

Laredo Independent School District

Alma A. Pierce Elementary School

2020-2021 Campus Improvement Plan

Accountability Rating: Not Rated: Declared State of Disaster

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Postsecondary Readiness



Mission Statement

At Alma A. Pierce Elementary School, we strive for all students from Pk3 to 5th grade to excel academically by building a strong academic foundation, positive learning environment, and safe school climate.

Vision

Alma A. Pierce staff will be committed to meet the needs of every student with optimal learning opportunities in order to obtain high levels of success.

Value Statement

Today's learners are tomorrow's leaders.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

- | STUDENT INFORMATION | TOTAL |
|----------------------------|-------|
| Hispanic | 823 |
| White | 6 |
| Economically Disadvantaged | 819 |
| English Learner (EL) | 505 |
| Non LEP | 314 |
| At Risk | 532 |
| Special Education | 53 |
| Dyslexia | 23 |
| GT | 45 |
| Migrant | 4 |

Demographics Strengths

- Positive parent/teacher relationships
- Campus initiatives to enhance student learning and promote student success (Extended Day, Super Saturday Tutorials, AR Lunch Bunch, Top Student of the Month/Top AR Student of the Month, Extended Library times, etc.)
- Homeogenous grouping
- Parental involvement in district/school events and activities
- 104 registered parent volunteers
- Early interventions for At Risk students

Problem Statements Identifying Demographics Needs

Problem Statement 1: Student attendance rates are inconsistent throughout each six weeks and have been declining within the past years. For school year 2018-2019, the attendance rate was 97.0%. **Root Cause:** Our attendance rates are impacted due to high mobility rate (17.3%), lack of transportation, family support systems, and adequate healthcare available to families.

Problem Statement 2: There has been an overflow of special education students in PPCD. **Root Cause:** Teachers are more aware of identification, increasing the number of students being tested and qualifying.

Student Learning

Student Learning Summary

SUBJECTS	APPROACHES (2018)	APPROACHES (2019)	MEETS (2018)	MEETS (2019)	MASTERS (2018)	MASTERS (2019)
All subjects	88%	91%	57%	63%	27%	34%
Reading	88%	89%	53%	60%	27%	33%
Math	95%	96%	68%	68%	38%	41%
Science	91%	93%	53%	76%	14%	35%
Writing	68%	74%	38%	44%	8%	11%

Student Learning Strengths

- Instructional materials for all grade levels are provided at the beginning of the year.
- Extended day tutorials for Kinder - 5th grade students have been implemented since the month of September 2019.
- Super Saturday tutorials have been implemented since January 2019 from 8:30 a.m. -11:30 a.m.
- Disaggregation of data for state and local assessments such as, Benchmarks, Rigby, TPRI, etc for all grade levels is done reguarly in order to drive instruction.
- Instruction is aligned to state and local requirements.
- Extended library times (Mon., Wed. & Thurs. from 3:45 p.m. - 4:30 p.m. Saturday Extended Library times have also been implemented since January.
- Lil' Cowboys PK Reading Promgram is in place and has been increasing in enrollment since its implentation.
- Student Achievement Ceremonies, such as Student of the Month/Top AR Student of the Month, Lunch Bunch, End of the Year Awards, Perfect Attendance incentives, AR incentives, etc.
- Our campus has Met Standard on three domains: Student Achivement (91), School Progress (92), and Closing the Gap (75).
- Our campus received 4 Distinction Designations: Academic Achievement in ELA/Reading, Academic Achievement in Mathematics, Academic Achievement in Science, and Postsecondary Readiness
- Increase in instructional walk throughs conducted by administration.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Special education and English learners in 3rd - 5th grades have been struggling to get a performance rate at Meets and Masters. **Root Cause:** Failure to consistently implement relevant and rigorous instruction that will help students perform at these levels.

Problem Statement 2: Students are not meeting the target for Rigby in Kindergarten and 1st grade. **Root Cause:** The growth range from one target to the next is large.

Problem Statement 3: The 2nd grade TPRI scores have not been on target (below 80%). **Root Cause:** There is a high mobility rate of students and there are teachers new to the grade level.

School Processes & Programs

School Processes & Programs Summary

Curriculum, Instruction & Assessment

At Alma A. Pierce Elementary School, we strive for all students from Pk3 to 5th grade to excel academically by building a strong academic foundation, positive learning environment, and safe school climate. Based on the 2018-2019 School Report card, our campus has received an overall score of 87. We are working on improving our Writing scores, which we have continuously struggled to improve. With the assistance of Sandra Quiroga and district deans, Writing professional development trainings and modeled lessons have been provided to our 4th grade teachers in order to ensure that our Writing scores improve. More walkthroughs have been conducted and teachers are provided with immediate feedback in order to better service their students.

Data (power of 7 reports and progress monitoring reports) is disaggregated in order to determine the needs of our students throughout all grade levels and to improve student achievement.

Staff Recruitment & Retention

At Alma A. Pierce we strive to attract and retain excellent educators in order to drive a well-functioning education system, a system that will provide quality instruction to diverse learners.

School Organization

Alma A. Pierce staff will be committed to meet the needs of every student with optimal learning opportunities in order to obtain high levels of success. We received four distinctions and will strive to continue to receive these distinctions. We will strive to continue to build positive relationships by actively communicating with our students and their families by relaying the expectations that our district/campus has for all our students.

School Processes & Programs Strengths

- Continue to recruit and retain highly qualified personnel
- Weekly PLC meetings
- Develop and promote initiatives that enhance the Accelerated Reader Program in order to attain 100% student participation
- Support Early literacy programs, such as Lil' PK Reading Program and 100 Book Club for Kinder students.
- RTI interventions in place
- Disaggregation of data in all grade levels in order to enhance student achievement
- Teacher Mentor Program
- Support provided by the campus Instructional specialist
- Communities in Schools is partnered with our campus to help families with needs

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: The number of referrals being made by 3rd-5th grades is high per six weeks (average of 6-7). **Root Cause:** The PBIS system is not being followed with fidelity.

Problem Statement 2: The use of technology in the classroom to create blended learning is not being incorporated by all teachers. **Root Cause:** Teachers are afraid to implement new technology they are unfamiliar with.

Perceptions

Perceptions Summary

At Alma A. Pierce our main goal is to provide quality instruction to our 21st century learners. We want to create learners that are acquiring knowledge in a context that is meaningful and in the process, for them to take ownership of their own learning. We want to maintain constant communication with all stakeholders in order to communicate state and local expectations for all of our students.

We collaborate with all campus stakeholders in order to form a school culture in which rich, supportive, and energizing relationships will be enhanced. We find efficient ways to understand and solve staff problems, prevent conflicts and generally enrich our school culture.

We encourage parental involvement by actively recruiting parents. Our goal is to increase our parental involvement percentages by 3% every year.

Perceptions Strengths

Our campus has 104 registered parent volunteers.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Currently, there are 36 active parent volunteers with 18 of them being full time volunteers. We plan to increase our parental involvement percentage by 3% next year. **Root Cause:** Providing more opportunities to entice parents to get involved in our school.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data

Employee Data

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: Alma A. Pierce will offer students a relevant, rigorous, and visible curriculum in order to ensure that all students demonstrate a yearly increase in state assessments and the Texas Success Initiative (TSI) College Readiness, Domain I score will increase from 87 % to 90%.

Pierce Elementary will increase student's reading performance from PK-3rd grade to meet HB3 requirements and reading academic readiness by utilizing research based instruction.

Pierce Elementary will increase student's mathematics performance from PK-3rd grade to meet HB3 requirements and mathematics academic readiness by utilizing research based instruction.

Evaluation Data Sources: TAPR, STAAR accountability data.

