resources to meet the academic needs of diverse populations and learning styles.	Principal Librarian(s)	199	Yearly	All students will be able to read; a book, tablet, or be read to, grade level report from STAR Enterprise	3,8
1.1.46 Dissegregate and analyze data using STAAR/TELPAS results, Aware, CBA's and six weeks grades.	Principal Teacher(s)	Eduphoria	Weekly	Data walls teacher binders	8
1.1.47 Monitor various technology programs through lesson plans, walkthroughs, unit assessment results, usage reports, Sci-Tech lab needs assessments.	Principal	175	Daily	Walkthroughs Data walls Grade levels	2
1.1.48 Librarian will attend either the Technology Conference or TLA.	Principal Librarian(s)	199	Yearly	Approved travel Implementation of acquired knowledge	3



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CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.49 Parents will be notified of students results of FitnessGram at beginning and end of year.	P.E. Coach Principal		Each Semester	Reports sent home with students	2,6
1.1.50 Students will create healthy plate, posters, foldables, etc. to demonstrate their knowledge in living a healthy life.	P.E. Coach Teacher(s)	199	Monthly	Student created projects	9,3
1.1.51 Coach will attend state conference every other year.	P.E. Coach	199	Yearly	Approved travel Implement acquired strategies	4
1.1.52 Goal will be to have two teams represent out school at the D.I. tournament.	Teacher(s) Principal	461,199	Yearly	Attend D.I. Tournament in February 2017	9
1.1.53 Career Day will be held in the Spring.	Counselor(s) Principal	199,461	Yearly	Sign in agenda for presenters	2
1.1.54 All students through Fine Arts will perform at one time or another at different holidays, occasions throughout the school year.	Music Teacher	185	Yearly	Performances on campus and community	2
1.1.55 Teachers will be recognized at Bright Stars assemblies for class and personal Perfect Attendance, Model/Master class teacher, going above their assigned duties.	Principal	199	Monthly	Teacher/student attendance A.R. reports Punctuality; work, meetings, PLC	5
1.1.56 Provide an orientation to "NEW" Pre-Kindergarten students and parents prior to the start of the school year.					7



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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 disabilities who meet the criteria.	Resource Teachers Principal	175,211	Yearly	Parent permission slip ARD minutes	9
1.2.2 Continue to implement the district-wide inclusion/ co-teaching initiative.	Special Ed Teacher(s)		Daily	walkthroughs	9
1.2.3 Evaluate academic success of students participating in existing special programs every three weeks.	Principal		Daily	Walkthroughs Aware data	9,2
1.2.4 Implement Response to Intervention (RTI) interventions with fidelity to address struggling student's needs.	Principal Teacher(s)		Weekly	IStation reports Student intervention folder	9
1.2.5 Implement procedures for accelerated and intensive instruction.	Teacher(s) Librarian(s) Music Teacher P.E. Coach Counselor(s)		Daily	Reading block Walkthroughs	1,9
1.2.6 Increase participation in district-wide initiative to increase college-readiness of all students.	Teacher(s) Principal		Daily	Increase in Level III performance Increase in Tier 1	1,2
1.2.7 Purchase additional supplemental resources to support all ELL students in all content areas.	Principal	175,211,263	Yearly	Forde Ferrier STAAR Master Motivation Math	1,2
1.2.8 Allocate staff and resources to support implementation of supplemental aides, accommodations and services in the general education classroom.	Principal	175	Weekly	1 team teacher hired for this year	1,2
1.2.9 Offer a variety of academic & behavioral maintenance services that prevent student -specific regression of skills.	Principal Teacher(s)		Daily	7:00 am tutorials Team teacher	2
1.2.10 Coordinate with Special Ed. department to ensure participation.	Principal Resource Teachers		Each Semester	Sign in sheets for campus visits	9



**LEAL 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
1.2.11 Schedule professional development for all stakeholders in all content areas.	Principal Assistant Principal(s)	211,199,263	Yearly	Professional Dev. sign in sheets	4
1.2.12 Comply with district inclusion guidelines and best practice model.	Principal Resource Teachers		Daily	Walkthroughs	2,9
1.2.13 Monitor special population (LEP & Special Ed.) student placement and assessment decisions over the course of the year.	Assistant Principal(s) Principal		Monthly	Rtl folders Intervention Number of comprehensive referrals	9,1
1.2.14 Monitor progress of GT/HA and advanced learners to increase Level 3 advanced performance.	Principal Teacher(s)		Weekly	Aware data PLC's	2
1.2.15 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Principal Assistant Principal(s)		Daily	number of referrals submitted	2
1.2.16 Monitor special population students local academic achievement data over the course of the year, every three weeks during data analysis meetings and Quintile rosters.	Assistant Principal(s) Principal Teacher(s)		Every Three Weeks	Data analysis meetings PLC's	1
1.2.17 Monitor consistent implementation of the District's Dual Language, Bilingual and ESL program models.	Assistant Principal(s) Principal		Daily	Walkthroughs	1
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	BOY-MOY-EOY data analysis	9
1.2.19 Use Istation/Isation-Español data to continually monitor Pre-K - 5th grade students for reading progress and At-risk characteristics of dyslexia and related disorders.	Teacher(s)		Daily	IStation monthly reports	9
1.2.20 Rtl team will conduct campus-wide training sessions to comply with the revised Rtl process.	Assistant Principal(s)		Each Semester	teacher sign in	2



