

BRYAN ELEMENTARY CAMPUS IMPROVEMENT PLAN

2017-2018

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

Vision Statement

BRYAN 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

BRYAN 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.**

BRYAN ELEMENTARY
Roster by Grouping
2017-2018

Campus Based Professional Staff

Linda Sanchez
Alonzo Reyes
Cynthia Ibanez
Evelyn Bermea
Matilde Reyna
Ana Gomez
Raquel Tanguma
Elizabeth Sepulveda
Sandra Pena
Irene Handy
Rhonda Pena
Samuel Barrientos
Rebecca Munguia

Non-Teaching

Elizabeth Mendez
Luisanna Garza

District Level Professional Staff

Jessica Reyna Garza

Teachers (Secondary)

None

Non Teaching (Secondary)

None

Business Representatives

Roel Reyes
Abraham Moreno

Parents

Mrs. Celeste Garza
Mrs. Jennifer Driscoll

Community Representatives

Raul Reyna
Cynthia Sepulveda

Central Office Representative

Drucilla Pena

CAMPUS IMPROVEMENT PLAN**Directory**

NAME	TITLE
Linda Sanchez	Principal
Alonzo Reyes	Assistant Principal
Cynthia Ibanez	Counselor
Luisanna Garza	Instruction and Assessment Strategist
Nancy Cardoza	Nurse
Flor Garza	PK Teacher
Diana Hernandez	PK Teacher
Matilde Reyna	PK Teacher
Lucia Salinas	PK Teacher
Virginia De la Cerda	Kinder Teacher
Ana Gomez	Kinder Teacher
Sandra Pacheco	Kinder Teacher
Eloisa Padilla	Kinder Teacher
Aurora Estrada	1st Grade Teacher
Sonia Gonzalez	Kinder Teacher
Ilsa Sotelo	1st Grade Teacher
Raquel Tanguma	1st Grade Teacher
Blanca Aguilar	2nd Grade Teacher
Belinda Garza	2nd Grade Teacher
Rebecca Munguia	Special Ed Teacher
Luisa Rocha	1st Grade Teacher
Elizabeth Sepulveda	2nd Grade Teacher
Rosario Grimaldo	3rd Grade Teacher
Joanna Gutierrez	3rd Grade Teacher
Nidia Peña	3rd Grade Teacher
Sandra Peña	3rd Grade Teacher
Irene Handy	4th Grade Teacher
Lupita Hernandez	4th Grade Teacher
Deborah Rugeberg	4th Grade Teacher
Dina Villarreal	2nd Grade Teacher
Annabelle Cantu	4th Grade Teacher
Gina Garza	5th Grade Teacher
Rhonda Peña	5th Grade Teacher
Lori Salazar	2nd Grade Teacher
Elizabeth Mendez	Librarian

CAMPUS IMPROVEMENT PLAN**Directory Cont.**

NAME	TITLE
Gina Garcia	Paraprofessional
Sonia Mendoza	Paraprofessional
Veronica Perez	Paraprofessional
Alma Pollard	Paraprofessional
Norma Ramirez	Paraprofessional
Melba Reyna	Paraprofessional
Iris Saldivar	Paraprofessional
Elias Salazar	Paraprofessional
Joshua C.Torres	Paraprofessional
Perla Villarreal	Paraprofessional
Jesus Silva	Technician
Cynthia Calvillo	Principal's Secretary
Belinda Gaytan	Student Activity Clerk
Melissa Luna	Data Entry Clerk
Shary Trevino	Parental Liaison
Sandra Botello	Lead Custodian
Ruben Montes	Custodian
Esmeralda Lara	Custodian
Monica Casas	Cafeteria
Marcela Avalos	Cafeteria Manager
Nora Sanchez	PK Teacher
Lilliana Muniz	5th Grade Teacher
Frank Mendez	4th Grade Teacher
Berta C. Vasquez	5th Grade Teacher
Samuel Barrientos	P.E. Coach
Minerva Morato	3rd Grade Teacher
Maria Juana Puente	Office Clerk
Vanessa Flores	5th Grade Teacher
John Garza	Special Education Instructional Assistant
Jesus Trejo	4th Grade Teacher
Sylvia Guerra	4th Grade Teacher
Evelyn Bermea	Counselor
Daniela Lucio	Kinder Teacher
Cynthia Gonzalez	Self-Contained Teacher
Mary Ellen Taber	Music Teacher

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

Corynna Garza

Special Education Instructional Assistant

Rodrigo Serna

Custodian

Maria Lazo

Cafeteria

Kassandra Soto

Cafeteria

Alma Perez

Cafeteria

Juan Martinez

Custodian



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Increase the level of academic achievement for all sub groups.
- 2 Increase amount of resources for Bilingual students.
- 3 Need more staff development in all content areas, critical thinking skills, Special Ed. and Bilingual.
- 4 Provide more targeted instruction in math and science for Special Ed. and Eco. Dis. students.
- 5 Provide staff development in dual language

STUDENT ACHIEVEMENT

- 1 Increase the passing rate of all student groups in all subjects.
- 2 Provide more staff development in the content areas.
- 3 Continue to utilize Inclusion to meet the needs of Sp. Ed. students.
- 4 Increase passing rate in reading and math in 3rd grade
- 5 Provide additional assistance with Team teachers for struggling learners.
- 6 Increase the passing rate in writing in 4th grade by bringing in a consultant to service the students in providing them with various ways to improve their writing, revising and editing skills.

SCHOOL CULTURE AND CLIMATE

- 1 Continue to recognize students for academic achievements, attendance and being good role models.
- 2 Continue to recognize staff to enhance campus morale.
- 3 Provide weekly electronic updates and memos to keep open lines of communication.
- 4 Establish a plan to replace old furniture and equipment.
- 5 Provide counseling and guidance to support the well being of all students.
- 6 Continue to implement a school-wide behavior plan.
- 7 Monitor parental contact made by teachers.

STAFF QUALITY, RECRUITMENT AND RETENTION

- 1 Participate in professional development in particular in the areas of Special Education, Bilingual and RTI models of instruction.
- 2 Continue to recruit and employ highly qualified staff to support the needs of all student populations.
- 3 Continue to provide staff development that supports teacher measureable objectives.

CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Utilize multiple resources to enhance academic achievement.
- 2 Support extra curricular activities as well as all library and physical education programs.
- 3 Continue to implement Inclusion and support RTI and all Special Education programs.
- 4 Provide staff development in areas of discipline, RTI, and Dual Language programs.
- 5 Evaluate campus programs yearly to ensure continuous academic growth.

FAMILY AND COMMUNITY INVOLVEMENT

- 1 Continue to implement open lines of communication via email, School Messenger and memos.
- 2 Promote more parental involvement and community partnerships to assist with campus needs.
- 3 Ensure that all parents receive a copy of the campus Parental Involvement Policy.
- 4 Provide parent trainings on self improvement and successful practices in meeting state standards.



COMPREHENSIVE NEEDS ASSESSMENT

SCHOOL CONTEXT AND ORGANIZATION

- 1 Conduct teacher meetings to increase vertical and horizontal communication between all grade levels.
- 2 Increase parental involvement at the campus level.
- 3 Allow school committees such as Student Council and KADA to be more active with the community.
- 4 Allow the school to fund a certified nurse's assistance, so he/she can assist the LVN with the medical needs (injuries, illnesses, medication, etc.) of our students due to the increase of our student population.

TECHNOLOGY

- 1 Analyze technology needs to support implementation.
- 2 Participate in technology staff development.
- 3 Replace hardware as needed and maintain infrastructure to support usage by the campus.