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will utilize research based pedagogies, instructional techniques, learning strategies, and educational resources to ensure that all populations (EL, Sp. Ed., At-Risk, Eco. Disadvantaged, Homeless, GT, and 504/Dyslexia) students demonstrate a yearly increase in state/local assessments and the Texas Success Initiative (TSI) college readiness.</p> <p>Strategy's Expected Result/Impact: Weekly PLCs, staff development trainings, planning sheets, agendas, and sign-ins.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Librarian Counselors Tech. Trainer</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Comprehensive Support Strategy</p> <p>Funding Sources: 199-11-6329-00-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$2,000, 199-11-6399-00-111-1-25-000 - 199 - General Fund: Bilingual (PIC 25) - \$56,600, 199-11-6399-00-111-1-30-000 - 199 - General Fund: SCE (PIC 30) - \$142,945, 199-12-6329-20-111-1-30-000 - 199 - General Fund: SCE (PIC 30) - \$5,000, 199-12-6329-20-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$1,726, 199-11-6249-98-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$4,365</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 2: Alma A. Pierce will implement LISDs C.A.R.E.S curriculum, Fundamental Five components, TELPAS Writing district initiative, and Vertical Alignment campus-based initiatives.</p> <p>Strategy's Expected Result/Impact: Positive impact on local/state assessments</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Librarian Counselors Tech. Trainer</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Curriculum</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 3: Alma A. Pierce will continue to monitor Tier II and Tier III instruction and interventions for all At-Risk students. Students will use technology programs such as, iStation, Smarty Antz, Head Sprout, etc. to improve students' learning processes and outcomes.</p> <p>Strategy's Expected Result/Impact: Positive impact on local/state assessments</p> <p>Staff Responsible for Monitoring: Administration Teachers Support Staff SPED teachers Dyslexia Teacher</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
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<p>Strategy 4: Alma A. Pierce faculty and staff will assist classroom teachers to allow for intensive enrichment and development for the Gifted and Talented students by providing more depth and complexity instruction. Faculty and staff will become familiar with theory, research, curriculum strategies, and educational practices necessary to develop and sustain high quality classroom-based opportunities for advanced student learning.</p> <p>Strategy's Expected Result/Impact: Check weekly lesson plans, local/state assessment data</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Librarian Counselors Tech. Trainer</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p>Funding Sources: 199-13-6239-00-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$800</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 5: Alma A. Pierce will review DMAC reports in order to develop and monitor prescriptive instruction, interventions, tutorials, and educational plans for all students.</p> <p>Strategy's Expected Result/Impact: All students will be provided with differentiated instruction, interventions, and acceleration in order to improve their academic performance.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Librarian Counselors Tech. Trainer</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 6: Alma A. Pierce will develop a prescriptive and vertical alignment plan for Writing with heavy focus on sub population groups. A writing committee will meet with individual students to review compositions and conference with students.</p> <p>Strategy's Expected Result/Impact: Positive impact on local/state assessments</p> <p>Staff Responsible for Monitoring: Teacher Administration Instructional Specialist ELAR Dean</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 7: Alma A. Pierce will supplement the necessary materials to teachers and students in order to improve student achievement.</p> <p>Strategy's Expected Result/Impact: Positive impact on local and state assessments.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Funding Sources: 199-11-6399-00-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$21,595, 211-11-6399-99-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$2,190, 199-11-6399-99-111-1-11-INS - 199 - General Fund: Basic Instruction (PIC 11) - \$10,152</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 8: Alma A. Pierce will supplement the necessary materials for the Gifted & Talented program in order to improve student achievement.</p> <p>Strategy's Expected Result/Impact: Positive impact on local and state assessments.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Sp. Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Funding Sources: 199-11-6399-00-111-1-21-000 - 199 - General Fund: GT (PIC 21) - \$720</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Mar</th> <th>June</th> <th>July</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Mar	June	July				
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Nov	Mar	June	July														
<p>Strategy 9: Alma A. Pierce will utilize research based pedagogies, instructional techniques, learning strategies, and educational resources to ensure that all populations (EL, Sp. Ed., At-Risk, Eco. Disadvantaged, Homeless, GT, and 504/Dyslexia) students demonstrate a yearly increase in CIRCLE literacy and TPRI/Tejas LEE.</p> <p>Strategy's Expected Result/Impact: The percent of PreK students that score on grade level or above in CIRCLE Literacy will increase from 83% to 85% by June 2021.</p> <p>The percent of K students that score on grade level or above in TPRI will increase from 91% to 92% by June 2021.</p> <p>The percent of 1st grade students that score developing in TPRI/Tejas LEE increase from 94% to 95% by June 2021.</p> <p>The percent of 2nd grade students that score developing TPRI/Tejas LEE increase from 90% to 91% by June 2021.</p> <p>The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 66% to 68% by June 2021.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Specialist Librarian Counselors Tech. Trainer</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Mar</th> <th>June</th> <th>July</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Mar	June	July				
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<p>Strategy 10: Alma A. Pierce will utilize research based pedagogies, instructional techniques, learning strategies, and educational resources to ensure that all populations (EL, Sp. Ed., At-Risk, Eco. Disadvantaged, Homeless, GT, and 504/Dyslexia) students demonstrate a yearly increase in CIRCLE math and District EOY in math.</p> <p>Strategy's Expected Result/Impact: The percent of PreK students that score on grade level or above in CIRCLE Math will increase from 93% to 94% by June 2021.</p> <p>The percent of K students that score on grade level or above in District EOY will increase from 82% to 84% by June 2021.</p> <p>The percent of 1st grade students that are score on grade level in Math on the District EOY Benchmark increase from 66% to 70% by June 2021.</p> <p>The percent of 2nd grade students that score on grade level in Math on the District EOY Benchmark will increase from 92% to 93% by June 2021.</p> <p>The percent of 3rd grade students that score meets grade level or above on STAAR Math increase from 66% to 69% by June 2021.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Specialist Counselors Tech. Trainer</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 2: Alma Pierce will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 91 to 95

Evaluation Data Sources: TAPR Reports -STAAR/EOC
 TELPAS Reports
 PBMAS

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will develop and provide prescriptive student interventions/tutorials in order to meet growth based on previous and current years' state/local assessments. Tutorials will be the following:</p> <p>Tutorials for 3rd-5th grade students will start in October and continue for the rest of the year.</p> <p>Super Saturday Tutorials for 3rd - 5th graders will begin in January.</p> <p>Strategy's Expected Result/Impact: Review local/state assessment data on a regular basis.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Specialist Support Staff Bilingual Strategist Counselors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: 199-11-6119-20-111-1-30-000 - 199 - General Fund: SCE (PIC 30) - \$50,000</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 2: Alma A. Pierce will evaluate and utilize the implementation of software that has been purchased by the campus/district in order to enhance student learning.</p> <p>Strategy's Expected Result/Impact: Data and usage reports will be reviewed on a regular basis in order to determine the impact and growth on student achievement.</p> <p>Staff Responsible for Monitoring: Administration Instructional Specialist Teachers Tech. Trainer Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Comprehensive Support Strategy</p> <p>Funding Sources: 199-12-6249-00-111-1-11-LIC - 199 - General Fund: Basic Instruction (PIC 11) - \$850, 211-11-6249-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$810</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.





Performance Objective 3: Alma Pierce will supplement Reading and Math instructional programs to meet the needs of all special population students in order to increase student achievement to Meets or Masters and close performance gaps.

Domain III Score will increase from 91 to 95.

Evaluation Data Sources: TAPR Reports -STAAR/EOC
 TELPAS Reports
 PBMAS

Summative Evaluation: None

<p>Strategy 1: Alma A Pierce will supplement Reading and Math instructional programs in order to support reading and math best practices and instructional models to all students in order to improve student achievement to Meets or Masters.</p> <p>Strategy's Expected Result/Impact: Students will receive supplemental Reading and Math instruction in order to ensure that they obtain Meets or Masters performance levels and show academic growth on a yearly basis.</p> <p>Staff Responsible for Monitoring: Administration Instructional Specialist Teachers Librarian Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will consistently monitor Accelerated Reader program and ensure that all students meet their marking period goals on a yearly basis.</p> <p>Strategy's Expected Result/Impact: Data and usage Accelerated Reader reports will be reviewed Bi-weekly.</p> <p>Interventions will be in place in order to assist those students that are struggling to meet their AR goals.</p> <p>Staff Responsible for Monitoring: Administration Teachers Librarian Librarian Assistant</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July





<p>Strategy 3: Alma A. Pierce will ensure to provide rigorous instruction to our Sp. Education students through content mastery and in class support.</p> <p>Strategy's Expected Result/Impact: Students will receive rigorous reading and math instruction in order to improve state accountability domains.</p> <p>Staff Responsible for Monitoring: Administration Instructional Specialist Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 4: Alma A. Pierce will ensure that the Sp. Education program receives the necessary materials to enhance instructions for the students.</p> <p>Strategy's Expected Result/Impact: Students will receive rigorous reading and math instruction in order to improve state accountability domains.</p> <p>Staff Responsible for Monitoring: Administration Instructional Specialist Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: 199-11-6399-00-111-1-23-000 - 199 - General Fund: Special Education (PIC 23) - \$122</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: Alma Pierce will supplement instructional programs to increase district/campus graduation rate for all students and special populations.