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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
1.2.21 Implement a campus-wide mentoring program for struggling students in special populations and those identified at-risk.	Counselor(s) Principal	175	Daily	Mentoring weekly logs	1,9
1.2.22 Provide 504 accommodations and support service to student's suffering from an acute or chronic condition that impedes the student from achieving academic success.	Teacher(s)		Daily	Plan in place/updated Walkthroughs	2
1.2.23 Implement the special education Child Find process	Assistant Principal(s) Principal School Nurse		Daily	number of children referred	2
1.2.24 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s)	263,175	Daily	lesson plans walkthroughs	2,3
1.2.25 Provide specific intervention materials to be used during RtI block and after school tutorials.	Teacher(s)	199,175,211	Daily	RtI intervention folders tutorial rosters	9
1.2.26 Provide enrichment opportunities in core content for GT/Advanced Learners during enrichment block. Purchase materials to be used for activities such as UIL, Destination Imagination Program, and the Texas Performance Standards Project.	Teacher(s)	199,461	Daily	Participation in UIL, DI, and student created projects.	2
1.2.27 Resource and General Ed. teachers will maintain accurate documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Teacher(s) Special Ed Teacher(s)		Daily	SPED folders updated RtI intervention folders updated	9
1.2.28 Provide supplemental instructional resources/software to provide intervention/enrichment in the areas of Math, ELA/SLA, Science for all students.	Principal	165,175,199,211,263	Yearly	Usage reports for all software	2
1.2.29 Advanced Academics Coordinator will continue to meet with teachers serving GT/HA and advanced learners every 6-weeks to provide support.	Principal		Every Six Weeks	Sign in sheets adjustments to lesson plans (if needed)	2
1.2.30 The following supplemental materials will be purchased in English and Spanish to target specific standards/objectives in Math, Reading, Writing and Science; -STAAR Master -Forde Ferrier -Countdown to STAAR -Mentoring Minds -STAAR Ready	Assistant Principal(s) Principal	165,175,199,211,263	Yearly	weekly assessments, progress monitoring, TELPAS/STAAR	1



**LEAL 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 the areas of Math, Reading and Writing--did not earn distinction in Reading.	Principal	199,211	Every Six Weeks	lesson plans/implementation assessments	4
1.3.2 Administration will participate in all district mandated professional development.	Principal Assistant Principal(s)		Monthly	Implementation of changes or information	4
1.3.3 Gifted and Talented *Provide 30-hour GT Training for new teachers *Provide 6 hours annual GT Updates	Coordinator for Advanced Academic Ser/UIIL Principal		Yearly	Walkthroughs Lesson plans Student projects	4
1.3.4 ELA *Provide professional development training sessions from Dr. Rodriguez Writing Process; Region One, and district initiatives. *Reading Coach will meet with content coordinator weekly to look at data and develop weekly lesson plans for teachers.	Coordinator for Language Arts Principal		Each Semester	Lesson Plans Walkthroughs PLC's	4
1.3.5 Math *Provide Staff development sessions to all elementary Math teachers to review State TEKS to be implemented 2016-2017 for grades K-5. *Provide update staff development sessions as needed, to increase the participation and the implementation of the I-Station Math program to support instructional delivery and student understanding of math concepts in grades KN-2nd grades. *Provide update staff development sessions as needed in TTM (Think Through Math) to support math concepts 3rd-5th grades. *Math coach will continue to meet with content coordinator weekly to look at data and develop weekly lesson plans for teachers.	Coordinator for Math Principal		Weekly	Lesson plans Walkthroughs PLC's	4
1.3.6 Science *EduSmart for grades K-5th *Stemcopes supplemental across grade levels	Principal Teacher(s)	175	Daily	Lesson Plans Usage reports Walkthroughs	2
1.3.7 Social Studies *Ignite *Curriculum MyWorld will be implemented. *Keyleader will continue to meet with content coordinator for six weeks tests and lessons.	Teacher(s)		Daily	Walk throughs Lesson plans PLC's	2