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 Mission CISD Curriculum Pre-K - 5th.	Principal Academic Strategist Assistant Principal(s) Core Subject Teachers	175, 199, 211, 212, 165, 171, 263	Yearly	Lesson Plans Walk throughs	1,2,3
1.1.2 Utilize multiple sources of data and resources to address missed system safeguards on state accountability.	Principal	175, 199, 211, 212, 165, 171, 263	Daily	STARR, Common Formative Assessments, 6 Weeks Assessments and District Benchmarks I-Station/TTM/Fluency Checks Aware	1,2,3
1.1.3 Coordinate efforts to increase academic achievement to 90% for students participating in multiple programs.	Principal	175, 199, 211, 165, 263	Yearly	STAAR, Common Formative Assessments, 6 Weeks Tests, District Benchmarks, PLC	1,2,3, 8
1.1.4 Provide supplemental instructional materials aligned to special program requirements, objectives and needs. *SRA *Herman Method	Teacher(s) Principal	199, 263, 211, 175	Daily	CFA, 6 Weeks Tests, AWARE, and District Benchmarks	1,2,3, 9
1.1.5 Provide research based instructional materials to prepare students and address the Four Indexes in the state accountability requirements.	Principal Academic Strategist	175, 199, 211, 212, 185, 171, 263	Daily	Aware, 3 & 6 Weeks Common Formative assessments, District Benchmarks, PLC, STAAR	1,2,8, 3
1.1.6 Support district initiatives for student participation in extra curricular activities. Such as UIL, Robotics, DI, Ortografia, Dance, Choir and Spelling Bee.	Principal UIL Coaches UIL Coordinator	199	Yearly	Rosters and Sign In Sheets	9



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<p>1.1.7 Participate in library programs and activities in order to promote the love of reading, the utilization of technology for academic progress, and to increase academic achievement.</p> <p>*Author Visits *Book Fairs *Books Come Alive Challenge *Blue Bonnet Books - 4th & 5th grade *DEAR *Weekly lessons (Poetry, Biography, Folk Tales, Fables, etc.) *National Library Week (April) *Family Literacy Nights (Every 6 Weeks) *Annual Family Literacy Night *Reading Renaissance *Vocabulary Parade PK-5th *Platinum reader Recognition</p>	Principal Librarian(s) Teacher(s)	199	Yearly	Diagnostic Reports	3,6
<p>1.1.8 Continue implementing the physical education curriculum for all students in KN-5th grade for at least 135 minutes during each school week. Physical Education will target obesity awareness, physical skills and Health Education.</p>	P.E. Coach	199	Yearly	Classroom participation Fitness gram data	3,9
<p>1.1.9 Recognize students for academic achievement, for being good role models, and for adhering to attendance procedures and school policies.</p>	Principal Teacher(s)	199	Monthly	Ongoing	9,1
<p>1.1.10 Recognize staff throughout the year to promote morale and a positive school climate conducive to higher learning.</p> <p>*Staff Spirit Shirts *Staff Luncheons *Teacher Appreciation *Delectables</p>	Principal	199	Monthly	Monthly, weekly (Friday) Thanksgiving, Valentines, Christmas and Teacher App.	5
<p>1.1.11 Provide teachers and administrators with the necessary instructional resource materials to increase Level III performance.</p>	Principal Reading Coach	199, 175, 211	Yearly	Common Formative Assessments, 6 Weeks Tests, District Benchmarks, AWARE	1,2,4, 8,9
<p>1.1.12 Participate in the implementation of the campus curriculum writing initiatives to strengthen the curriculum.</p> <p>*Project GLAD *Lead4ward *Fundamental 5 *Laying the Foundation</p>	Principal Teacher(s)	175 211	Yearly	STAAR 4th Grade 3 & 6 Week Common Formative assessments, District Benchmarks	1,2,4, 9,10



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.13 Review the common formative assessment every 6 weeks.	Principal Academic Strategist Assistant Principal(s) Core Subject Teachers		Every Three Weeks	3 & 6 Week Assessments, District Benchmarks	1,2,8
1.1.14 Align instruction with the Mission CISD 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	Yearly	Common Formative Assessments, District Assessments Lesson Plans	1,2,8
1.1.15 Implement and monitor the district Pre K curriculum according to the Texas Pre-K guidelines.	Principal Assistant Principal(s) Teacher(s)		Daily	Lesson Plans Walk Throughs	2
1.1.16 Administer a school readiness inventory to all Pre-K students. CPALLS	Principal Assistant Principal(s) Teacher(s)		Quarterly	CPALLS	2,7
1.1.17 Implement and monitor Mission CISD curriculum documents to address the time and treatment language requirements of our District Bilingual Education model.	Principal Assistant Principal(s) Bilingual Teacher(s)		Daily	AWARE, Schedules and Lesson Plans	2,1,10
1.1.18 Supplement the MCISD science curriculum with the Stemsopes lessons, for KN-5th. Edusmart and Brain Pop.	Principal Assistant Principal(s) Teacher(s)		Daily	Usage reports	2
1.1.19 Utilize the Title I, Part A funds reserved for professional development.	Principal Assistant Principal(s)	211	Yearly	T-TESS	4
1.1.20 Ensure adequate resources and supplemental materials such as Fundamental Five book, GLAD Strategies, etc. are provided to staff to support the district curriculum and utilize data to provide necessary support and priority to targeted populations.	Principal Assistant Principal(s)	175. 199, 211, 212, 165, 171, 283	Daily	Staff development, Faculty Meeting Sign In Sheets, Walkthroughs	1,4



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.21 Participate in the web-based Renaissance Accelerated Reading Program as a supplemental resource to increase reading fluency and comprehension skills. *AR Enterprise *STAR Reading Service *STAR Reading Enterprise	Principal Librarian(s) Teacher(s)	199	Daily	Renaissance Reports	2,1
1.1.22 Participate in the area of writing to assist teachers in targeting struggling economically disadvantaged, special education, English language learners and all population. District Model	Principal Assistant Principal(s) Teacher(s)	199, 211, 175	Yearly	Staff development, Faculty Meeting Sign In Sheets, Walkthroughs	1,2,4,9
1.1.23 Participate in the campus-wide reading intervention program (IStation for Pre-K-5th in RD & MA) to target struggling readers, inclusive of our special education and ELL students.	Principal Assistant Principal(s)		Daily	Diagnostic Reports	1,2,9
1.1.24 Conduct PLC Meetings with Teachers, and Math & Reading Coaches to increase academic achievement of all special population students by working as a team in monitoring student progress, and auditing student records.	Principal Assistant Principal(s) Teacher(s)		Weekly	PLC Binder Agendas Sign In Sheets	1,2
1.1.25 Promote reading and math initiatives and integration of technology in grades PK-5. TTM, I-Station, Reflex Math, and MyOn	Principal Assistant Principal(s) Teacher(s)		Daily	Lesson Plans Walk Throughs	1,2
1.1.26 Acquire library resources to meet the academic needs of diverse populations and learning styles. *library books *magazines *audio visual materials *MyOn	Principal Assistant Principal(s) Librarian(s)	199	Yearly	Comprehensive Needs Assessment Diagnostic Reports Teacher Input	1,10
1.1.27 Ensure priority for service for migrant student has an action plan which indicates academic and supplemental support.	Principal Assistant Principal(s)		Daily	Lesson plans	1,2
1.1.28 Ensure migrant students who failed STAAR in any area participate in summer intervention programs.	Principal Assistant Principal(s)		Yearly	STAAR Results, AWARE	1,2