Evaluation Data Sources: State Accountability Reports

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce faculty and staff will assist in the enrichment of instructional programs to support all high achieving students in Trailblazer classes.</p> <p>Strategy's Expected Result/Impact: Students will receive relevant and rigorous instruction.</p> <p>Staff Responsible for Monitoring: Administration Teachers Instructional Specialist Counselors Librarian</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce's support staff, tutors, and TAMIU block students will provide prescriptive support to all students through tutorials and interventions in order to ensure that academic performance is maintained and accelerated.</p> <p>Strategy's Expected Result/Impact: Students will be provided with immediate instructional assistance in order to ensure academic growth.</p> <p>Staff Responsible for Monitoring: Administration Instructional Specialist Teachers Tutors TAMIU block students Librarian Counselors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 5: Alma Pierce will increase the number of students meeting EL progress (Advancing a minimum of 1 English language Proficiency Level on TELPAS (Domain III: Increase TELPAS scores from 53% to 55%).

Evaluation Data Sources: TELPAS

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will evaluate all campus instructional programs based on prior year's assessment performance (State and local assessments) scores and whether programs implemented were able to meet the needs of all students (At Risk, Sp. Ed., EL, Economic Disadvantaged, Homeless, GT, and 504/Dyslexia).</p> <p>Strategy's Expected Result/Impact: Students will be provided with an instructional program that is relevant and rigorous and aligned to state assessment standards.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to implement the Bilingual Department's writing initiative in order to provide opportunities for students to engage in practicing the writing proficiency of TELPAS.</p> <p>Strategy's Expected Result/Impact: Students will be provided with the opportunity to practice TELPAS reading, writing, listening, and speaking proficiencies throughout the school year.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 3: Alma A. Pierce will continue to implement the utilization of the Seesaw and Summit K-12 platforms in order to supplement and continue to provide English support and practice to all students who need to show growth in the TELPAS proficiency levels.</p> <p>Strategy's Expected Result/Impact: Students will be provided with English language acquisition support in order so that they may show growth on their TELPAS proficiency levels.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

Strategy 4: Alma A. Pierce will continue to provide the required Bil. Department's assessments in order to place or exit students from the Bilingual program. Students will be ready to improve scores in TELPAS.

Strategy's Expected Result/Impact: Students will be provided with an instructional program that is relevant and rigorous and aligned to state and federal assessment standards.

Staff Responsible for Monitoring: Administration
 Instructional Sp.
 Classroom Teachers
 Support Staff

Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **ESF Levers:** Lever 1: Strong School Leadership and Planning

Funding Sources: 199-11-6339-00-111-1-25-000 - 199 - General Fund: Bilingual (PIC 25) - \$10,000

Reviews			
Formative			Summative
Nov	Mar	June	July



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 6: Alma A. Pierce will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III) of # CCMR Indicators met will increase from 1 to 2.

Evaluation Data Sources: State Accountability Reports

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will continue to develop a leadership team in order to monitor all on-going state and local assessment data in all grades in order to ensure that all students are making academic gains and are closing their academic achievement gaps by aiming for level III performance on STAAR.</p> <p>Strategy's Expected Result/Impact: Students and their parents will be provided with immediate feedback on their local and state assessments in order to provide them the opportunity to increase their academic performance and close their achievement gaps.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will promote CCMR through rigor and relevance in lessons as indicated in state standards, use of Fundamental Five strategies/components, STEM questions, and metacognitive strategies, the promotion of College Readiness through new initiative, College Corners in every classroom, and the promotion/participation of college shirts on the first Friday of every month.</p> <p>Strategy's Expected Result/Impact: Local and state assessment data</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 7: Alma Pierce will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis (High School Only) Dual Enrollment participation rate will increase from _____ to _____.

Evaluation Data Sources: TAPR Report

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce's leadership team and district's support team will continue to support and monitor classroom instruction through the use of T-TESS, SLOs, and district monitoring campus visits to ensure that all teachers are adhering to district curriculum providing relevance and rigorous instruction.</p> <p>Strategy's Expected Result/Impact: Weekly Lesson plans Walk-throughs Local/State Assessments Data</p> <p>Staff Responsible for Monitoring: Administration District Support Team Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will develop a plan in order to promote college readiness awareness, student college readiness plan, and provide opportunities for career field trips to expose our students to area businesses, colleges, and higher education institutions.</p> <p>Strategy's Expected Result/Impact: Field trips will be scheduled in order to help students develop a career plan based on their career choice.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1</p> <p>Funding Sources: 199-11-6494-00-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$600, 199-36-6494-00-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: Alma A. Pierce will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually. District/Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, Sp. Ed., CTE and ESSA.

Evaluation Data Sources: STAAR and TAPR Reports

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will provide teachers and staff with professional development opportunities in order to ensure that they are well equipped with research based teaching strategies and are familiar with any revisions of state standards in order to impact student success.</p> <p>Strategy's Expected Result/Impact: Highly qualified faculty and staff</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p> <p>Funding Sources: 211-11-6299-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$5,500</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will implement research based instructional programs that support prescriptive interventions and acceleration of all students who need assistance in meeting local, state, and federal performance levels.</p> <p>Strategy's Expected Result/Impact: Students will receive individualized and specific interventions to assist them in meeting local/state/federal accountability performance levels.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: 199-11-6249-00-111-1-30-000 - 199 - General Fund: SCE (PIC 30) - \$10,000</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: Alma Pierce will increase the number of earned industry recognized certification through participation in CTE program yearly (High School Only). Increase industry certificates from _____ to _____.

Evaluation Data Sources: TAPR

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will provide all students the opportunity to explore higher education institutions such as (LC, TAMIU, UT, etc.) through fairs, expositions, events, plays, and technical programs.</p> <p>Strategy's Expected Result/Impact: Increase student awareness of higher education community resources and programs that will allow them to broaden their horizons.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: Alma Pierce will develop innovative instructional strategies and provide staff development on content knowledge, instructional knowledge, instructional practices, data analysis, differentiation of instruction, etc.

Evaluation Data Sources: Staff Development Calendar/Sign-in Sheets

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will provide staff development in all core subject areas for all grade levels, including special populations, that will support the areas of need for our teachers and students according to local/state/federal data.</p> <p>Strategy's Expected Result/Impact: Teachers will receive purposeful staff development that will equip them with the knowledge to provide relevant and rigorous lessons for their students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will work collaboratively with Technology trainer in order to monitor and maintain required technology professional development hours. Technology trainer will assist teachers with effective implementation of technology in order to enhance lessons.</p> <p>Strategy's Expected Result/Impact: Teachers will receive purposeful staff development that will equip them with the knowledge to provide relevant and rigorous lessons for their students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 11: Alma A. Pierce will effectively integrate the teaching and learning of technology applications and skills withing the curriculum as per School Technology and Readiness (STaR) survey standards. Increase the number of teachers at proficient or higher.

Evaluation Data Sources: STaR Survey.