LEAL ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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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
1.3.8 Bilingual/ESL Program *Conduct instructional staff development activities as per state and federal requirements to increase LEP achievement through effective research-based teaching practices, approaches, and strategies. *Provide professional development for paraprofessional staff working with program LEP students. *GLAD training for all new staff members to serve our ELL population. *Dual Language training and support for grades PK-3rd gr.	Director for Bilingual/ESL Principal		Quarterly	Implementation of strategies Lesson plans PLC's	4
1.3.9 Special Education Program *Research-Based Instructional Methodologies, Strategies, & Supports *Positive Behavior Interventions, Supports & Alternatives to Discipline *Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance *CPI team will renew certification	Principal		Yearly	Positive Behavior Intervention chart Number of referrals	4
1.3.10 Migrant *Migrant teacher will attend required professional development to meet our students academic needs. *Migrant teacher will be at our campus every Wednesday to service our Migrant population.	Migrant Strategist Principal		Yearly	Certificate of completion Service roster	4
1.3.11 Instructional Technology *Provide training and support for district initiatives *Eduphoria-Aware, TEMS, SuccessMaker Reading/Math, Istation interventions, TTM.	Principal		Yearly	sign in sheets eduphoria registration	4
1.3.12 Provide opportunities for professionals and paraprofessionals to attend local and state conferences. *CAMT, CAST, Assessment conference, other Region I conferences needed to support positive behavior, class management and increasing rigor in the classroom.	Principal	199,211	Yearly	Implementation of acquired knowledge	2
1.3.13 Key Leader content training and follow up with one day of planning every six weeks.	Principal		Every Six Weeks	sign in sheets lesson plans	4
1.3.14 Provide training and support for Project Share resources.	Principal		Yearly	sign in sheets implmentation	4
1.3.15 Continue with Randi Whitney Writing Strategies from grades PK-5th and DMR Educational Consulting.	Principal Teacher(s)	211,175	Yearly	classroom writing process student work	2
1.3.16 Administrators will attend all district required professional development within district and at Region I.	Assistant Principal(s) Principal	199	Monthly	sign in sheets	4
1.3.17 A.P. will attend professional development in Section 504, Rtl and LPAC.	Assistant Principal(s)		Monthly	Campus update	4



**LEAL 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
1.3.18 One administrator will attend TASA (testing) Conference in November 2017 along with I & A Strategist.	Principal	199,211	Yearly	Implement changes to comply	4



**LEAL 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 campus, local and state assessment results to develop and implement a plan of action.	Principal		Every Six Weeks	Aware data PLC's	9,1
1.4.2 Use data to evaluate academic success of students participating in all existing special programs.	Principal		Weekly	Aware PLC's	2,9
1.4.3 Implement an intentional monitoring system for all campus special population programs.	Principal		Every Three Weeks	Aware PLC's	2
1.4.4 Team teachers will be hired to implement research based intervention programs to show academic growth and close achievement gaps. Intentional target on Tier 3 and special pops.	Teacher(s) Principal	175	Yearly	Aware data lesson plans Istation & TTM reports	2,9
1.4.5 LAS Links kits and materials will be ordered to assess students for progress/placement for annual OLPT assessment at the beginning and end of the year.	Teacher(s)	165	Yearly	LAS Links results	2
1.4.6 Meet with Campus Improvement Leadership Teams (CILT) once a month and as needed to review CIP, assessment data and goals.	Principal		Monthly	agenda sign in sheets	1,2
1.4.7 Analyze the TAPR, Federal Safeguards, PBMAS, and local reports on an annual basis.	Principal Teacher(s) Testing Strategist		Yearly	sign in sheets	1,2
1.4.8 Monitor the academic progress of all ELL students every week at PLC data analysis meetings with Coaches and administration as needed.	Principal Teacher(s)		Weekly	weekly assessments	9
1.4.9 Utilize AWARE data for PBMAS (Performance-Based Monitoring Analysis System) to address the specific needs of special population groups (ELL, Special Education).	Assistant Principal(s) Principal Teacher(s)		Weekly	Aware log in report	2
1.4.10 Monitor and improve campus performance in all areas of PBMAS, Federal Safeguards and TAPR.	Assistant Principal(s) Principal		Yearly	TELPAS/STAAR scores	2



