

Laredo Independent School District
Joseph C. Martin Elementary School
2018-2019 Campus Improvement Plan



Mission Statement

J.C. Martin will strive to be the most progressive elementary school. We will maintain a strong and positive vision of success for all students by providing a challenging and rigorous curriculum through standard-based instruction.

Vision

J.C. Martin Elementary will provide a standard-based instructional program that will encourage students to continue their education. The instructional program will focus on critical thinking skills that will lead them to complete their course of study, graduate, and become gainfully employed and/or enrolled in a post-secondary institution of higher learning.

Value Statement

Given a safe, nurturing environment which is designed to be conducive to learning, all students can learn to their full potential.

Comprehensive Needs Assessment

Demographics

Demographics Summary

LAREDO INDEPENDENT SCHOOL DISTRICT

CAMPUS IMPROVEMENT PLAN

DEMOGRAPHICS SUMMARY/COMPREHENSIVE NEEDS ASSESSMENT

2018 - 2019

Campus: J. C. Martin Jr. Elementary

Location: 1600 Monterrey Ave.

Laredo, Texas 78040

Principal: Manuel Escalante

Campus Description:

J. C. Martin Jr. Elementary is one of 31 campuses in the Laredo Independent School District. J. C. Martin Jr. Elementary opened its doors in 1974

and serves predominantly middle class to low income families. J. C. Martin Jr. is a school-wide Title I school that serves approximately 605 students in grades PK-3 to 5th. We also house one PPCD and one Life Skills class. We offer self-contained classrooms up to Kindergarten and we are departmentalized from 1st grade on. Furthermore, we offer advanced classes (trailblazer) classes from 1st-5th grade and an inclusive model (co-teaching) for all SPED students. Three years ago, we served 575 students and the enrollment has increased slightly every year. Overall, J. C. Martin Jr. has increased its enrollment by 5% over the last three years. We have established long standing relationships with Border Patrol (S.O.M.), Peter Piper Pizza (Student incentives), Wal-Mart, Texas Road House, Miles of Smiles, Masonic Dental, Planet Dental, Rodeo Dental, Drscoll Children's Hospital, Superior Health Plan, Driscoll Health Plan, PHS, the Holdinh Institute, and Imagine Dental.

Mission Statement: J. C. Martin Jr. Elementary subscribes to the notion that learning, rather than teaching, is the fundamental purpose of our school.

J. C. Martin Jr. students will participate in a rich and rigorous curriculum that will fulfill their desire to learn. We will give students the opportunity to grow both academically and socially by engaging them in a variety of educational and cultural opportunities. Teachers will employ real-life experiences to inspire a love of learning in all children. Students will learn valuable skills such as problem-solving, critical thinking, and decision-making which will contribute to life long success. At the end of their J. C. Martin educational careers, students will remain motivated and eager to share their learning experiences with others.

Student Academic Achievement

Student Academic Achievement Summary

Instructional Leadership Team Members:		
(List member and their position)		
Cecilia Ramirez-PK-4 (Elected)	Christina Hernandez-κ (Elected)	Erika Mendoza-2nd (Elected)
Jenny Murillo-Santoya-3 rd (Elected)	Sara Moreno-4th (Elected)	Angelica DiPaola-5th (Elected)
Dora Galvan-Sp. Ed. (Elected)	Joseph Cisneros-Groups (Elected)	Jessica Contreras-Prof. Support (Elected)
Rene Meza-Support Staff (Appointed)	Elizabeth Gaytan-4th (Elected)	Elena Pecina-5th (Elected)
Karina Ramos-(Business Rep.)	Kimberly Gonzalez-PK-4 (Elected)	OPEN-District Representative
OPEN-Parent	Agent Jose Garcia-Community Representative	Manuel Escalante-Principal
Esther Colunga- Asst. Principal		

STAAR (TAPR Report)				
Student Achievement (Domain I):	2015	2016	2017	2018
All Subjects	%	%	86%	88%
Reading	%	%	84%	94%
Math	%	%	91%	92%
Writing	--	--	83%	52%
Science	--	--	83%	98%

Economically Disadvantaged	%	%	86%	88%
English Language Learners (ELL)	%	%	84%	88%

2018 State Accountability Rating: A (93.7) LISD Calculation				
2017 State Accountability Rating: Met Standard				
Distinctions:		Improvement Required: Not applicable		
Student Achievement (90/60/30 Model)	Did Not Meet	Approaches	Meets	Masters
All Subjects	66/551(12%)	485/551 (88%)	328/551 (60%)	143/551(26%)
Reading	12/207(6%)	195/207 (94%)	120/207 (58%)	53/207(26%)
Math	17/209(8%)	192/209 (92%)	148/209 (71%)	73/209(35%)
Writing	36/75(48%)	39/75(52%)	25/75(33%)	5/75(7%)
Science	1/60(2%)	59/60(98%)	35/60(58%)	12/60(20%)
Economically Disadvantaged	(%)	(%)	(%)	(%)
Limited English Proficient (LEP)	(%)	(%)	(%)	(%)
School Progress (Domain II):	Closing the Gaps (Domain III):			