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will collaborate with district and campus trainers in order to provide teachers with technology professional development, so that they may improve their technology skills in an effort to improve ratings on the STaR survey.</p> <p>Strategy's Expected Result/Impact: STaR survey results and Technology Training Sign-in Sheets</p> <p>Staff Responsible for Monitoring: Administration Teachers Technology trainers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to utilize technology equipment that will enhance instruction being provided to students.</p> <p>Strategy's Expected Result/Impact: Administration, teachers, support staff and students will have the necessary tools to enhance their learning.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Alma A. Pierce will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: Alma A. Pierce will decrease the number of student retentions at Elementary and Middle School through specialized instructional support. Campus Retention Rate will decrease from

Evaluation Data Sources: Failure Reports, Attendance Reports, Six Weeks Report Cards, and PEIMS

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will review and analyze federal, state, and local data to implement prescriptive instructional intervention and acceleration systems for all students during the school day and after school in order to improve student performance.</p> <p>Strategy's Expected Result/Impact: All students will be provided with interventions and acceleration of instruction opportunities to meet their individual academic needs and improve student performance.</p> <p>We will improve our retention rate of 5.5% to 3.0%.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 1: Alma Pierce will increase meet and/or exceed State/Region attendance rates on a yearly basis.


Alma Pierce will increase meet and/or exceed State/Region attendance rates on a yearly basis. Campus will maintain or increase their attendance rate from 97% to 98%.


Evaluation Data Sources: TAPR and Attendance Reports

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will enforce attendance and tardies procedures by consistently monitoring, having parent conferences, conducting home visits, daily telephone calls, Class Attendance Bulletin Board.</p> <p>Strategy's Expected Result/Impact: Parent call logs Parent conference documentation Attendance reports</p> <p>Improve our attendance rate to 98%</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will analyze daily, weekly, monthly, and yearly attendance data and identify initiatives, incentives, certificates, and recognitions that will help decrease absenteeism and promote attendance on a daily basis.</p> <p>Strategy's Expected Result/Impact: Students will be motivated to attend school; therefore, improving district/campus attendance goal.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: 199-11-6499-44-111-1-11-000 - 199 - General Fund: Basic Instruction (PIC 11) - \$3,500</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 2: Alma Pierce will meet or decrease its dropout rate as compared to the annual State/Region drop out rates.

Evaluation Data Sources: TAPR and PEIMS Submission Report

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will support the district initiative to decrease the drop out rate by promoting attendance, increasing parental involvement, addressing the needs of at-risk students through counseling/nurse referrals and campus incentives.</p> <p>Strategy's Expected Result/Impact: Attendance Reports Counseling Referral documentation Informative Parenting Sessions</p> <p>Attendance rates will improve</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				


Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: Alma Pierce will increase the number of students who graduate on time, with college readiness distinction by having trailblazing classes.

Evaluation Data Sources: TAPR and PEIMS Submission Report

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will have a "College Corner" in order to promote College Readiness for all students. Will continue to support RTI interventions and summer school programs in an effort to close gaps and increase campus graduation rates.</p> <p>Strategy's Expected Result/Impact: Campus College Corner plan/expectations will be presented to faculty and staff</p> <p>Walk-throughs</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue develop a partnerships with all stake holders in order to extend an invitation to participate in school-related projects and community events, such as High Five Friday.</p> <p>Strategy's Expected Result/Impact: All students will be provided with opportunities to explore their community and surrounding communities in order to expand their horizons and future goals.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 4: Alma Pierce will implement a districtwide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

of Discipline referrals will decrease from

of Discretionary placements at alternative campuses will decrease for: All Students from 2 to 0 and

Special Ed. Students from 1 to 0

Evaluation Data Sources: 425 Report

Summative Evaluation: None

<p>Strategy 1: Administration will monitor the implementation of an assertive discipline management plan and PBIS by all faculty and staff in order to promote positive student behavior throughout our school.</p> <p>Strategy's Expected Result/Impact: Decrease student referrals</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will provide a safe learning environment through proactive and vigilant monitoring of all students during arrival, transitional periods, programs/assemblies, and dismissal.</p> <p>Strategy's Expected Result/Impact: Safety Incident Reports Camera Footage Walkthroughs Decrease in discipline referrals.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

Strategy 3: Alma A. Pierce will provide flexible meetings and support to parents to assist them in coping with their children's behavioral, emotional, and academic needs by providing a community resource list.

Strategy's Expected Result/Impact: Parents and students will be provided with support and resources to parents who seek help, so that they can better help their children.

Staff Responsible for Monitoring: Administration
Instructional Sp.
Classroom Teachers
Support Staff

Title I Schoolwide Elements: 3.1, 3.2 - **ESF Levers:** Lever 3: Positive School Culture

Reviews			
Formative			Summative
Nov	Mar	June	July



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: Alma Pierce will work with all stakeholders to insure a safe and secure environment.

Evaluation Data Sources: Police reports on case number for the year.

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will train all campus faculty and staff on security and visitor safety procedures.</p> <p>Strategy's Expected Result/Impact: Students will be provided with a safe learning environment that will nurture their learning and ensure their safety.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will ensure that all campus visitors are screened through (RAPTOR) .</p> <p>Strategy's Expected Result/Impact: Front office personnel will ensure that all visitors are screened upon visiting the campus.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 6: Alma Pierce will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I,e, National Honor Society, Student Council, or other organizations that are civic oriented)

Evaluation Data Sources: Membership reports

Summative Evaluation: None

<p>Strategy 1: Provide opportunities for students to develop presentation and communication skills by presenting authentic work (academic and extra-curricular) through student led showcase events through the NEHS team and or GT presentations</p> <p>Strategy's Expected Result/Impact: Increase student participation in academic clubs.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to encourage and support community service efforts through Pennies for Tennis, Food Drive, Pennies for Pasta, Food Bank, National Read Aloud Day, Leukemia and Lymphoma Donations</p> <p>Strategy's Expected Result/Impact: Collection Reports</p> <p>Increased student participation with school and community events.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 3: Alma A. Pierce will purchase extra-curricular equipment, materials, and incentives that will support campus extra-curricular activities (UIL, Sports, GT Showcase, Cheerleading, Chess, Technology Tech, Music/Choir, NEHS, Spelling Bee, etc.)</p> <p>Strategy's Expected Result/Impact: Students will be provided with opportunities to join extra-curricular activities and increase participation numbers.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

0% No Progress

100% Accomplished

→ Continue/Modify

✗ Discontinue

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 7: Alma Pierce will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, JROTC, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.

of students that participate in at least 1 activity will increase from 300 to 450





40% of student body populations that participates in at least 1 activity

from 40% to 55%

Evaluation Data Sources: Participation reports

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will provide UIL and extracurricular activities to enhance student achievement. These activities include, but not limited to Accelerated Reader, Library book club, UIL Science Fair, Choir, Spelling Bee, Chess, Sports, Cheerleading, VBrick Student Production, Technology Club, Technology Showcase, GT speaking forum presentations, NEHS, Caring Cowboys, Lil- Cowboys Reading Program</p> <p>Strategy's Expected Result/Impact: Increase student participation to 100 of students in at least 1 club organization.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p> <p>Funding Sources: 199-36-6412-00-111-1-99-000 - 199 - General Fund: Operating Variable (PIC 99) - \$800, 199-36-6499-00-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$225</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 2: Alma A. Pierce will continue to recognize students with Perfect Attendance, A/B Honor Roll, A Honor Roll, AR, extra curricular participation, Principal's Award, and academic achievements with certificates, awards, trophies, incentives, and displays on bulletin boards every six weeks to promote an active lifestyle and academic accomplishments. through campus fundraisers</p> <p>Strategy's Expected Result/Impact: Report Cards Attendance Reports AR Reports Increase participation in extra curricular activities</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p> <p>Funding Sources: 199-36-6499-44-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$600</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 3: Alma A. Pierce will compete in academic events and clubs to build student character.</p> <p>Strategy's Expected Result/Impact: Increase student participation in club organizations</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 4: Alma A. Pierce will plan career and educational field trips to area businesses, colleges, and universities in order to promote college readiness and higher education.</p> <p>Strategy's Expected Result/Impact: Students will obtain a college and university experience with an emphasis on community resources available in our community.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.





Performance Objective 8: Alma Pierce will improve the services provided to address bullying and violence prevention.

Alma Pierce will decrease the incidents of bullying.