**LEAL 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
1.4.11 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	Principal		Monthly	LPAC meetings submission to Bilingual Dept. Perm records	2
1.4.12 Implement a systematic analysis of curriculum-based assessment and TELPAS/STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Teacher(s)		Daily	walkthroughs LEP plans of success	2
1.4.13 Consultant will meet with administrators and teachers to align curriculum and address achievement gaps, as needed.	Assistant Principal(s) Principal Teacher(s)		Each Semester	walkthroughs PLCs	2
1.4.14 Teachers will have an intentional plan targeting areas of need for team teachers to address during small groups.	Principal Teacher(s)		Weekly	Lesson plans walkthroughs	9
1.4.15 Team teachers will be hired to assist students in 2nd and 3rd grades Dual Language classrooms. Also 3rd and 4th grades using Read Naturally program to increase reading fluency and comprehension.	Principal Teacher(s)	175	Weekly	Istation reports TTM reports	9
1.4.16 LAS Links materials will be purchased to assess students with OLPT at beginning and end of school year.	Assistant Principal(s) Principal	165	Yearly	number of students assessed	2
1.4.17 Team of 6 teachers will attend PLC Conference in June 2018 to gain knowledge in the development of PLC at the campus level.		199,211,255			2,8
1.4.18 Principal and AP will attend TEPSA Conference June 2017 in Austin, Tx. for professional development regarding T-TESS and student achievement.		199,211			10



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus understandings of new standards and key concepts within the state and federal accountability systems.	Principal		Each Semester	sign in sheets agenda	4
1.5.2 Train staff on how to interpret State Accountability and Federal Safeguards report specific to special populations.	Assistant Principal(s) Testing Strategist Principal		Each Semester	sign in sheets agenda	1,4
1.5.3 Staff will be trained on state and federal accountability system with updates.	Assistant Principal(s) Principal Testing Strategist		Each Semester	agenda sign in	4,8



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Utilize electronic resources provided by district to expedite communication to all parents in english and spanish.	Campus Computer Technician Principal		Weekly	usage reports parent contact	6
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Principal		Weekly	PLC agenda sign in	1
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal		Every Three Weeks	agenda sign in	1
1.6.4 School Messenger will be utilized to notify parents of Parental Involvement meetings, school assemblies, programs and any other emergency information or functions.	Principal		Monthly	parent contact usage report	6
1.6.5 Data analysis meetings/ PLC's will be held every Monday with Math & Reading coach to analyze areas that need immediate remediation/spiraling based on student expectations.	Principal		Weekly	agenda sign in lesson plans	2
1.6.6 Campus representative will attend the "Superintendent's Breakfast with the Teachers" meetings as scheduled to improve communication between Central Office and our campus.	Principal Teacher(s)		Each Semester	sign in share agenda with staff	2



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Develop targeted initiatives to increase parental involvement at all campuses.	Parental Liaison Principal		Monthly	parent contact forms sign in sheets	6
2.1.2 Parental Involvement Liaison will visit all student homes to notify parents of excessive tardies and absences.	Community Liaison	199,211	Daily	Home visit referral	6,1
2.1.3 Parent Liaison will attend all district required Professional Development/Conferences to improve parent engagement in the campus.	Parental Liaison	199,211	Monthly	agenda sign in sheets	6,4
2.1.4 Develop trainings and informational meetings based upon parent interests and needs. Using all sorts of supplies in the parent room.	Parental Liaison	199,211	Monthly	parent surveys sign in rosters agenda	6
2.1.5 Conduct meetings covering topics mandated by state and federal guidelines.	Parental Liaison		Monthly	parent sign in sheets agenda	6
2.1.6 Parent Liaison will actively with phone calls, home visits recruit parents to volunteer at and/or visit our campus.	Parental Liaison		Daily	contact logs home visit referral	6
2.1.7 Parent Liaison will make home visits on students with excessive tardies to notify parents to meet with teacher/administrator/counselor.	Principal Parental Liaison	199,211	Daily	home visit referral parent contact log	6,1
2.1.8 Provide transportation and allowable assistance including vouchers, clothing, food pantry accessibility to our McKinney-Vento/unaccompanied MCISD youth.					9,6



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Ensure all parent communications are in a format and language parents will understand.	Parental Liaison		Each Semester	school messenger notes to home	6
2.2.2 Implement emerging technologies for expanding and improving communication with the community.	Campus Computer Technician Parental Liaison Principal		Yearly	parent involvement parent sign in	6
2.2.3 Utilize parental involvement personnel to advocate positive communications between the community and campus.	Parental Liaison		Daily	parent logs notes to home	6
2.2.4 All parent notes, letters going home are in English and Spanish.	Principal	211	Weekly	parent contact logs	6
2.2.5 School website is updated as needed. All information is in English and Spanish.	Campus Computer Technician Principal		Weekly	Parent contact/involvement	6
2.2.6 School Messenger is sent based on language parents have submitted on their registration information.	Campus Computer Technician Principal		Monthly	parent contact usage reports	6
2.2.7 Parent Liaison will visit different community businesses to partner with our school. Encourage them to visit and inform our students of their services.	Parental Liaison	199,211	Each Semester	Partnerships; Foy's, Peter Piper Pizza, H.E.B.	1
2.2.8 Parent Liaison will try to bring in a community member to our campus for a function at least once a six weeks.	Parental Liaison	211	Every Six Weeks	presentation for students parent meetings	1,10
2.2.9 Parent Liaison will serve campus as Notary Public to service our parents with Family Affidavits as needed, free of charge.	Parental Liaison	199,211	Daily	log of services for parents	6