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.29 Promote college and career readiness Pre-K -5th -Career Day, Monday College Day.	Principal Assistant Principal(s) Teacher(s)		Weekly	Memos to parents, Weekly Events, Messenger and Website.	2
1.1.30 Provide research-based supplemental instructional materials for LEP program and special education to increase academic achievement gap.	Principal Assistant Principal(s) Teacher(s)	199, 211, 175	Yearly	3rd & 6 Week Assessments, District Benchmarks, STAAR, TELPAS, Dual	1,2,4
1.1.31 Provide supplemental instructional materials for gifted and talented students to attain advanced academic achievement. Level III.	Principal Assistant Principal(s) Teacher(s)		Yearly	Staff Development Sign In Sheets, Walkthroughs, Steam, GT Bin	2
1.1.32 Provide supplies such as paper, chart tablets, tag paper, markers, etc. to assist teachers in implementing the GLAD strategies that will address the instructional needs of all students.	Principal Teacher(s)	199, 175, 211, 163	Yearly	Agendas, Sign In Sheets, Walkthroughs	1,2,3, 9
1.1.33 Utilize IFDs, YAGs, from the curriculum.	Teacher(s)		Weekly	Reports	1,2,10
1.1.34 Provide instructional materials to prepare students for the STAAR such as: * Motivation Math/Rd/Wtg./SC/Eng/Sp. * STAAR Coach Eng./Sp * Reflex Math * IStation Math * ThinkThrough Math 3rd-5th/Imagine Learning * Count down/Fast Focus / Math/ Writing * Problem Solving Math workbooks * STAAR Ready MA/RD/ Eng/Sp. *Algebra Readiness, Builders 3rd-5th *Engaging Mathematics 2nd-5th *Reading Spelling *Brainpop Eng./Español *CPALLS Timeline *Stemscopes *My World *United Streaming *Edusmart *Fuente de Escritura (4th) *Power Videos	Principal	199, 211, 175, 263	Yearly	3 & 6 Weeks Assessments, District Benchmarks	1,2,3, 9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.35 Ensure student participation in the Scripps National Spelling Bee.	Librarian(s) Principal Teacher(s)		Yearly	Once a year	2
1.1.36 Ensure student participation in UIL.	Principal UIL Coaches UIL Coordinator		Yearly	Rosters	2
1.1.37 Ensure student participation in sport activities such as volleyball, basketball, track, soccer and football.	P.E. Coach Principal	199, 461	Yearly	Rosters	2
1.1.38 Encourage and foster the love of music through: *Engaging weekly music classes *Christmas Programs *Spring Musical *Choir *Honor Choir *Veteran's Day *Recorders Presentation *Talent Show	Music Teacher Principal	199, 461	Weekly	Weekly and different times of the year.	2
1.1.39 Ensure and encourage student participation in Robotics, Destination of Imagination and Dance.	Principal Teacher(s)	199.461	Yearly	Monthly assembly Incentives - Motivation-	1,2,3
1.1.40 Continue to promote and encourage reading by purchasing and updating books yearly.	Librarian(s)	199, 175, 211, 263	Yearly	Inventory Lists	2
1.1.41 Purchase annual site licenses for legal use of Walt Disney, Paramount Pictures, Warner Bros., etc.. to enhance student learning in the classroom.	Librarian(s) Principal	199	Yearly	Invoices	2
1.1.42 Implement the state mandated Coordinated School Health Programs, CATCH and/or Healthy and Wise Program. Alliance of a Healthier Generation	P.E. Coach	199	Yearly	Lesson Plans, Schedules	2



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.43 Implement the following weekly incentives: * Pencils * Student of the Week posters * Musicians of the Week * Attendance Incentives * Birthday recognition *Bryan Store-Attn. & Good Behavior	Principal Music Teacher Teacher(s)	199, 461	Yearly	Memos, Incentives Criteria	2
1.1.44 Implement the following Six Week Incentives for AR. * Dances * Movies * AR Recognition *Plaques/Medals *Bryan Store-footballs, basketballs, dolls, cars, glow in the dark assessories, etc.	Principal	461	Yearly	AR Committee Agenda, Sign In Sheets,	2
1.1.45 Implement the following yearly incentives: * Certificates * Medals * Plaques * Trophies * Field Day * Water Day * Platinum Readers/Shirts * Choir Shirts * UIL Shirts *DI/Robotics Shirt	Principal	199, 461	Yearly	Committee Meeting Agendas & Sign In Sheets	2
1.1.46 Assess students twice a year in grades 3-5 with the FITNESSGRAM.	P.E. Coach		Each Semester	Reports	2
1.1.47 Implement the following: * Catered lunches /Valentines and Thanksgiving/Teacher Appreciation Wk. * Teacher appreciation gifts * Recognize staff birthdays * Provide other misc. items such as staff shirts, pens, highlighters, mugs, etc... * End of the year lunch.	Principal	199, 461	Yearly	Committee Meeting Agendas & Sign In Sheets	5
1.1.48 Provide the teachers with the necessary instructional resource materials needed to ensure student academic, social, musical and liberal arts development successes.	Music Teacher Principal	199	Daily	Every 6 Weeks	2
1.1.49 Will provide office supplies for administrative staff and list instructional item needs.	Principal	199	Yearly	Inventory	3
1.1.50 Purchase additional resources for ELAR, Math, Science and Social Studies to increase Level III Performance for all students. (LEP, RTI and SPED)	Principal	175, 211	Every Six Weeks	CFA, Aware 6 Wks. Test District BM	2,3



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.51 Provide Instructional field trips that meet the TEKS/Curriculum: *Edinburg Museum *National Butterfly Center *Robotics *Destination of Imagination *Ortografia, etc.	Principal Assistant Principal(s) Teacher(s)		Yearly	Lesson Plans	2
1.1.52 Implement Mentoring Programs to develop Migrant Students and At Risk Students learning styles and study skills. Follow up to monitor and document program.	Counselor(s) Teacher(s)		Daily	Mentoring Logs	1,2
1.1.53 Increase the academic achievement of all special populations students by monitoring student progress and reviewing student progress.	Principal Teacher(s) Testing Strategist Assistant Principal(s)		Daily	3 & 6 Week assessments, District Benchmarks, STAAR, TELPAS and RTI	1,2,8
1.1.54 Implement the Road Maps and utilize the curriculum overview for the 2017-2018 school year to implement the lessons and unit tests.	Teacher(s)		Daily	Lesson Plans, Walkthroughs	2
1.1.55 Monitor the implementation of the curriculum and administration of unit assessments	Principal		Daily	AWARE Walkthroughs	2
1.1.56 Administer a school readiness inventory to all PK-3rd grade students. CPALLS, I-Station Rd, TEMI	Testing Strategist Teacher(s)		Yearly	Diagnostic Reports	2
1.1.57 Dissegregate data - STAAR Results, TELPAS, 3 & 6 Week Assessments and Weekly tests.	Principal Assistant Principal(s) Teacher(s) Testing Strategist		Yearly	Reports	1,2
1.1.58 Review the following reports in order to address the concerns and provide the instruction necessary for growth: *AR Reports *Fluency Reading & Math *I-Station Math and Reading *Think Through Math * Stemsscopes *CPALLS *TEMI *STAR Reading	Principal Teacher(s) Testing Strategist		Monthly	Diagnostic reports	1,2,9



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Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.59 Review student enrollment and attendance.	Principal		Weekly	TEMS Attendance Report	1
1.1.60 Identify students needing assistance on rosters/schedules based on data that will be serviced by team teachers.	Assistant Principal(s)		Every Three Weeks	AWARE 3 & 6 Weeks Assessments, District Benchmarks, Diagnostic Reports	1,9,10



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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
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Principal	199, 263, 211, 175	Yearly	Common Assessment, Six Weeks Test, AWARE, District Benchmark and STAAR.	1,2,9, 3
1.2.2 Implement and monitor the district-wide inclusion initiative.	Principal Special Ed Teacher(s)	199, 175, 163	Daily	Walk Throughs	1,2,9
1.2.3 Evaluate and monitor academic success of students participating in existing special programs every 6 weeks.	Principal 504 Administrator Assistant Principal(s) Counselor(s) Bilingual Teacher(s) Core Subject Teachers Special Ed Teacher(s)		Every Three Weeks	AWARE 3 & 6 Weeks Assessments Benchmarks Common Formative Assessments CFA	1,2
1.2.4 Implement Response to Intervention (RTI) to address struggling students' needs.	Principal Assistant Principal(s) Counselor(s) Teacher(s)		Every Five Weeks	Progress Monitoring Forms, 3 & 6 Weeks Assessments, District Benchmarks	1,2,9
1.2.5 Implement and monitor procedures for accelerated and intensive instruction.	Principal Teacher(s)		Every Three Weeks	Monitoring Forms, AWARE	1,2,9
1.2.6 Increase participation to 90% in district-wide initiative to increase college-readiness of all students.	Principal	199, 175, 211	Daily	Rosters, Agendas Sign Ins	1,2
1.2.7 Offer a variety of academic & behavioral maintenance services that prevents student specific regression of skills. *Team teachers *After School Tutorials & \$ Responsi to Intervention block	504 Administrator Counselor(s) Reading Coach Principal Testing Strategist		Yearly	Team Teacher logs Tutorial Forms	1,2