Evaluation Data Sources: Counseling Reports
Discipline Report (425)

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will take a proactive approach to enforce the district code of conduct. The implementation of strategies such as individual and group counseling, community guest speakers, bullying prevention, staff/parent trainings on the Student Code of Conduct, teacher/parent conferences, and the consistent implementation of the PBIS program by all faculty and staff.</p> <p>Strategy's Expected Result/Impact: Behavior Plans PBIS rules poster Documentation of parent conferences 3% decrease in the number of disciplinary referrals</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff Community Agencies</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A.. Pierce will promote character education through Career Day, Red Ribbon Week, Former Pierce Alumni Parade, NEHS ceremony and projects, Character Education sessions by counselors via VBrick announcements, community readers, and community agency presentations/presence for building positive relationships and career readiness.</p> <p>Strategy's Expected Result/Impact: Counselor referral decrease Increase college and career readiness awareness.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Alma A. Pierce will continue to have counselors participate in trainings through various agencies and consultants on the topics of violence, bullying, self esteem, etc.</p> <p>Strategy's Expected Result/Impact: Counselor Referrals Teacher Referrals</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 4: Alma A. Pierce will implement programs to prevent bullying/gang activity and provide a drug-free environment that is conducive to student learning and safety.</p> <p>Strategy's Expected Result/Impact: Students will be provided with a "bully free zone" environment that will nurture their learning and ensure their safety.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 2: Alma A. Pierce Elementary School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 9: Alma Pierce will support students as they transition from Elementary to Middle School (5th-6th) by increasing transition activities from 2 to 4.

Evaluation Data Sources: Counseling Reports

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will continue participate in the Lion Showcase to help students transition into their feeder middle school.</p> <p>Strategy's Expected Result/Impact: Expose students to extra-curricular activities and resources that Lamar MS has to offer.</p> <p>Decrease drop out rates</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1, 3.2 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to announce morning announcements through the YouTube Live Video Streaming in order to relay messages from the counselors, librarian, and administration to promote a positive learning environment and school culture.</p> <p>Strategy's Expected Result/Impact: Positive school culture</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Alma A. Pierce will continue to recognize students for academics, behavior efforts, attendance, and participation in sports through daily live streaming YouTube announcements, Attendance Raffles, Student of the Month, AR Top Student of the Month, Lunch Bunch, Awards Ceremonies</p> <p>Strategy's Expected Result/Impact: Reports Agendas Positive school culture</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 4: Alma A. Pierce will establish a collaborative partnership with Webb County Head Start and Lamar Middle School in order to establish informational meetings and campus tours to help students and parents transition from home to PK3 and from 5th grade to 6th grade.</p> <p>Strategy's Expected Result/Impact: Families and students will receive pertinent information that will facilitate their transition from home to PK3 and from elementary grade to middle school.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6, 3.1, 3.2 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 5: Alma A. Pierce will continue to provide the necessary materials to enhance learning for the students participating in the Webb County Head Start Program.</p> <p>Strategy's Expected Result/Impact: Teachers will be equipped with the necessary supplies to enhance students' learning.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 2: Effective, Well-Supported Teachers</p> <p>Funding Sources: 199-11-6399-00-111-1-34-000 - 199 - General Fund: SCE Pre K (PIC 34) - \$7,325</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Alma A. Pierce Elementary School develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives.





Performance Objective 1: Alma Pierce will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Increase number of parents and community members participating in Site-Based Decision Making committees from 5 to 8.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 10 to 20.

Increase the number of positive social media postings by a minimum of 3%.

<p>Strategy 1: Alma A. Pierce will continue to communicate the importance of attendance and events to parents through community presentations/sessions, Remind 101, notes, school calendar, Facebook, school website, etc. in their native language.</p> <p>Strategy's Expected Result/Impact: Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and information to better help meet the social, behavioral, and academic needs for our students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to maintain an nourish parental partnerships, community agency collaborations, and provide decision making opportunities for parents and community members through advisory committees, SBDM, LPAC, RTI, ARDs, and parent meetings.</p> <p>Strategy's Expected Result/Impact: Maintain, nourish and encourage parent and community business relationships that will encourage collaborative decision making and community donations/grants that will benefit our students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: Title I meeting will continue to be held in September in order to review funding; curriculum and assessments; programs and rights of parents; and to distribute the written Parent and Family Engagement Policy and School, Teacher, Parent Compact in both English and Spanish.</p> <p>Strategy's Expected Result/Impact: Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and information to better help meet the social, behavioral, and academic needs for our students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff Parents</p> <p>Title I Schoolwide Elements: 2.6, 3.1, 3.2 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Alma A. Pierce Elementary School develops and maintains meaningful student-centered relationships with parents, buisnesses, and community leaders in support of campus and district initiatives.

Performance Objective 2: Alma Pierce will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.





Parent volunteers will increase from 36 to 45.

Volunteer Hours will increase from 1724 to 2000

Evaluation Data Sources: Volunteer Report

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will hold monthly meetings, coffee chats, or other parental sessions that will help them help their child(ren) at the home environment.</p> <p>Strategy's Expected Result/Impact: Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and information to better help meet the social, behavioral, and academic needs for our students.</p> <p>Staff Responsible for Monitoring: Administration Counselors Parent Liaison</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to build meaningful parent participation by providing sessions for parents on ways to provide academic support to their children such as: BOY Orientation, AR Home Connect, Title I, Parent Compact meeting, Behavior Management, SCAN, Technology Night, Parenting Skills, STAAR Informational Night; Extended Library Hours, Lil' Cowboys Reading Program, and Family Reading Night.</p> <p>Strategy's Expected Result/Impact: Parents and community members will be provided with opportunities to volunteer to assist our students maximize their intellectual growth and academic achievement.</p> <p>Staff Responsible for Monitoring: Administration Counselors Parent Liaison</p> <p>Title I Schoolwide Elements: 2.6, 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
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<p>Strategy 3: The Campus Parent Advisory Council will assist in the development of the Parent and Family Engagement Policy and the Parent, Teacher, Student Compact that will be distributed during the Annual Title I Meeting in both English and Spanish.</p> <p>Strategy's Expected Result/Impact: Increased Parental participation Parent-School collaboration</p> <p>Improve amount of active volunteers from 36 to 45.</p> <p>Staff Responsible for Monitoring: Administration Counselors Parent Liaison</p> <p>Title I Schoolwide Elements: 2.5, 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 1: Alma Pierce will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Alma Pierce will increase the number of employee appreciation activities from 5 to 10.

Evaluation Data Sources: Sign-In Sheets, Certificates

Summative Evaluation: None





<p>Strategy 1: Alma A Pierce will continue to celebrate all teachers and staff during Teacher Appreciation week, Counselor's Week, Librarian Week, Custodial Week, Nurse's Week, Police Week, and Secretary' Day to increase the school culture.</p> <p>Strategy's Expected Result/Impact: Increase school culture</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will continue to provide staff members with state and local (Employee Handbooks) required professional development emphasizing customer service and a nurturing positive campus culture.</p> <p>Strategy's Expected Result/Impact: All faculty and staff will be courteous to students, parents, and visitors and provide customer service that makes all feel welcomed while meeting their needs.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 3.1, 3.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: Alma Pierce will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal, and district performance mandates, operations and initiatives, as reviewed annually by campus administration.

Evaluation Data Sources: TAPR and PBMA's report

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will develop organizational structures to implement district and state mandates by organizing committees and monitoring PLCs that support state and district initiatives and operations.</p> <p>Strategy's Expected Result/Impact: Students will receive instruction in a campus with organized structures that follow state and district mandates.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce's leadership team will monitor state and district mandates weekly, monthly, and yearly through classroom observations, PLC dialogue, grade level data analysis, internal staff compliance reports and state performance reports (School Report Card, Distinction Reports, and TAPR).</p> <p>Strategy's Expected Result/Impact: Students will receive instruction in a campus with organized structures that follow state and local mandates.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 3: Alma Pierce will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all district/Campus level departments.