Where We've Been:

Executive Summary

Guided Reading Levels	Year	All Students	Kindergarten	First ≥ 16	Second ≥ 22	Third ≥ 26
Rigby (on grade level)	2018	%	%	%	%	
	2017	%	%	%	%	
	2016	%	%	%	%	
	2005	N/A	N/A	N/A	N/A	
Rigby (above grade level)	2018	%	%	%	%	
	2017	%	%	%	%	
	2016	%	%	%	%	
	2005	N/A	N/A	N/A	N/A	

Subject	Year	All Students	Hispanic	Trailblazers	Non-Trailblazers	Sp. ED.	Econ. Disdv.	ELL.**
Reading	2018	94%	%	%	%	%	%**	%
	2017	84%	84%	%	%	85%	84%	82%
	2016	%	%	%	%	%	%	%
	2005	%	%	%	%	%	%	%
** - Denotes current bilingual and monitored students.								
Mathematics	2018	92%						
	2017	91%	91%			88%	90%	89%
	2016							
	2015							
** - Denotes current bilingual and monitored students.								
Science	2018	98%	98%	100%	98%	100%	98%	98%
	2017	85%	--	88%	78%	85%	71%	N/A
	2016							
	2015							

Writing	2018	52%						
	2017	83%	83%			89%	83%	78%
	2016							
	2015							
All Tests	2018	88%						
	2017	86%	86%	%	%	88%	86%	84%
	2016							
	2015							

Year	Attendance	Mobility
2017-18	97.8%	%
2016-17	%	%
2015-16	%	%
2014-15	%	%

STAFF INFORMATION:

The staff population is 100% Hispanic.

5% male, and 95% female with an average of 5.4 years of experience. 100% of our professional staff meets the criteria for “highly qualified” and 100% of our paraprofessionals meet the criteria for “highly qualified.” 38% of our professional staff holds master’s (or other graduate) degrees and 43% hold multiple certifications. 88% of our paraprofessional staff has at least 45 college credit hours. The average daily attendance rate for staff is 83%. There

were 19 discipline incidents this year, which is an decrease of 4% from last year.

SPECIAL POPULATIONS:

Approximately 516 students are identified as Limited English Proficient students (85%), 24 students in the Gifted and Talented program, 88 students participating in Trailblazer classes, and 28 students are identified in the Special Education program. There are 9 students identified for 504 services, (160) 29% of RtI Tier I students, (50) 8% of Tier II students, and (6) 1% of Tier III students. Our special education students participate in an inclusion model and are also served by school specialists and during the Power Hour.

TITLE I PROGRAM INFORMATION:

Allocation-\$78,145

Our School-wide Title I program consists of parent involvement activities, pullout tutorials (during the school day-Power Hour), professional development in the PLC process, accelerated instruction for at-risk students, and instructional materials for Reading, math, Writing, and Science STAAR. We will fund one instructional specialist that will provide co-teaching in classrooms that have high percentages of at-risk students. Furthermore, Title I supports existing services and systems that allow us to meet/enrich the needs of our students. We will also set aside \$1,000 that will support parental involvement activities (supplies and refreshments). Without Title I funds, these activities would not be possible for our students.

STATE COMPENSATORY PROGRAM INFORMATION:

Allocation-\$143,694

State Compensatory Education (SCE) consists of a system of support that reinforces the school's programs and systems. We employ one instructional specialist (Reading) that will provide co-teaching opportunities in classrooms that have high percentages of at-risk students. We also provide for two paraprofessionals (Reading lab. aide and technology lab.). We supplement a pullout tutorials program during the school day that assists with preparation for STAAR and music encounters through DaCamera. We will support the district's RtI system and pay for a consultant that will continue to provide professional development for our teachers (third year of our balanced literacy initiative). We will also purchase books for our leveled library including LLI kits for every grade level.

Data used by the Campus Education Improvement Committee:

AEIS (2011), TELPAS, multi year trends, discipline records, staff development, TPRI, Woodcock-Munoz/IPT, Stanford, universal profiles, previous state assessments, AYP reports, curriculum based assessments (CBAs), benchmarks, teacher-student ratios, mobility rates, PDAS, instructional materials (inventory lists), lesson plans, community/business relationships, duty maps, staff rosters, attendance reports (students and staff), parent surveys, teacher surveys, technology plan/reports (STaR), and resources allocations.

Where We Are Now:

Sub-committees were formed to look for areas of strength and to identify areas of need. The data/input showed:

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Students:

Strengths: The performance of every sub-population is at or above the state average in Mathematics, Science and Writing state assessments (**Raw score average comparisons**). The biggest increase is reflected in Writing. No students were assigned to the district's alternative education program during the entire school year. The number of students participating in extra curricular activities increased from 12% to 18%. The student ADA remained above 97% for the fourth consecutive year.