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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
1.2.8 Allocate staff and resources to support implementation of supplemental aides and services in the general education, 504, Bilingual , GT, RTI and Special Ed. Students	Teacher(s) Principal	175, 211, 199	Every Three Weeks	Lesson plans, Walkthroughs, Schedules	1,2
1.2.9 Ensure participation in professional development for teachers and paraprofessionals involved with Special Education students.	Teacher(s)	199, 211, 175	Daily	Sign In Sheets, Distribution of Information via Email, Flyers, Eduphoria	1,2
1.2.10 Implement and monitor district inclusion guidelines and best practice model to ensure student success.	Principal Technology Committee Teacher(s)	199, 175, 211	Yearly	Walk Throughs - T TESS	1,2
1.2.11 Monitor special population (LEP & Special Ed.) student placement and assessment decisions over the course of the year.	504 Administrator Special Ed Teacher(s)		Daily	LPAC, Schedules, LEP Reports, Demographics Reports, IEPS, AEPS	1,2,9
1.2.12 Monitor progress of GT/HA to increase advanced academic performance. Level 3	GT Teacher Librarian(s) Principal		Every Six Weeks	AWARE, CFA 6 Weeks Tests and District Benchmark.	1,2
1.2.13 Review special population students' local academic achievement data every 3 & 6 weeks.	Principal Teacher(s)		Every Three Weeks	AWARE CFA & 6 Weeks assessments, District Benchmark	1,2,9
1.2.14 Monitor consistent implementation of the District's Bilingual and ESL program models. Review monthly migrant rosters and priority reports to monitor access to services and program to ensure student success. * Purchase general supplies * Provide summer school * Coordinate with the Migrant Program to assist with students who fail STAAR	504 Administrator Assistant Principal(s) Migrant Strategist		Every Three Weeks	AWARE CFA 6 Weeks Testing, District Benchmarks, STAAR	1,2,9
1.2.15 Purchase supplies to be able to evaluate and monitor the migrant program.	Principal	199, 175, 211	Yearly	Inventory	2



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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
1.2.16 Evaluate state and federal programs using student testing performance results towards developing a comprehensive needs assessment (CNA) and campus improvement plan.	Assistant Principal(s) Bilingual Teacher(s) Counselor(s) GT Teacher Principal Resource Teachers Teacher(s) Testing Strategist		Yearly	AWARE, STAAR, CFA & 6 Weeks assessments, District Benchmarks	1,2
1.2.17 Implement the TTM for grade 5 to identify RTI Tier 2 and Tier 3 students in response to Algebra Readiness.	Testing Strategist Teacher(s)		Every Six Weeks	TTM Diagnostic Reports	2
1.2.18 Implement the IStation Math K-5 for grades 2-5 to identify students who are at risk of not meeting passing requirements for Algebra.	Principal Testing Strategist		Monthly	Diagnostic Reports	2
1.2.19 Utilize specific intervention materials to be used for the targeted afterschool tutorial sessions. , etc. Rally Focus, Mentoring Minds, Curriculum, Associates, Edusmart etc.	Principal Assistant Principal(s) Teacher(s)	199, 175, 211	Yearly	AWARE 3rd & 6 Week tests, District Benchmark, STAAR	1,2
1.2.20 Implement the Texas Early Mathematics Inventory assessments (TEMI) to monitor math progress in numeration-numerical fluency and the District End of the Year grade level assessment in grades K-2nd.	Principal Assistant Principal(s) Testing Strategist		Quarterly	Diagnostic Results	1,2,9
1.2.21 Utilize Istation Reading Inventory data to continually monitor PK-5th grade students for reading progress and at-risk characteristics of dyslexia and related disorders.	Principal Assistant Principal(s) Reading Coach		Monthly	Istation Reports	1,2
1.2.22 Implement and review the district RTI guidelines and handbook.	504 Administrator Counselor(s) Teacher(s)		Every Five Weeks	Progress monitoring forms	1,2



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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
1.2.23 Implement the district RTI flowchart designating the specific Tier I, II, III, and IV intervention programs.	Assistant Principal(s) 504 Administrator		Monthly	Progress Monitoring Forms Weekly assessments, 3rd & 6 Week assessments,	1,2
1.2.24 Implement the special education child find process at every campus.	Principal		Yearly	Meeting-Agenda, Sign In Sheets, Flyers	1
1.2.25 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners (LEP Plans of Success).	Assistant Principal(s)	175, 211, 163	Each Semester	AWARE	1,2
1.2.26 Provide instructional materials for the differentiated instruction of advanced learners.	Assistant Principal(s) GT Teacher Principal Reading Coach Teacher(s)	199, 175, 211, 163	Yearly	AWARE 3rd & 6 Week assessments, District Benchmark, STAAR	1,2,9
1.2.27 Include documentation of accelerated /intensive plan of instruction for students with disabilities and progress monitoring.	504 Administrator Special Ed Teacher(s)	199, 211, 163, 175	Each Semester	Progress Monitoring	1,2
1.2.28 Provide supplemental English intensive instruction for LEP students at the beginning and intermediate levels of proficiency.	Assistant Principal(s) Teacher(s)	163	Yearly	Progress Monitoring	1,2,9
1.2.29 Provide instructional support with a consultant, who will target the writing, revising and editing skills needed to support and improve their writing skills.	Principal	199, 175, 211	Yearly	AWARE	1,2
1.2.30 Teachers will participate in meetings to better serve the GT/HA students every six weeks with the Coordinator for Advanced and Academic Services.	Principal		Weekly	PLC's	2
1.2.31 Students in grades 3rd-5th will participate in Career Day during the first week in April.	Counselor(s)	199	Yearly	Schedules	1
1.2.32 Promote college awareness by participating in College Day weekly.	Principal Teacher(s)		Weekly	Agenda Memos to parents	2,6



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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
1.3.1 Provide professional development activities to support district and campus initiatives and priorities. *Garland *Randy Whitney	Principal	175, 199, 211, 212, 165, 256	Every Six Weeks	STAAR Test Writing District Benchmarks, Six Weeks Tests	4
1.3.2 Participate in professional development for administrators.	Principal Assistant Principal(s) Counselor(s) Testing Strategist	211, 199	Daily	Improving scores	4
1.3.3 Gifted and Talented *Participate in 30 Hour GT Training for new teachers *Participate in the annual 6 hour update	Principal Teacher(s)		Yearly	Sign in Sheets Eduphoria	4
1.3.4 Provide oppurtunities for staff to attend local and state conferences. *Music Conference, *Physical Education Conference *Testing Conference *Differentiation in Instruction	Principal Teacher(s)	199, 211	Yearly	STAAR Reading Test, Benchmarks, Common Assessments 3rd & 6 Week tests.	4
1.3.5 Participate in targeted district-wide professional development to support the identified academic achievement needs for all students in Social Studies and Science. *Key leader trainings	Teacher(s)		Every Five Weeks	Sign ins	4
1.3.6 Support the implementation of GLAD strategies.	Principal		Yearly	Walk Throughs	2
1.3.7 Ensure participation in professional staff development opportunities.	Principal		Yearly	Sign ins	4
1.3.8 Support the implementation of GLAD Strategies with training and monitoring.	Principal Assistant Principal(s) Teacher(s) Testing Strategist	175, 211, 199, 263	Daily	Lesson Plans Walk Throughs	4