Increase the % of Teacher scoring an Proficient in all domains on T-TESS from 30 to 40.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS from 3 to 3


Evaluation Data Sources: T-TESS Reports
T-PESS Reports

Summative Evaluation: None

<p>Strategy 1: Teacher, counselors, and administrators will continue to attend professional development trainings, workshops, or sessions to learn and implement research based strategies.</p> <p>Strategy's Expected Result/Impact: Retain Highly qualified teachers</p> <p>Growth on teacher's professional development</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - Comprehensive Support Strategy</p> <p>Funding Sources: 211-13-6411-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$500, 211-31-6411-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$300, 211-23-6411-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$1,138</p>	Reviews			
	Formative			Summative
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<p>Strategy 2: Alma A. Pierce will continue to develop, retain, and support teachers by attending job fairs and providing teachers and staff with staff development, T-TESS evaluations, feedback, opportunities for leadership roles, and provide instructional support.</p> <p>Strategy's Expected Result/Impact: Students will receive instruction from highly qualified teachers who will support emotional, academic, and behavioral needs.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

<p>Strategy 3: Alma A. Pierce will retain highly qualified personnel in order to help meet the needs of all students.</p> <p>Strategy's Expected Result/Impact: Maintain and increase teacher retention.</p> <p>Staff Responsible for Monitoring: Administration Budget Clerk</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: 199-XX-61XX-XX-111-1-11-XXX - 199 - General Fund: Basic Instruction (PIC 11) - \$1,998,674, 199-XX-61XX-XX-111-1-23-XXX - 199 - General Fund: Special Education (PIC 23) - \$571,275, 199-XX-61XX-XX-111-1-25-XXX - 199 - General Fund: Bilingual (PIC 25) - \$52,950, 199-XX-61XX-XX-111-1-30-XXX - 199 - General Fund: SCE (PIC 30) - \$218,326, 199-XX-61XX-XX-111-1-32-XXX - 199 - General Fund: Basic Instruction PreK (PIC 32 - \$356,895, 199-XX-61XX-XX-111-1-34-XXX - 199 - General Fund: SCE Pre K (PIC 34) - \$356,895, 199-XX-61XX-XX-111-1-35-XXX - 199 - General Fund: Bilingual Pre K (PIC 35) - \$8,217, 199-XX-61XX-XX-111-1-99-XXX - 199 - General Fund: Operating (PIC 99) - \$770,067, 211-XX-61XX-XX-111-1-30-XXX - 211 - ESEA, Title I: School Improvement Grant - \$252,372, 255-XX-61XX-XX-111-1-30 - 255 - ESEA II, A Training & Recruiting - \$2,263-XX-61XX-XX-111-1-25-XXX - 263 - LEP Bilingual Program Fund - \$12,280, 435-XX-61XX-XX-111-1-23-XXX - 435 - SSA Regional Day School - Deaf - \$2,226, 199-XX-61XX-XX-111-1-37-XXX - 199 - General Fund: Dyslexia (PIC 37) - \$115,102, 199-XX-61XX-XX-111-1-36-XXX - 199 - General Fund: Early Education Allotment (PIC - \$758,856</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 4: Alma Pierce will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

Alma Pierce will maintain FIRST Rating.

100% of campus expenditures are aligned to the Comprehensive Needs Assessment and the Campus Improvement Plan.

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Reduce the percent of campuses and departments that are in non-compliance with CH (Local) Policy.

Evaluation Data Sources: Budget Reports
Corrective Action Plans

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will strategically allocate funds to purchase instructional consumables, manipulatives, reading materials, technology equipment, copier rental/maintenance and comply with operational utility costs (water/sewage, telephone, sanitation services, dust/mop services, electricity, etc.).</p> <p>Strategy's Expected Result/Impact: Students and staff will be provided with instructional and operational support to obtain positive academic outcomes.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: 199-23-6399-00-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$5,000, 199-23-6399-00-111-1-25-000 - 199 - General Fund: Bilingual (PIC 25) - \$500, 199-51-62XX-XX-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$128,843, 199-51-63XX-XX-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$15,683</p>	Reviews			
	Formative			Summative
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Strategy 2: Alma A. Pierce will conduct instructional textbook and library book inventory to decrease number of textbook and library books lost.

Strategy's Expected Result/Impact: Students will be provided with needed instructional textbooks and have access to a variety of library books.

Staff Responsible for Monitoring: Administration
Instructional Sp.
Classroom Teachers
Support Staff

Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **ESF Levers:** Lever 1: Strong School Leadership and Planning

Reviews			
Formative			Summative
Nov	Mar	June	July

 No Progress
  Accomplished
  Continue/Modify
  Discontinue





Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 5: Alma Pierce will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Evaluation Data Sources: Audit Report
Comprehensive Annual Financial Report (CAFR)

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will continue to coordinate annual flu vaccine clinics and custodians will purchase general supplies needed to deter cold and flu outbreaks in classrooms.</p> <p>Strategy's Expected Result/Impact: Students and parents will be provided with opportunities to obtain the flu shot and decrease their absences due to cold/flu symptoms.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5, 3.1 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 6: Alma Pierce will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from 10 to 6.

The number of employees that participate in district health and wellness initiatives will increase from 50% to 75%.

Increase the number of students getting the flu shot from 293 to 320.

Evaluation Data Sources: Workman's Compensation Reports
Blue Cross/Blue Shield Data
Flu Report

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce Elementary will conduct all safety drills, updates, and training's required by the district for all personnel to ensure safety in our campus and school events.</p> <p>Strategy's Expected Result/Impact: Safety Meetings Accident reports decreased</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will provide teachers, office staff, CERT Team Members, and other personnel with radios and/or equipment to communicate and maintain student safety.</p> <p>Strategy's Expected Result/Impact: Increase communication among all teachers and staff.</p> <p>Decrease Incident reports by 1%</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Comprehensive Support Strategy</p> <p>Funding Sources: 199-52-6399-00-111-1-99-000 - 199 - General Fund: Operating Variable (PIC 99) - \$600</p>	Reviews			
	Formative			Summative
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Strategy 3: Alma A. Pierce will provide the nurse's clinic with necessary materials to ensure the health and well-being of all students and conduct periodic tests.

Strategy's Expected Result/Impact: Decrease the number of absences due to illness and/or minor injuries.

Staff Responsible for Monitoring: Administration

Classroom teachers

Nurse

Nurse aide

ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Funding Sources: 211-33-6399-00-111-1-30-000 - 211 - ESEA Title I: Improving Basic Program - \$300

Reviews			
Formative			Summative
Nov	Mar	June	July



No Progress



Accomplished



Continue/Modify



Discontinue





Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 7: Alma Pierce will maintain a safe and secure environment by increasing response time and completion of all work orders.

The number of work orders will decrease from 360 to 300

Evaluation Data Sources: Work Order System reports

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will provide safety training and correct use of equipment to custodial staff to ensure that campus property is secure and protected</p> <p>Strategy's Expected Result/Impact: Fixed Assets Report Incident Reports Worker's Comp Reports</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p> <p>Funding Sources: 199-23-6399-88-111-1-99-000 - 199 - General Fund: Operating Variable (PIC 99) - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will provide a clean and sanitary environment conducive to student learning by purchasing maintenance school equipment/supplies, submitting work orders to maintain functional school equipment, address the removal and/or replacement of damaged goods, improve our facility appearance, and paying operational costs.</p> <p>Strategy's Expected Result/Impact: Students will be able to work in an inviting learning environment that is equipped with functional equipment.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p> <p>Funding Sources: 199-51-6399-00-111-1-99-000 - 199 - General Fund: Operating (PIC 99) - \$2,000, 180-81-6626-00-111-1-99-E23 - 180 - E-Rate Fund - \$19,777</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 8: Alma A. Pierce will develop and maintain a staffing plan that utilizes data driven decision making to balance available budgetary resources with best practices and campus needs.