**LEAL 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 Comply with security audit findings.	Principal		Yearly	compliance at all times	1
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration.	Principal CILT Committee		Daily	safe environment	10
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 CILT Committee		Daily	safe environment	1
3.1.4 Continue to conduct a needs assessment yearly to determine the facilities and equipment needs of the campus.	Principal		Yearly	safe & clean environment	1
3.1.5 Continue the implementation of the electronic record system.	Principal		Daily	TEMS updates TRex requests (in & out)	1
3.1.6 Continue to comply with all Audit findings from 3 years ago.	Principal		Daily	safe environment	1
3.1.7 Custodians, Principals Secretary, Asst. Principal immediatly report to create a work order to have things repaired.	Principal		Daily	safe environment number of work orders	1
3.1.8 All staff members are responsible to report any findings to Principals Secretary to create a work order.	Principal Teacher(s)		Daily	safe & secure environment	1
3.1.9 Inventory of all equipment needed for facility is conducted on a yearly basis with custodians.	Principal		Yearly	working & safe equipment	1
3.1.10 All work orders are created through Help Desk.	Principal		Daily	efficient response	1



**LEAL 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		Each Semester	safe & secure environment	1
3.2.2 Establish a five year plan that outlines the furniture replacement schedule for campuses in need of replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal		Each Semester	safety no incident reports	1
3.2.3 Utilize an on-line auction system to discard obsolete furniture/equipment.	Principal		Monthly	number of order to discard	1
3.2.4 Work orders will be submitted to repair furniture/equipment. Items that are beyond repair will be removed from campus.	Principal		Daily	safe & secure environment	1
3.2.5 Campus will purchase furniture/equipment as needed to maintain safe environment for students, staff and visitors.	Principal	199,175,211,753	Yearly	safe environment	1
3.2.6 Continue with end of year classroom inventory list.	Principal		Yearly	all furniture accounted for	1



**LEAL 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	199,753	Monthly	security on campus	1
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal		Monthly	agenda sign in	1
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Principal		Monthly	walkthroughs security on campus	1
3.3.4 Implement the campus wide discipline plan.	Principal Teacher(s)		Monthly	number of student referrals Disciplinary Procedures/Guidelines flow chart	1
3.3.5 Conduct campus climate surveys	Principal		Each Semester	PLC grade levels	1
3.3.6 Campus reviews/analyzes discipline referral data for proper deployment of safety and security resources	Principal		Each Semester	referrals coded on PEIMS	1
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness at all campuses. *V-Raptor *AED and CPR training *Bus evacuation training *CPI training * Medical Emergency Response Plan	Principal		Each Semester	safe environment	1
3.3.8 Regular inspection of overall campus facility	Principal		Daily	work orders submitted	1
3.3.9 Provide campus employee training in responding to an emergency.	Principal		Yearly	agenda sign in	1
3.3.10 Continue with mandatory monthly/semester Fire drills and Lock Down Procedures to prepare students and employees for responding to an emergency.	Principal		Monthly	report submitted to 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.	Principal		Each Semester	campus visits	1
3.3.12 Continue Mutual Aid Agreements with Community partners to improve emergency management efforts.	Principal		Yearly	Contact information	1
3.3.13 Participate in security audit of the campus facilities at least once every three years.	Principal		Yearly	Compliance report	1



**LEAL 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 REM4ed Incident Management System, a web-based system, will continue to be implemented campus-wide.	Principal		Yearly	Report to Risk Mgmt.	1
3.3.15 Attend training for all campus personnel on the use of the REM4ed Incident Management System.	Principal		Yearly	Certificate of completion	4
3.3.16 Provide safety equipment for campus. Security cameras purchased as needed.	Principal	199,753	Yearly	camera recordings	1
3.3.17 Assure that all gates are locked during and after school hours.	Teacher(s) Principal		Daily	walkthroughs security on campus	1
3.3.18 Assure that fence is in good condition to prevent an intrusion.	Principal		Daily	work orders submitted	1
3.3.19 Selected staff will be trained on the TBSI, team for CPI in order to address the provisions of the law for students under IDEA and respond to campus crisis as they arise.	Principal Teacher(s)	199	Yearly	certificate of completion	1
3.3.20 Participate in the DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Assistant Principal(s) Principal		Yearly	sign in	1
3.3.21 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)		Daily	No referrals to DAEP	1
3.3.22 Attend exit meetings when students transition back to home campus.	Principal		Weekly	No referrals to DAEP	1