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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
<p>1.3.9 Campus administration and staff will participate, but not limited to the following professional development activities to improve student achievement:</p> <ul style="list-style-type: none"> * Campus leadership * Instructional Walk-throughs * Comprehensive Needs Assessment * Campus Improvement Plan * STAAR * Special programs such as Sp. Ed, Bil/ESL, RTI, 504, Dyslexia *Administrators Academy * TEPSA *Fundamental Five Book *Laying the Foundation 	Principal		Yearly	STAAR 3rd & 6th Week assessments, District Benchmarks.	4



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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 Teacher(s)		Every Five Weeks	STAAR Benchmarks, Six Weeks Tests, CFA's	8
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal		Yearly	STAAR, TELPAS, 3rd & 6 Weeks Assessments, I-Station, TEMI, STAR AR and Fluency Reports	8
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Principal	185 211	Yearly	Accountability Report	10,8,9
1.4.4 Disaggregate the CFA & 6 weeks test results and address areas of concern.	Principal Assistant Principal(s) Teacher(s) Testing Strategist		Every Three Weeks	3rd & 6 Week Assessments AWARE	1,2,9
1.4.5 Disaggregate universal screener results and refer identified students to the RTI team as needed. *CPALLS *I-Station Reading *TEMI *AR *Fluency *Benchmarks	Principal Teacher(s) Testing Strategist Assistant Principal(s) Counselor(s) Reading Coach		Every Six Weeks	Diagnostic Reports, Summary Report	1,2,9
1.4.6 Disaggregate state assessment results by grade, subject, and special populations and post on data walls.	Principal Reading Coach Resource Teachers Teacher(s) Testing Strategist Assistant Principal(s) Counselor(s)	199	Yearly	TELPAS STAAR	1,8



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CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.7 Encourage participation in an annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use the surveys to improve the GT program.	Librarian(s) Principal Teacher(s)		Yearly	Parent memos	10
1.4.8 Implement testing instruments used for the identification of gifted students, particularly for special population students.	Principal Teacher(s)		Yearly	GT Testing	10
1.4.9 Monitor the academic progress of economically disadvantaged, LEP students and special education students to ensure they meet the Indexes.	Principal Teacher(s) Testing Strategist		Monthly	Technology programs - I-Station, Think Through Math, STAR Reading, Fluency, 3rd & 6th Week assessments, Benchmarks.	8
1.4.10 Promote and ensure nomination of students in order to have them screened, assessed, and identified for the Gifted and Talented program.	Principal Teacher(s)		Yearly	Parent memos	10
1.4.11 Utilize the PBMAS (Performance-Based Monitoring Analysis System) to address the specific needs of special population groups (LEP, and Special Education)	Principal Assistant Principal(s) Bilingual Teacher(s) Testing Strategist		Yearly	STAAR	8
1.4.12 Conduct a data analysis using the PBMAS and TEASE to increase targeted campus interventions and performance in PBMAS.	Principal SBDM Committee		Yearly	STAAR	8,10
1.4.13 Monitor the LPAC and ARD process and decisions to ensure adherence to state and federal guidelines.	Assistant Principal(s) Principal Teacher(s) Special Ed Teacher(s)		Yearly	TELPAS, Pre LAS, LAS Links, Tera Nova	10



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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
<p>1.4.14 Implement a systematic analysis of curriculum-based assessment and STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.</p>	<p>Principal Teacher(s) Testing Strategist</p>		<p>Yearly</p>	<p>STAAR Benchmarks CFA's</p>	<p>10,8</p>



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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 and district understandings of new standards and key concepts within the state and federal accountability systems.	Principal Testing Strategist		Each Semester	Agendas, Sign In Sheets	10
1.5.2 Review and realign sequencing.	Principal Teacher(s)			Lesson Plans, Road Maps	
1.5.3 Ensure participation in training for Campus Leadership Teams and RTI Teams in order to interpret and evaluate the new state assessments (STAAR).	Principal Assistant Principal(s) Counselor(s) Testing Strategist	199, 211	Yearly	Agendas, Sign in Sheets	8
1.5.4 Participate in training on how to interpret accountability reports specific to special populations.	Principal Testing Strategist	199	Yearly	Agendas, Sign Ins	10,8,4
1.5.5 Implement and follow district level performance standards for STAAR.	Principal Testing Strategist		Yearly	Agendas Sign Ins	8,10
1.5.6 Conduct PLC and faculty meetings to analyze data and align instruction in preparation of the state mandated assessments to ensure how to interpret Safeguard Reports specific to special populations.	Principal Testing Strategist		Every Two Weeks	STAAR, 3rd & 6th Week assessments, Benchmarks, CFAs , Agenda's Sign-In	8,10
1.5.7 The Instruction and Assessment Strategist will participate in trainings in order to interpret and evaluate the changing state assessments. STAAR TELPAS	Principal Testing Strategist	199, 211	Yearly	Agendas & Sign In Sheets	8,10



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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 Utilize electronic resources to expedite communication. *Email *School Messenger *Remind	Principal		Daily	Reports	8
1.6.2 Conduct teacher meetings and attend principal meetings to refine and increase vertical and horizontal communication between all the campus grade levels and feeder campuses.	Principal		Weekly	Agendas Sign In Sheets	10
1.6.3 Conduct collaborative curriculum and instruction meetings to refine and increase communication between stakeholders.	Principal		Every Two Weeks	Agendas Sign In Sheets	8,10
1.6.4 Utilize digital portals to house and distribute curriculum resources and materials. *Google *Drop Boxes *V-Brick	Principal	199, 211	Daily	Emails	10
1.6.5 Provide a weekly events calendar to staff to inform them of upcoming training sessions and meetings.	Principal		Weekly	Weekly Events, Email, Website	10
1.6.6 Attend monthly elementary principals' meetings.	Principal		Monthly	Agenda Sign Ins	10
1.6.7 Attend monthly vertical principals' meetings.	Principal		Monthly	Agendas & Sign In Sheets	10
1.6.8 Continue to have SBDM/CILT meetings to improve communication between administration and teachers.	Principal SBDM Committee CILT Committee	199	Monthly	Agenda Sign Ins	1,10
1.6.9 Participate in elementary GT teacher meetings every six weeks.	GT Teacher		Every Six Weeks	Agendas Sign Ins	4
1.6.10 Assistant principals and counselors will participate in monthly meetings for RTI/Dyslexia and 504.	Assistant Principal(s) Counselor(s)		Monthly	Agendas Sign Ins	10
1.6.11 The DEIC Representative will represent the campus in monthly meetings to improve communication between Central Office and the campus.	Principal Teacher(s)		Monthly	Agendas Sign Ins	10,1
1.6.12 Teachers participate in Key Leader Meetings every six weeks with content directors. *Science *Social Studies *Garland-Math	Principal Teacher(s)		Every Six Weeks	Agendas Sign Ins	4



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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
1.6.13 Participate in Dual Language PLCs every six weeks with the Bilingual Department in order to address the needs of the program implementation.	Principal Bilingual Teacher(s)	175, 211,163	Every Six Weeks	Agendas Sign Ins	4,1



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Build partnerships and collaborate among schools, local businesses, community organizations and State agencies to identify and implement education friendly practices.	Principal Community Liaison		Monthly	Agendas Sign Ins	6
2.1.2 Build positive relationships amongst students, parents, families, educators, and community members to foster and promote high student achievement.	Principal Community Liaison		Yearly	Agendas Sign Ins Memos Google Surveys	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities. *Luncheons-during and End of year *Plaques-End of Year *Recognition-Assemblies *Gift Baskets - mugs, candy, water, pens, backpacks, lunch totes, etc.	Principal Community Liaison	199	Yearly	Agendas Sign Ins Assembly Agenda	6
2.1.4 Continue to promote and build partnerships with local vendors and businesses as well as agencies. *Jump Rope for Heart *Relay for Life *Walmart *Dental Rodeo *STARS *HEB *Luby's *Peter Piper *Chick-Fil-A *Scholastics	Principal Parental Liaison	199	Yearly	Agenda Monthly Assemblies	6