Evaluation Data Sources: Master Schedule, Staffing Reports, Waiver Requests

Summative Evaluation: None





<p>Strategy 1: Alma A. Pierce will develop a Campus Improvement Decision-Making Committee that will utilize data to provide teachers with appropriate materials and resources for the delivery of instruction.</p> <p>Strategy's Expected Result/Impact: Collaborative decision making when it comes to needs of our campus and students.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will create a master schedule that will address the needs of Trailblazing students as well as all other student subgroups that will need instructional intervention and acceleration.</p> <p>Strategy's Expected Result/Impact: Students will receive instruction based on their instructional needs and provide all student subgroups with academic interventions and acceleration.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 3: Alma A. Pierce will implement SLOs, evaluate staff prior year T-TESS performance to grant T-TESS waivers as approved by human resources, and review support staff evaluation results.</p> <p>Strategy's Expected Result/Impact: Students academic progress will be monitored through SLO performance and T-TESS teacher evaluations in order to ensure that students are receiving rigorous and relevant instruction.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 9: Alma Pierce schools will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

Evaluation Data Sources: STAAR Data

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will evaluate local and state assessment data to establish support structures for all students.</p> <p>Strategy's Expected Result/Impact: All student subgroups will be provided with support structures that will promote positive academic performance outcomes.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 10: Alma Pierce will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

Evaluation Data Sources: Customer Service Training Sign-in Sheets

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will provide all staff with customer service training in order to promote a supportive and service driven culture for all campus students, parents, faculty, staff, and visitors.</p> <p>Strategy's Expected Result/Impact: Students, parents, staff, and visitors will feel welcomed and supported when at our school.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 3.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 4: Alma Pierce Elementary will establish and maintain efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.





Performance Objective 11: Alma Pierce will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will remain at 100%

The teacher passing rate on certification attempts will increase to 100% passing.

Evaluation Data Sources: Certification Reports

Summative Evaluation: None

<p>Strategy 1: Alma A. Pierce will meet district technology professional development requirements by having the campus technology trainer assist teachers with their PD hours and to increase teacher growth.</p> <p>Strategy's Expected Result/Impact: Reports provided by technology trainer</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning - Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
<p>Strategy 2: Alma A. Pierce will work alongside with Human Resources to promote, encourage, and increase the number of teachers meeting certification expectations.</p> <p>Strategy's Expected Result/Impact: Students will receive quality instruction from highly qualified teachers who are fully certified in required areas.</p> <p>Staff Responsible for Monitoring: Administration Instructional Sp. Classroom Teachers Support Staff</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Reviews			
	Formative			Summative
	Nov	Mar	June	July
 No Progress  Accomplished  Continue/Modify  Discontinue				

State Compensatory

Budget for Alma A. Pierce Elementary School

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-XX-61XX-XX-111-1-XX-XXX	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$268,326.00
6100 Subtotal:		\$268,326.00
6200 Professional and Contracted Services		
199-XX-62XX-XX-111-1-XX-XXX	6216 Professional Services - Locally Defined	\$10,000.00
6200 Subtotal:		\$10,000.00
6300 Supplies and Services		
199-XX-63XX-XX-111-1-XX-XXX	6319 Supplies for Maintenance and/or Operations	\$147,945.00
6300 Subtotal:		\$147,945.00

Personnel for Alma A. Pierce Elementary School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Aaron Heredia	Teacher Assistant PK4	State Comp.	0.0
Adriana Garcia	Teacher PK3	State Comp.	0.50
Adriana Ramirez	Teacher PK4	State Comp.	0.50
Anna Diaz	Counselor	Counselor	0.75
Arianna Chavarria	Teacher PK4	State Comp.	0.50
Damaris Navarro	Counselor	State Comp.	0.50
Diana Silva	Teacher Assistant Kinder	State Comp.	1.0
Edgar Chapa	Teacher PK4	State Comp.	0.50
Gabriela Gutierrez	Teacher PK4	State Comp.	0.50
Gina Herrera	Teacher Assistant Kinder	State Comp.	1.0
Gloria Neira	Teacher PK4	State Comp.	0.50
Laura Reyna	Teacher PK3	State Comp.	0.50
Lilian Herrera	Librarian Assistant	State Comp.	1.0
Maria Castellanos	Teacher Assistant Kinder	State Comp.	1.0
Maria Mar	Teacher PK4	State Comp.	0.50
Mariza Lopez	Teacher PK3	State Comp.	0.50
Matthew Lozano	Teacher Assistant PK4	State Comp.	0.0
Sandra Barberena	Teacher Assistant PK4	State Comp.	0.50
Sara De Leon	Teacher Assistant PK4	State Comp.	0.50

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The comprehensive needs assessments process serves as a baseline for our campus improvement plans. It uses multiple measures and all available data tools to identify strengths and weaknesses in our campus. In order to accomplish this Alma A. Pierce will have a planning team composed of different school and community representatives to where we will identify and analyze all data tools, hold meetings with our campus improvement plan team and make the necessary adjustments where needed. The comprehensive needs assessment helps our team develop a vision and mission that will drive all instruction tailored to the needs of all of our students.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Alma A. Pierce will have a Campus Improvement Plan committee developed through various stakeholders that will assist our campus in educational opportunities that will foster school/community relationships and student achievement. The Campus Improvement Plan will be based on the needs identified by the Comprehensive Needs Assessment. It will include strategies and objectives for all students, in particular those at risk. Alma Pierce will hold meetings and document them; maintain the lines of communication open with our stakeholders; analyze data to improve education, and involve all stakeholders in shared partnerships and mutual responsibilities for student learning.

2.2: Regular monitoring and revision

Our reform strategies will be used to provide opportunities for all students to meet state standards. These strategies will be based on effective means of improving achievement of children through research based and pedagogical strategies. Alma A. Pierce will review program documentation to ensure that all instructional programs are supported by research, disaggregate data in various ways to look for student needs, strengthen curriculum for at-risk and acceleration, and provide evidence of assessments being used, as well as make the necessary adjustments to drive instruction that will impact student achievement.

2.3: Available to parents and community in an understandable format and language

We will increase parental involvement and their participation in regular, two-way, and meaningful communication involving student academic learning and school activities. Alma A. Pierce will send information to parents in a language and format they can understand. Information will include monthly events, report card nights, family reading events, coffee chats, open house, Tech night, extended library days, STAAR informational nights, etc. Our teachers and staff will communicate information in English and Spanish through Remind 101, notes, Twitter, school website, Marquee, and monthly calendars.

The campus comprehensive needs assessment and campus improvement plan are posted on the school website. A hard copy of the plans are available for any staff member or parent upon request.

2.4: Opportunities for all children to meet State standards

Our plan will include effective instruction tailored to meeting the needs of all students to master proficient or advanced levels of academic achievement. Alma A. Pierce will provide resources, RTI interventions and documentation, extended tutorials, accelerated instruction, provide a rich curriculum, field trip opportunities to make real-world connections, incorporate technology equipment, software, and programs, and train teachers through professional development to make sure they are highly qualified in the classroom. The quality of instruction will be monitored by administration through walkthroughs and immediate feedback.

2.5: Increased learning time and well-rounded education

Our plan is to maximize instructional time through data-driven instructional processes geared to improve student achievement. Alma A. Pierce will have a master schedule that will balance instruction through the Fundamental Five including whole group, small group, and one to one instruction. Professional development and teacher growth opportunities will be provided to all teachers with the necessary knowledge and resources needed in their classroom. Data will be analyzed after every local and state assessment to tweak and provide learning opportunities where needed.

2.6: Address needs of all students, particularly at-risk

Our primary goal is to ensure that all students, particularly at-risk students, are provided learning opportunities that will help them succeed in all academic areas and state assessments. Alma A. Pierce will provide RTI interventions and documentations, extended tutorials, Saturday tutorials, tutors, counseling, academic programs through technology, small groups instruction, availability of resources, and highly qualified teachers to address all student subgroups.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

Alma A. Pierce is a Title I school wide campus. The school will ensure that parents have an opportunity to be involved in the design and implementation of the Title I school-wide projects. The school will adhere to the local policy for regular, special, remedial, and compensatory program instructions. The school will implement an open door policy to discuss parent concerns and involve parents in program planning, development and operation of the school through Site-Base Decision Making Process.