**LEAL 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/Counseling content in a systematic way to students every other week and as needed.	Counselor(s)		Weekly	decrease in discipline referrals stud. make good choices	1
3.4.2 Attend regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)		Monthly	sign in	1
3.4.3 Red Ribbon Week activities will be stressed throughout the year to promote anti-drug awareness.	Counselor(s)		Weekly	lessons	1
3.4.4 Conduct classroom presentations and Individual/Group Session based on a needs assessment. *Bullying *Conflict resolution/anger management *Drug Prevention *Character Education *Mentoring Program	Counselor(s)		Weekly	lessons	1
3.4.5 Assist students in monitoring and understanding their own career awareness and career orientation. *5th gr. students will visit University of Texas-Rio Grande Valley *College awareness every six weeks	Counselor(s) Principal	199,461	Each Semester	student plan/goals for post secondary	1,7
3.4.6 Attend counselors district meetings and any other professional development.	Counselor(s)		Monthly	sign in	1
3.4.7 Motivational speakers will present to students throughout the school year on anti-drugs, bullying and promote college awareness.	Counselor(s)		Each Semester	Community agencies will present throughout the year	1
3.4.8 Review, revise, and implement the Drop Out Recovery Program ensuring our parental liaisons assist at the campuses and follows up on daily attendance phone call to students with truancy and academic concerns.					9



**LEAL 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 Attend professional development training for all teachers and staff to support the safety and wellness of the students.	Principal		Monthly	agenda sign in	4
3.5.2 Coordinate services to better serve our students, families, and district through Community Partners.	Community Liaison		Monthly	sign in parent contact logs	6
3.5.3 Participate and comply with all SHAC, Wellness School Committee initiatives.	P.E. Coach School Nurse		Each Semester	Parent rep. feedback	1
3.5.4 Training will be provided for all elementary teachers and staff to acquire knowledge and increase capacity to improve: *positive student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities	Principal		Monthly	sign in sheets	1,4
3.5.5 Police officers will work with school and community to develop a problem-solving partnership for elementary schools.	Principal		Daily	Security on campus	1
3.5.6 Coach Rodriguez and Nurse Siegel will disseminate information to campus staff as needed.	P.E. Coach School Nurse		Each Semester	referrals	1
3.5.7 Twenty minute recess daily for students.	Teacher(s) Principal		Daily	Increase scores on FitnessGram	1



**LEAL 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	Administrator for Technology Systems Campus Computer Technician		Monthly	CNA Inventory sheets	10,1
3.6.2 Renew site based licenses for the approved list of instructional software applications. *Istation *Renaissance Learning (A.R.)	Principal	175	Yearly	usage reports	2,1
3.6.3 Facilitate the campus completion of STAR chart at the classroom and campus level.	Librarian(s) Principal Teacher(s)		Each Semester	Reports	1



**LEAL 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 Kurzweill, FastForward, Istation, enVision-Math, Student Information Systems, TEMS Gradebook, Eduphoria-Aware Data Analysis, Wireless Digital Tablets, Online Professional Development, E2020, Microsoft SharePoint and Stoneware Portal.	Principal		Yearly	agenda sign in	1
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Campus Computer Technician Assistant Principal(s)		Weekly	sign in sheets	1
3.7.3 Campus personnel will coordinate with the Technology/Media Dept. 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: • Instructional Technology Trainer (Campus-Shared) • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing, PEIMS)	Campus Computer Technician		Weekly	usage reports	1
3.7.4 Participate in all TEMS trainings.	Campus Computer Technician		Monthly	update at campus level	1
3.7.5 Attend monthly meeting for attendance, PEIMS, and discipline.	Assistant Principal(s) Principal		Monthly	agenda sign in	1
3.7.6 Attend scheduling meetings as provided by the district throughout the year	Assistant Principal(s) Campus Computer Technician Principal		Monthly	agendas sign in	1
3.7.7 Attend gradebook trainings at the beginning of the year and as scheduled.	Assistant Principal(s) Computer Lab Proctor Principal		Monthly	campus updates	1