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.5 Plan and conduct parental meetings to keep parents informed on topics that include: * Meet the Teacher Night *Title One Meeting *Family Frameworks * Compulsory attendance requirements * STAAR Assessments * Child Nutrition * Health Information & Immunizations * Bullying and Cyber Bullying * Internet guidelines * Communication * Homework policy and the parent's role * Progress Report Card Night *Student Success In *Curriculum Nights (STAAR/TEKS Objectives(or special population requirements ELAR, Math, Science and Social Studies) * Family Literacy Nights *Health Fair *Progress Report/PTO Nights *Fall Festival *Other Parent Meetings- Technology, AR, Mango Language, etc. *Technology *Data Bases	Principal Parental Liaison	199	Monthly	Agendas Sign In Sheets	6
2.1.6 Continue to promote and participate in Principal for a Day Event.	Principal	199	Yearly	Agenda	6
2.1.7 Participate in regular district parent meetings and region one training.	Parental Liaison	211	Yearly	Training Attendance	6
2.1.8 Keep parents informed of changes in the STAAR state standards, communication and social skills trainings and Safe Schools trainings.	Principal Parental Liaison	199, 211	Yearly	Agendas Sign In Sheets	6
2.1.9 Continue to seek out parent volunteers, community members and business partners to participate Earth Day. *Lowe's *Home Depot *United Methodist Church	Principal Parental Liaison	199, 461	Yearly	Sign-In sheets Notice/Invites	6



**BRYAN 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
2.1.10 Conduct annual Career Day in order to promote college readiness PK-5th grade. *HEB *Police Dept. *Peter Piper *Fire Dept./Ambulance *Dentist	Principal Counselor(s) Parental Liaison	199, 211	Yearly	Flyers - Feedback for Partners in Education	6
2.1.11 Promote attendance of parental conferences addressing state and federal academic requirements to improve students achievement and parent accountability.	Principal Parental Liaison	199, 211	Yearly	Agendas Sign In Sheets	6



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GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Disseminate a Parental Involvement Policy that addresses how parents can be actively involved at the district/campus level.	Principal Parental Liaison		Yearly	Sign In Logs	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Principal Parental Liaison Testing Strategist		Yearly	Sign in Sheets	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Principal Parental Liaison		Yearly	Sign In Logs	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. *SBDM *DEIC *SHAC *FACE	Principal Parental Liaison		Monthly	Sign In Sheets	6
2.2.5 Develop targeted initiatives to increase parental involvement at the campus.	Principal Parental Liaison	175	Yearly	Agendas Sign in Sheets	
2.2.6 Disseminate campus policy and Parent Campus Compact Form during registration	Principal Assistant Principal(s) Parental Liaison		Each Semester	Signed forms	6
2.2.7 Organize and coordinate bi-weekly and monthly parent meetings.	Principal Parental Liaison		Yearly	Sign in sheets	6
2.2.8 Recruit and invite parents to monthly meetings via Messenger, Flyers, Memos home.	Principal Parental Liaison		Yearly	Sign In Sheets	6
2.2.9 Recruit parents to participate in campus and district committees such as SHAC, PAC, SBDM, PTO etc.	Principal Parental Liaison		Yearly	Sign In Sheets	6



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CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.10 Utilize parental and community members' expertise as guest speakers.	Principal Parental Liaison		Yearly	Sign in Sheets	6
2.2.11 Provide trainings and informational meetings based upon parent interests and needs.	Principal Parental Liaison		Yearly	Sign in Sheets Information Flyers Notices	6
2.2.12 Provide parent training on specific student population needs. *LEP Students *Migrant Students *Special Education/504/RTI *GT/High Achievers *At Risk Students	Principal Parental Liaison		Monthly	Sign in Sheets Information Flyers Notices	6
2.2.13 Establish an orderly system encouraging parents to assist teachers with copying instructional materials, assisting with instructional resources or helping out in school events.	Principal Parental Liaison		Daily	Sign in Logs and work order forms	6



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CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications are in a format and language parents will understand. (English & Spanish) *Messenger *Memos home	Principal		Daily	Observation - Letters going out	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Principal		Yearly	observation	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Principal Parental Liaison		Daily	Observation	6
2.3.4 Ensure parent meetings, conferences and presentations are done in their native language. English and Spanish	Principal Parental Liaison		Yearly	Observation	6
2.3.5 Provide training to ensure parents are aware and given the opportunity to sign up for TEMS Parent Portal in order to have access to their child's academic data. PP Training for Parents and Progress Report Card Night	Principal Parental Liaison		Yearly	observation and sign in sheets	6
2.3.6 Utilize the automated calling system to make mass announcements of campus upcoming events. *Messenger -English and Spanish	Principal Assistant Principal(s)		Yearly	observation	6
2.3.7 Provide regular communication of campus initiatives and information to parent liaisons. *Email *Weekly Events	Principal		Weekly	Email and weekly events	6
2.3.8 Ensure parental liaison attends professional development and training on state and federal updates that apply to our students, so they can inform the parents.	Principal Parental Liaison Testing Strategist		Yearly	observation Documentation of P.D. credits	6



**BRYAN 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 Review security audit findings and evaluate recommendations. *All classroom doors will be closed and locked at all times. *Only one main entrance access for anyone entering the school. *Substitute safety procedure plan will be implemented. (Sub Folder has data needed for that day)	Principal Teacher(s)		Each Semester	Reports	10
3.1.2 Continue to conduct a needs assessment to determine the facilities and equipment needs of all of the campus.	Principal		Yearly	Reports	10
3.1.3 Assist maintenance personnel to inspect the facilities and school grounds and report the findings to administration.	Principal		Yearly	Reports	10
3.1.4 Continue the implementation of the electronic record system.	Principal		Daily	Reports	10
3.1.5 Address security and safety audit findings to ensure safety.	Principal		Daily	Reports	10
3.1.6 Submit completed work orders based on the findings in a timely manner.	Principal		Yearly	Reports	10
3.1.7 A campus based safety committee will be established to address safety issues. They will report findings to administration.	Principal P.E. Coach Assistant Principal(s) School Nurse Teacher(s)		Each Semester	Reports Sign in sheets	10
3.1.8 Ensure that campus inventories are addressed to update, purchase and fix equipment.	Principal		Each Semester	Reports	10
3.1.9 Submit work orders utilizing the electronic record system of the MCISD Maintenance Dept.	Principal		Daily	Reports	10



**BRYAN 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	199	Each Semester	Reports	10
3.2.2 Establish a five year plan that outlines the furniture replacement schedule for replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Principal		Each Semester	Reports	10
3.2.3 Encourage the use of the district on-line auction system to discard obsolete furniture/equipment.	Principal		Monthly	Reports	10
3.2.4 Surplus campus furniture will first be redirected to campuses with need before declaring it District surplus.	Principal		Each Semester	Reports	10
3.2.5 Submit work orders utilizing the district's Help Desk to repair equipment/furniture or remove old equipment/furniture for disposal.	Principal		Each Semester	Reports	10
3.2.6 Assist in promoting the District's on-line auction system and make employees, parents and community members aware of availability.	Principal		Each Semester	Reports	10
3.2.7 Purchase furniture and equipment as needed for campus growth or to replace if it is no longer useable.	Principal	199,211,175	Each Semester	Reports	10