3.2: Offer flexible number of parent involvement meetings

Our parental involvement strategies use a variety of strategies to engage all parents in supporting student learning that occurs in the home and at school. Alma A. Pierce will establish parental meetings to discuss various topics throughout the school year, keep parents informed of their child(ren) academic success, various activities to provide parents with materials and suggestions to help educate their child at home, and maintain the lines of communication open through an open door policy. Meetings and events will be held at different times and days throughout the school year to provide parents a fair opportunity to assist and become part of our school.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Becky Jimenez	Interv./Diff. Inst. Specialist	Title I	1.0
Esther Soulas	Teacher Assistant PK3	Title I	1.0
Juan Garcia	Parental Involvement Liaison	Title I	1.0
Margartia Vela	Health Assistant	Title I	1.0
Martha Idrogo	CEI Lab Manager	Title I	1.0
Rodolfo Malacara	Digital Learning Specialist	Title I	0.5

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	7	2	180-81-6626-00-111-1-99-E23		\$19,777.00
Sub-Total					\$19,777.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	199-11-6329-00-111-1-11-000		\$2,000.00
1	1	1	199-12-6329-20-111-1-11-000		\$1,726.00
1	1	1	199-11-6249-98-111-1-11-000		\$4,365.00
1	1	4	199-13-6239-00-111-1-11-000		\$800.00
1	1	7	199-11-6399-00-111-1-11-000		\$21,595.00
1	1	7	199-11-6399-99-111-1-11-INS		\$10,152.00
1	2	2	199-12-6249-00-111-1-11-LIC		\$850.00
1	7	2	199-11-6494-00-111-1-11-000		\$600.00
2	1	2	199-11-6499-44-111-1-11-000		\$3,500.00
4	3	3	199-XX-61XX-XX-111-1-11-XXX		\$1,998,674.00
Sub-Total					\$2,044,262.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	7	2	199-36-6494-00-111-1-99-000		\$2,000.00
2	7	1	199-36-6499-00-111-1-99-000		\$225.00
2	7	2	199-36-6499-44-111-1-99-000		\$600.00
4	3	3	199-XX-61XX-XX-111-1-99-XXX		\$770,067.00
4	4	1	199-23-6399-00-111-1-99-000		\$5,000.00
4	4	1	199-51-62XX-XX-111-1-99-000		\$128,843.00
4	4	1	199-51-63XX-XX-111-1-99-000		\$15,683.00
4	7	2	199-51-6399-00-111-1-99-000		\$2,000.00
Sub-Total					\$924,418.00

199 - General Fund: Special Education (PIC 23)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	4	199-11-6399-00-111-1-23-000		\$122.00
4	3	3	199-XX-61XX-XX-111-1-23-XXX		\$571,275.00
Sub-Total					\$571,397.00

199 - General Fund: Bilingual (PIC 25)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	199-11-6399-00-111-1-25-000		\$56,600.00
1	5	4	199-11-6339-00-111-1-25-000		\$10,000.00
4	3	3	199-XX-61XX-XX-111-1-25-XXX		\$52,950.00
4	4	1	199-23-6399-00-111-1-25-000		\$500.00
Sub-Total					\$120,050.00

199 - General Fund: GT (PIC 21)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	8	199-11-6399-00-111-1-21-000		\$720.00
Sub-Total					\$720.00

199 - General Fund: Operating Variable (PIC 99)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	7	1	199-36-6412-00-111-1-99-000		\$800.00
4	6	2	199-52-6399-00-111-1-99-000		\$600.00
4	7	1	199-23-6399-88-111-1-99-000		\$2,000.00
Sub-Total					\$3,400.00

199 - General Fund: Bilingual Pre K (PIC 35)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	199-XX-61XX-XX-111-1-35-XXX		\$8,217.00
Sub-Total					\$8,217.00

199 - General Fund: Basic Instruction PreK (PIC 32)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	199-XX-61XX-XX-111-1-32-XXX		\$356,895.00
Sub-Total					\$356,895.00

199 - General Fund: SCE Pre K (PIC 34)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	9	5	199-11-6399-00-111-1-34-000		\$7,325.00
4	3	3	199-XX-61XX-XX-111-1-34-XXX		\$356,895.00
Sub-Total					\$364,220.00

199 - General Fund: SCE (PIC 30)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	199-11-6399-00-111-1-30-000		\$142,945.00
1	1	1	199-12-6329-20-111-1-30-000		\$5,000.00
1	2	1	199-11-6119-20-111-1-30-000		\$50,000.00
1	8	2	199-11-6249-00-111-1-30-000		\$10,000.00
4	3	3	199-XX-61XX-XX-111-1-30-XXX		\$218,326.00
Sub-Total					\$426,271.00

211 - ESEA Title I: Improving Basic Program

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	211-11-6399-99-111-1-30-000		\$2,190.00
1	2	2	211-11-6249-00-111-1-30-000		\$810.00
1	8	1	211-11-6299-00-111-1-30-000		\$5,500.00
4	3	1	211-13-6411-00-111-1-30-000		\$500.00
4	3	1	211-31-6411-00-111-1-30-000		\$300.00
4	3	1	211-23-6411-00-111-1-30-000		\$1,138.00
4	6	3	211-33-6399-00-111-1-30-000		\$300.00
Sub-Total					\$10,738.00

211 - ESEA, Title I: School Improvement Grant

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	211-XX-61XX-XX-111-1-30-XXX		\$252,372.00
Sub-Total					\$252,372.00

255 - ESEA II, A Training & Recruiting

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	255-XX-61XX-XX-111-1-30		\$2.00
Sub-Total					\$2.00

263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	263-XX-61XX-XX-111-1-25-XXX		\$12,280.00
Sub-Total					\$12,280.00
435 - SSA Regional Day School - Deaf					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	435-XX-61XX-XX-111-1-23-XXX		\$2,226.00
Sub-Total					\$2,226.00
199 - General Fund: Early Education Allotment (PIC					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	199-XX-61XX-XX-111-1-36-XXX		\$758,856.00
Sub-Total					\$758,856.00
199 - General Fund: Dyslexia (PIC 37)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	3	3	199-XX-61XX-XX-111-1-37-XXX		\$115,102.00
Sub-Total					\$115,102.00
Grand Total					\$5,991,203.00










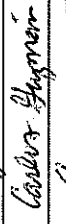

Addendums

2020-2021 Needs Assessment Team

Meeting Date: February 3, 2020

1:00 P.M.

Pierce Elementary










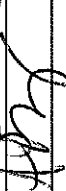
Committee Role	Name	Position	Signature
Administrator	LILJA MORA	Assistant Principal	
Administrator	Noralva Johnson	Principal	
Parent	Vanessa Duenez	Parent	
Instructional Specialist	Becky Jimenez	Instructional Specialist	
Classroom Teacher	Alma Carmona	4th grade teacher	
Classroom Teacher	Amanda Garcia	3rd grade teacher	
Classroom Teacher	Lucia Montante	5th grade teacher	
Classroom Teacher	Maribel Sanchez	K teacher	
Parent	Grisela Marroquin	Parent	
Business Representative	Carlos Guzman	Real Estate Broker / Owner	
Community Representative	Alexis Mora	Owner ADM Insurance	

2020-2021 Campus Improvement Team

Meeting Date: March 3, 2020

1:00 P.M.

Pierce Elementary




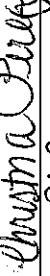

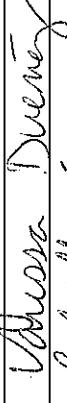



Committee Role	Name	Position	Signature
Administrator	Noralva Johnson	Principal	
Administrator	LILIA MORA	Assistant Principal	
Classroom Teacher	Lucia Montante	5th Grade Teacher	
Classroom Teacher	Christina Perez	KG Teacher	
Parent	Griselda Marroquin	Parent	
Parent	Vanessa Duenez	Parent	
Community Representative	Alexis Mora	ADM Insurance	
Business Representative	Carlos Guzman	Owner @ Guzman Realty	
Paraprofessional	Juan Garcia	Parent Liaison	
Counselor	Ana Diaz	Counselor	

Family and Community Involvement Committee

Meeting Date: February 19, 2020

1:00 P.M.

Pierce Elementary

Committee Role	Name	Position	Signature
Administrator	Noralva Johnson	Principal	
Administrator	LILIA MORA	Assistant Principal	
Classroom Teacher	Lucia Montante	5th Grade Teacher	
Classroom Teacher	Christina Perez	KG Teacher	
Parent	Griselda Marroquin	Parent	
Parent	Vanessa Duenez	Parent	
Community Representative	Carlos Guzman	Guzman Realty	
Business Representative	Alexis Mora	Owner ADM Insurance	
Paraprofessional	Juan Garcia	Parent Liaison	
Counselor	Ana Diaz	Counselor	