LEAL ELEMENTARY CAMPUS IMPROVEMENT PLAN

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MISSION CISD

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.	Campus Computer Technician		Yearly	list of inventory	1
3.8.2 Implement online testing by reviewing the computer to student ratio and possible funding. (EPLAN Goals 3.6, 4.1).	Campus Computer Technician		Monthly	number of online testers	1,8
3.8.3 Provide Telecommunications Services to enhance student achievement and communication.	Campus Computer Technician Librarian(s)		Weekly	log of services	1
3.8.4 Support curriculum integration activities by providing technology to promote student achievement. *Covers for tablets (Migrant students)	Migrant Strategist Principal	212	Daily	Assessment scores teacher observations	9,10
3.8.5 Improve technology infrastructure at the campus level.	Campus Computer Technician		Weekly	technology running efficiently	1
3.8.6 Inventory all technology and equipment on campus at the beginning of the year and end of the year.	Campus Computer Technician		Yearly	updated inventory lists	1
3.8.7 Utilize technology for on-line TELPAS, LAS LINKS, MetaMetrics Universal Screener, and STAR Reading Enterprise assessments/screeners.	Principal Teacher(s) Campus Computer Technician		Each Semester	reports	1
3.8.8 Utilize the voice-over-IP (VOIP) systems based on Mission CISD transition plan	Principal		Daily	communication	1
3.8.9 Implement the use of mobile devices in the K-5 school environment in order to deliver curriculum and enable students to read and promote literacy.	Campus Computer Technician Principal Teacher(s)	175,199,211	Weekly	iPads, tablets, chromebooks	2,9
3.8.10 Utilize long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students	Principal		Weekly	parent contact student records	1
3.8.11 Utilize Video Conference Equipment with the Distance Learning Consortium.	Assistant Principal(s) Campus Computer Technician Principal Testing Strategist Resource Teachers		Each Semester	TETN log in Region 1/T.E.A.	4



**LEAL 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
3.8.12 Intergrate technology with MCISD initiatives and state adopted curriculum as per MCISD lesson plans.	Principal Teacher(s)		Weekly	usage reports	1
3.8.13 Utilize the wireless infrastructure to support the use of wireless laptops and mobile devices.	Campus Computer Technician		Weekly	use of devices walkthroughs	2,9
3.8.14 Implement and support the hardware equipment for the campus wide student information system.	Principal Campus Computer Technician		Weekly	Usage reports	1
3.8.15 Implement the use of mobile devices (e-readers) in order to deliver curriculum and enable students to read and promote literacy	Librarian(s) Teacher(s)		Weekly	A.R. reports	2,9
3.8.16 Utilize video conference equipment with the distance learning consortium	Campus Computer Technician Principal Testing Strategist		Monthly	sign in sheets work order set up	1
3.8.17 Utilize all Chrome books aligned with classroom lessons, Google hangouts, research, etc.	Teacher(s)		Weekly	walkthroughs lesson plans	2,9



**LEAL 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 training to teachers, administrators and support staff.	Academic Strategist Campus Computer Technician Principal		Weekly	agenda sign in implementation	4
3.9.2 Data analysis meetings will be held with all stakeholders every three weeks in data room.	Testing Strategist		Every Three Weeks	sign in sheets data binders updated	10
3.9.3 Purchase laptop computers ,software and accessories for administrators for the use of walkthroughs, data analysis, meetings, and coaching.	Principal	199,211	Yearly	walkthroughs Aware log in agendas	1
3.9.4 Staff will attend all professional development for technology offered by technology dept.	Teacher(s)		Each Semester	sign in agenda implementation	4
3.9.5 Administrators, I & A strategist, Reading/Math coaches will review all academic data using Eduphoria-Aware program with stakeholders.	Principal Teacher(s)		Every Three Weeks	sign in agendas	2
3.9.6 Purchase computers/license/software for office staff. As per five year inventory and computers are not working with programs that need Windows 10.	Principal	199,211	Yearly	equipment purchased as per P.O.	1



**LEAL 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 campus financial aspects	Principal		Yearly	sign in agenda	1,10
3.10.2 Attend business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal		Monthly	implement changes meet timelines	1,10
3.10.3 Attend meetings relevant to the financial aspects of the campus.	Principal		Each Semester	Principal is member of Finance Comm.	10
3.10.4 All office staff members will have knowledge of expenditures/finances.	Principal		Monthly	CILT/SBDM meeting agenda	10
3.10.5 Attend all finance/budget meetings.	Principal		Monthly	sign in	1
3.10.6 All office staff will be aware of outstanding P.O.'s and process immediately. They will be aware of finance procedures.	Assistant Principal(s) Principal		Monthly	number of P.O.'s approved	1



**LEAL 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	as needed	1
3.11.2 Allocate additional resources to meet the needs of Special Education and Limited English Proficient (LEP) populations.	Principal	171,199	Yearly	lesson plans LEP plan of success	1
3.11.3 CILT/SBDM will review the budget every six weeks and as needed to address the campus needs.	Principal		Every Six Weeks	agenda sign in	1
3.11.4 Review the budget to address the needs of all students; Spec. Ed., Migrant, G.T., ELL's, At-Risk.	Principal		Monthly	PLC Aware data	1



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Pursue additional efficiencies and utilize new and emerging technologies	Principal		Yearly	research based district initiatives	1
3.13.2 Evaluate current staff responsibilities in order to maximize effectiveness.	Principal		Yearly	walkthroughs	1