**BRYAN 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. The following should be in place: intercom, 2 way radios, safety committee, campus security.	Principal Assistant Principal(s)		Monthly	Monthly Log	10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Principal		Monthly	Binder available	10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment. This will include providing the 2 way radios, safety cones, traffic stop signs, and crosswalk vests. Barriers in the pick up area, awnings to protect students from sun and rain.	Principal	199, 211, 461	Monthly	Agenda Sign Ins Maintenance Report	10
3.3.4 Continue to implement the district-wide Discipline Plan.	Principal Assistant Principal(s) Teacher(s) Counselor(s)		Monthly	Behavior logs submitted monthly	10
3.3.5 Conduct climate surveys.	Principal		Yearly	Reports	10
3.3.6 The campus will review/analyze discipline referral data for proper deployment of safety and security resources.	Principal Assistant Principal(s)		Yearly	Referrals data	10
3.3.7 Evaluate Emergency Operation Plans for relevance and effectiveness of the campus.	Principal		Each Semester	Documentation of monitoring	10
3.3.8 Conduct regular inspection of overall campus facility.	Principal Assistant Principal(s)		Monthly	Reports	10
3.3.9 Attend campus employee training in responding to an emergency. *First Aid Training *CPI	Principal Assistant Principal(s)		Yearly	Sign In Sheets	10
3.3.10 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Principal		Monthly	Monthly logs	10
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	Provide documentation of meeting	10



**BRYAN 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
3.3.12 Implement a security audit of the District's facilities at least once every three years.	Principal		Yearly	Reports	10
3.3.13 Continue to implement the REM4ed Incident Management System.	Principal		Daily	Reports	10
3.3.14 Ensure participation in training for some campus staff on the use of the REM4ed Incident Management System.	Principal		Yearly	Sign In Sheets	10
3.3.15 Provide safety equipment for campuses. * Enclose all campuses * Provide security cameras *Provide a security guard	Principal		Daily	Documentation	10
3.3.16 Continue to attend training on the Texas Behavior Support Initiative (TBSI), Crisis Prevention Intervention (CPI), components to school employees in order to address the provisions of the law for students under (IDEA).	Principal Assistant Principal(s)		Yearly	Documentation on file	10
3.3.17 Participate in DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to the Alternative School	Principal Assistant Principal(s)		Yearly	Documentation on file	10
3.3.18 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Principal Assistant Principal(s)		Yearly	Reports	10
3.3.19 Participate in exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Principal Assistant Principal(s)		Yearly	Reports	10
3.3.20 Monitor special education discipline placement in ISS, OSS, and DAEP over the course of the year.	Principal Assistant Principal(s)		Yearly	Reports	10
3.3.21 Allow the school to fund a certified nurse's assistance, so he/she can assist the LVN with the medical needs (injuries, illnesses, medication, etc.) of our students due to the increase of our student population.	Principal School Nurse	211	Yearly	Reports, Nurses Passes	1



**BRYAN 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)		Monthly	Schedule Monthly logs	10
3.4.2 Ensure counselor participates in regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Coordinator for Student Serv/Guidance/Counsel		Monthly	Agenda Sign Ins Staff Development notices	1,10
3.4.3 Conduct classroom presentations and Individual/Group sessions based on a needs assessment for grades K-5th grades. * Conflict Resolution * Bullying * Sexual Harassment Intervention * Drug Prevention * Self-Awareness * Self Injury/Suicide * Child Abuse Awareness * Communication Skills * Study Skills * College Readiness	Counselor(s)		Monthly	Schedules Monthly logs Agendas	10
3.4.4 Participate in planning sessions at designated intervals to coordinate student counseling services	Counselor(s)		Every Two Weeks	Monthly logs	10
3.4.5 Assist students in monitoring and understanding their own career pathway through pre-registration and career awareness. * Academic Planning (5th grade) * Career Day (PK-5th grades) * Student Orientation (5th grade)	Counselor(s)		Yearly	Monthly logs Schedules	10
3.4.6 Participate in professional development to enhance guidance and counseling services for the well being of all students.	Counselor(s)		Yearly	Documentation	10



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Conduct professional development training for all elementary teachers and staff to support the safety and wellness of the students.	Counselor(s)		Yearly	Sign in Sheet	10
3.5.2 Attend training to acquire knowledge and capacity to improve student behavior, encourage goal setting, increase academic skills, increase attendance and discourage the use of illegal drugs and alcohol.	Counselor(s)		Yearly	Monthly logs	10
3.5.3 Ensure the campus is monitoring At-Risk students' grades, attendance, and discipline reports.	Counselor(s)		Yearly	Reports	10
3.5.4 Provide additional support for the special population groups to ensure these students do not drop out of school.	Counselor(s) Parental Liaison		Yearly	Trainings	10
3.5.5 Police officers will work with campus and community to develop a problem solving partnership. * Security Guard (Elementary)	Principal		Daily	Observation	10
3.5.6 Provide awareness for teachers and staff to improve the following: *student behavior *goal settings *increased attendance *increased motivation *discourage the use of drugs	Counselor(s)	199	Yearly	Monthly logs Schedules	10



**BRYAN 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. *Hardware *Network Infrastructure *Software Integration *Support Staff *System Management Resources	Principal	199, 175, 211	Monthly	Inventory	10
3.6.2 Renew site based licenses for the approved list of instructional software applications.	Principal Librarian(s)	199, 211, 175	Each Semester	Monthly usage report	2
3.6.3 Ensure campus completion of the Texas School Technology and Readiness STaR chart at the campus level.	Testing Strategist Principal		Yearly	Chart	4
3.6.4 Continue to replace computers, document cameras, EIKI's that are obsolete (over 5 years) and include instructional software and update video cables for faculty and administrators.	Principal	199, 211, 175	Yearly	Inventory	10



**BRYAN 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.	Principal Assistant Principal(s)		Yearly	Sign in Sheets Eduphoria	2
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Testing Strategist		Yearly	Eduphoria	4
3.7.3 Campus personnel will coordinate with the technology department to address technology needs to support growth, state & local reporting, network infrastructure and mandated curriculum which will include: • Network Specialist (District) • Instructional Technology Trainer (Campus-Shared) • Campus Support Technicians (Full time campus) • Webmaster (Full time) • State Reporting Specialist (Programing,PEIMS)	Principal Librarian(s) Campus Instructional Technologist		Quarterly	Comprehensive Needs Assessment	1
3.7.4 Attend monthly trainings for grade book, attendance, PEIMS, and Discipline.	Assistant Principal(s)		Monthly	Sign In Sheet	1
3.7.5 Provide teachers with training and dates regarding TEMS Gradebook and attendance.	Principal Campus Computer Technician		Each Semester	Sign in Sheets	1
3.7.6 Run Progress Report and Report Cards in a timely manner and distribute to teachers.	Principal Campus Computer Technician		Every Four Weeks	Reports	10



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Review fixed assets comprehensive inventory for all technology hardware: (EPLAN Goal 3.6) and implement a plan for reposition/ replacement of technology equipment.	Principal	175, 199, 211	Yearly	Work order	1
3.8.2 Explore the option to implement online testing by reviewing the computer to student ratio and possible funding. (EPLAN Goals 3.6, 4.1).	Principal		Monthly	Reports Inventory	1
3.8.3 Support and explore curriculum integration activities by providing technology to promote student achievement. *Wireless Mouse *Interwrite Boards *Tablets/I-Pads *Chrome Books *Laptops *Copiers *Scanners *Headphones *Whiteboards	Principal	199, 211, 175, 212, 195, 171	Yearly	Inventory Reports	1
3.8.4 Expand and improve technology infrastructure	Principal		Yearly	Work order	1
3.8.5 Implement Think Through Math in grades 3rd-5th grades	Principal Assistant Principal(s) Teacher(s)		Monthly	Reports	1
3.8.6 Implement the following programs: * Reading/Math IStation *Think Through Math *Reflex *Imagine Learning *Stemscopes *My World	Principal Assistant Principal(s) Teacher(s)	199	Monthly	Reports	1
3.8.7 Implement the use of mobile devices in KN-5th grades in order to deliver curriculum and enable students to read and promote literacy.	Principal Librarian(s)	199, 211M 175	Yearly	Inventory Reports	1,2
3.8.8 Utilize V-Brick for morning announcements, speeches, and staff development.	Assistant Principal(s) Principal	199	Daily	Reports Teacher Feedback	1