**LEAL 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 evaluate fiscal policies and controls to preserve the District's fiscal position.	Principal		Yearly	attend all district trainings	1
3.14.2 Refine campus travel policies and procedures to improve efficiencies	Principal		Monthly	timely travel submissions	1
3.14.3 Evaluate the purchasing practices to ensure that the best value items are obtained	Principal		Yearly	obtain quotes for purchases	1



**LEAL 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 Review pupil/teacher ratios and instructional models relative to the existing needs for Federal Safeguards.	Principal		Daily	enrollment per teacher	1
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal		Monthly	utilize Applitrack	1,3
4.1.3 Employ bilingual certified elementary teachers.	Principal	175,199,211	Monthly	student:ratio number of certified applicants	3
4.1.4 Student Enrollment Reports	Principal		Daily	Info systems reports	1
4.1.5 Utilize Applitrack and Personnel Specialist Checklist for Qualifications.	Principal		Yearly	highly qualified applicants	3
4.1.6 Recognize Teacher of the Year and Staff member of the year at end of year assembly and district luncheon.	Principal		Yearly	administration will attend function with employee	3,5
4.1.7 Campus administrators will provide new teachers with ongoing support through TxBESS mentoring and other sources throughout the school year.	Principal Teacher(s)		Weekly	mentoring logs PLC walkthroughs	5



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Continue the use of automated substitute calling program and absences reporting system.	Principal		Monthly	Aesop report	1
4.2.2 Elementary coordinators for each of the four content areas will support the teachers and assist them with the implementation of MCISD curriculum.	Principal		Yearly	lesson plans key leader meetings	1
4.2.3 Implement the use of educational professional portfolios as a means of evaluating administrators, counselors, librarians, teachers, and staff.	Principal		Yearly	Appraise	1
4.2.4 Ensure AESOP system is used before 6:00 a.m. by all campus personnel to report an absence.	Principal		Daily	Aesop report	1
4.2.5 Elementary coordinators will actively support Coaches and teachers to implement MCISD curriculum.	Principal		Every Six Weeks	lesson plans	1
4.2.6 Campus teachers will keep a portfolio that will include documentation on student achievement data, professional development for current year and administrative walkthroughs.	Principal Teacher(s)		Weekly	updated as needed	1



**LEAL ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.3.1 Continue to provide a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Principal		Monthly	agenda sign in	1
4.3.2 Provide professional development to teachers and administrators aligned to diverse student groups in the district e.g. LEP, Special Education, technology standards	Principal		Monthly	agenda sign in	1
4.3.3 Staff will participate in staff development that fulfills TQAMO requirements under NCLB.	Principal		Monthly	agenda sign in	1
4.3.4 Utilize Eudophoria to generate professional development reports	Assistant Principal(s) Principal		Monthly	reports sign in	4
4.3.5 All teachers will participate in professional development to meet the academic needs of all students.	Principal Teacher(s)		Monthly	implementation Aware data lesson plans	4

**CAMPUS PERFORMANCE
2016-2017**

LEAL ELEMENTARY



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

Approaches	ALL TESTS TAKEN				READING				MATHEMATICS				WRITING				SCIENCE				SOCIAL STUDIES			
	TEXAS	REGION 1	MCISD	LEAL	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	LEAL	TEXAS	REGION 1	MCISD	LEAL	TEXAS	REGION 1	MCISD	LEAL	TEXAS	REGION 1	MCISD	
Student Group	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	100	72	69	67	81	79	81	77	89	67	70	65	69	79	79	74	89	77	75	69	
African American	65	78	86	100	61	75	80	*	68	77	86	*	57	72	*	*	69	88	*	*	69	89	-	
Hispanic	71	74	71	100	67	69	67	81	76	80	77	89	62	70	65	70	75	78	74	89	73	75	69	
White	85	85	78	100	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	*	-	*	81	95	-	*	79	91	-	
Two or More	82	85	*		81	80	*	*	84	86	*	*	74	93	*	*	86	86	-	*	84	92	-	
Special Education	41	42	38	100	35	33	27	45	49	52	47	73	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	100	64	66	64	80	73	79	75	88	58	68	61	64	72	77	72	85	69	73	68	
ELL	57	60	53	100	51	51	47	79	69	72	65	85	50	57	45	60	57	62	56	86	48	50	38	



**MCISD District 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	97.2		
White	*	*		
Eco. Dis.	97.2	97.0		
All Students	97.3	97.2		

	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		

**LEAL ELEMENTARY
2017-2018
CAMPUS BUDGET SUMMARY**

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	73,984
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$2,500.00
175	STATE COMPENSATORY	\$110,659.00
165	STATE BILINGUAL	\$40,612.00
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$46,445.00
212	TITLE I MIGRANT	\$240.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	16,943.00