**BRYAN 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 and support staff.	Principal		Yearly	Sign in Sheets	4
3.9.2 Analyze data in a timely manner.	Testing Strategist		Weekly	3rd & 6 Week Tests, Benchmarks, STAR AR, I-Station, Fluency, TEMI, CPALLS, Reflex and Think Through Math	1
3.9.3 Attend on going training at the beginning of the year and during the summer to acquire CPE credits.	Principal		Yearly	Sign in sheets	1
3.9.4 Conduct a needs assessment to determine areas of priority for staff development in the area of technology.	Principal		Each Semester	Report	1



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

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

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Increase understanding of financial aspects.	Principal		Yearly	Reports Agenda Sign Ins	10
3.10.2 Provide business office procedures training to all administrators, secretaries/clerks, and sponsors	Principal		Each Semester	Sign in Sheets	4
3.10.3 Attend meetings relevant to the financial aspects of the campus.	Principal		Yearly	Sign in Sheets	10
3.10.4 Attend meetings relevant to the financial aspects of the campus.	Principal		Yearly	Sign in sheets	4
3.10.5 Attend finance meetings provided by the Finance and Operations Department in purchasing, travel etc. procedures.	Principal		Yearly	Sign in sheets	4
3.10.6 Ensure attendance at semi-annual trainings of business office procedures to secretaries/clerks and activity sponsors.	Principal		Yearly	Sign in sheets	4



**BRYAN 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		Daily	Budget copy	10
3.11.2 Attend an overview for campus administrators on budget allocations and balances.	Principal		Yearly	Sign in sheet	4
3.11.3 Monitor and update monthly budget balances.	Principal		Monthly	Budget	10
3.11.4 Review monthly income statement reports.	Principal		Daily	Budget printouts	10
3.11.5 Conduct and use the Comprehensive Needs Assessment to determine areas of priority for funding allocation.	Principal		Daily	Budget and CNA	10
3.11.6 Ensure that appropriate funding is allocated in areas of priority - special populations and submit budget to Central Office in a timely manner	Principal		Yearly	Budget	10



BRYAN ELEMENTARY CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

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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 state and federal accountability.	Principal		Every Six Weeks	Reports and Schedules Enrollment data	5,1,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal		Each Semester	Applitrack Reports	5,1
4.1.3 Utilize qualified substitute teachers.	Assistant Principal(s)		Weekly	AESOP Reports-Substitute Availability Report	1
4.1.4 Employ Team teachers to assist with small group interventions in order to meet state accountability, federal accountability and PBMS.	Principal	199, 175, 211	Monthly	Attendance Sheets Schedules	5
4.1.5 Review and share student enrollment reports with staff, including PEIMS demographic information provided by Information Systems.	Principal		Monthly	LEP and Testing Demographic Reports	5
4.1.6 Ensure proper placement of students according to special program requirements and committee recommendation such as ARD, LPAC, RTI, 504, etc	Principal Assistant Principal(s)	175, 211	Monthly	Progress Reports Enrollment Data	5
4.1.7 Utilize Applitrack system to review qualifications for vacancies and identify highly qualified individuals for interview consideration.	Principal		Yearly	Applitrack	5
4.1.8 Continue to recognize teacher of the year and support of the year.	Principal Assistant Principal(s)		Yearly	Teacher of the Year Questionnaire	3
4.1.9 Ensure participation in the employee recognition and retirement celebration for April 2017.	Principal		Yearly	Retirement forms	3
4.1.10 Provide new teachers with ongoing support through TX-BESS mentoring and other sources	Principal		Yearly	Walkthroughs	3
4.1.11 Ensure teachers meet requirements for stipends available for Bilingual instruction.	Principal Assistant Principal(s)	211, 175, 263	Each Semester	Stipend Application	3,1
4.1.12 Utilize AESOP reports in order to schedule, maintain and rate substitutes.	Assistant Principal(s)		Quarterly	AESOP Report	3
4.1.13 Team teachers will work with students while teachers work mainly with students that are struggling academically (at-risk) and those that didn't pass STAAR.	Principal Assistant Principal(s)	175, 211	Weekly	Reports and Schedules	3,1



**BRYAN ELEMENTARY
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

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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.	Principal	211, 175	Each Semester	CNA Staffing Reports Enrollment Reports	1,2,5
4.2.2 Continue to review job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal	175, 211	Each Semester	Staffing Reports Enrollment Reports	3,1,5
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal		Monthly	AESOP Reports	3
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 Curriculum.	Principal		Yearly	PLC Data Key Leader Meetings Meetings with Coordinators	1,2
4.2.5 Review staffing guidelines and considering budget restraints, determine how to best meet the needs of the campus.	Principal	175, 211	Each Semester	Staffing Report	1,2
4.2.6 Ensure staff study has been reviewed and campus is aligned to the recommendations.	Principal		Yearly	Agenda Sign Ins	1,2
4.2.7 Provide instructional staff to increase student academic achievement.	Principal	175, 199, 211	Yearly	Staff Enrollment 6 Weeks Data Benchmarks STAAR	3,1,2
4.2.8 Ensure that personnel meet and carry out job responsibilities	Principal		Yearly	T-TESS	1
4.2.9 Continue to implement the district AESOP system.	Principal		Daily	AESOP Reports	1
4.2.10 Ensure elementary coordinators are actively supporting teachers to implement the MCISD curriculum.	Principal		Yearly	Walk Throughs Key Leader Meetings PLCs	1
4.2.11 Personnel will keep an educational professional portfolio that will represent classroom data.	Principal Teacher(s)		Daily	Portfolios	3,2



**BRYAN 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).	Principal		Monthly	Agenda Sign Ins QAMO Report	4,1
4.3.2 Provide financial support to teachers in order to obtain certification in areas of high need.	Principal		Monthly	Agenda Sign Ins	4
4.3.3 Teachers will attend staff development that fulfills Teacher Quality Annual Measurable Objective (TQAMO) requirements.	Principal		Yearly	Agenda Sign Ins	3
4.3.4 Utilize Eudophoria to generate professional development reports	Principal		Yearly	Reports Staff Development Sign Ins	4,1
4.3.5 Ensure stipends are provided to teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Principal Assistant Principal(s) Teacher(s)		Each Semester	LEP Rosters Schedules Stipend Application	3
4.3.6 Utilize the district's web travel system to record and approve personnel travel for staff development.	Principal	199, 211	Yearly	Web Travel application	4

CAMPUS PERFORMANCE BRYAN ELEMENTARY
2016-2017



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	75	72	69	67	75	79	81	77	77	67	70	65	65	79	79	74	80	77	75	69	
African American	65	78	86	*	61	75	80	*	68	77	86	*	57	72	*	65	69	88	*	*	69	89	-	
Hispanic	71	74	71	75	67	69	67	75	76	80	77	77	62	70	65	*	75	78	74	80	73	75	69	
White	85	85	78	78	83	82	79	71	87	87	87	86	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	41	35	33	27	39	49	52	47	33	30	32	29	*	47	45	46	*	45	44	49	
Ec. Disadvantaged	68	72	69	73	64	66	64	73	73	79	75	74	58	68	61	61	72	77	72	82	69	73	68	
ELL	57	60	53	70	51	51	47	65	69	72	65	73	50	57	45	58	57	62	56	81	48	50	38	

**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**



Bryan Elementary

	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American				
Hispanic	97.4	97.4		
White	96.1	97.2		
Eco. Dis.	96.9	96.9		
All Students	97.3	97.4		

	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		

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

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$87,936
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	0
161	STATE VOCATIONAL	0
171	STATE SPECIAL EDUCATION	\$2,500
175	STATE COMPENSATORY	\$49,984
165	STATE BILINGUAL	\$32,032
173	HIGH SCHOOL ALLOTMENT	0
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$75,242
212	TITLE I MIGRANT	\$20
224	IDEA-B FORMULA	0
244	CARL PERKINS (CTE)	0
255	TITLE II- PART A Classroom Size Red/Eisenhower	0
263	TITLE III- BILINGUAL	\$12,864