Needs: Even though we have seen steady growth in the area of Reading, it continues to be our area of greatest need. We must continue to ensure a transition to STAAR in Language Arts, Math, and Science (3-5). Our school missed adequate yearly progress for the first time in the area of Reading (Categories: all students and economically disadvantaged). 85% of our students achieved the passing standard, but the requirement was 88%. In K-2, we must continue to ensure that our students are reading on grade level by the end of third grade. We have seen slow, steady increase in the performance of our students to 86% of the students reading on grade level at the end of second grade. 60% of our LEP students improved at least one proficiency level in TELPAS. We must ensure a smooth implementation of the district's RtI system to ensure proper interventions and support for our at-risk students. We also have a need for more leveled, audio, and big books in our leveled text library.

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Staff Quality, Recruitment and Retention:

Strengths:

We were able to achieve a staff retention rate of 93%. Our staff has developed into a cohesive unit that plans together and supports each other. Our staff participates in on-going professional development that has resulted in a staff that is knowledgeable and equipped to meet the varied needs of learners. All staff meets the criteria for “highly qualified” as defined by NCLB.

Needs:

Our staff needs to continue onto the third year of our balanced literacy initiative, especially the guided reading component and the utilization of “running records.” We need to prepare our staff to be able to meet the rigors of STAAR. We also need to continue the training of our literacy coach (Year 2 at Alvin ISD). We will implement an incentive program that rewards staff for positive performance and leadership. We must refine RtI and its implementation within our school system (Read 180 for struggling readers at 3rd through 5th).

Family and Community Involvement:

Strengths:

The parents of our students value and support their children’s education. They attend family nights and engage in communication with the teachers. They also encourage their children to make good choices and strive for academic success. We have established partnerships with community entities, including GE-Energy, Second Baptist Church, Children’s Museum of Houston, and Harris County Department of Education. With the aid of these partnerships, we have successfully established the Recipe for Success program, Summer Camp, and Family Night at the Children’s Museum.

Needs:

We need more parents to participate and serve as volunteers. The main priority is to gain volunteers for cafeteria duty in order to free up professional staff time. Furthermore, we need parents to assume leadership roles within the school to assist in forming an active PTO committee. We also need to continue to have activities during the school day for our parents.

Curriculum and Instruction:

Strengths:

Our teachers participate in district alignment committees and we adhere to all district guidelines and initiatives. We have developed a system of embedded support for our teachers to ensure that we meet the varied needs of learners. Our teachers continue to accumulate valuable professional development and experience, especially in the area of balanced literacy.

Needs:

We must ensure alignment between the curriculum, instruction, and assessment. Our staff will continue to participate in the district's curriculum council, education improvement committees and professional development initiatives. Every teacher will follow the district's scope and sequence and maintain appropriate lessons on Eduphoria.

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Technology:**Strengths:**

Every staff member has access to multimedia instructional instruments (document cameras, smart boards, interactive projectors, clicker system, etc.). According to our STaR report, our staff feels competent with their understanding of the available technology. We maintain an interactive school website with multiple

Needs:

Our school needs to continue to invest in upgrading the available technology and providing more products that assist with classroom instruction. Currently, we have 6 smart boards and 15 interactive projectors. We need to provide each classroom with an interactive projector or smart board by 2015. We also have to identify a method to protect our technology devices from daily hazards and maintain accurate inventories of all available technology.

Where We're Going: (Campus Improvement Goals)

1. Improve the academic performance of all students.
 - A. All students shall increase their academic performance in ELA/Reading to meet or exceed the state federal (AYP) standards.
 - B. All students shall increase their academic performance in Math to meet or exceed the state and federal (AYP) standards.
 - C. All students shall increase their academic performance in Science to meet or exceed the state and federal (AYP) standards.
 - D. All students shall increase their academic performance in Social Studies to meet or exceed the state and federal (AYP) standards.
 - E. All students shall increase performance on College and Career Readiness indicators.

2. Hire highly-qualified employees, while reducing the turnover rate through mentoring, compensation and staff development.
 - A. Recruit and maintain 100% "Highly Qualified" (HQ) teachers and instructional paraprofessionals in order to meet state and federal requirements.

3. Continue to promote and develop opportunities to increase parental involvement, foster a strong home-school partnership resulting in increased student achievement.
 - A. Continue to promote parental involvement, community relations and opportunities for participation in district/campus decision-making and planning.

- B.Continue to provide information in multiple formats to increase two-way communication between the home and the school.
4. Provide a safe and healthy learning and working environment for students, employees and parents.
- A.Ensure a safe and secure learning/working environment.
 - B.Educate students, staff, and parents on dating violence, suicide prevention, violence prevention and intervention.
 - C.Implement a coordinated Health/Wellness program.
 - D.Continue to implement Crisis Management efforts in the campus.
5. Continue to promote multiple proven pathways to graduation and credit recovery.
- A.Reduce drop-out and retention rates.
 - B.Provide and monitor appropriate interventions for At-Risk students.
 - C.Increase student attendance.
 - D.Provide college/career information to students and parents
- Options beyond high school
 - Scholarships and financial aid
 - Texas Grant initiative

Student Academic Achievement Strengths

J. C. Martin Jr. Elementary School

Campus Improvement Plan Performance Objectives

2018-2019

Campus Goal 1: Our school will improve the academic performance of all students.

Performance Objectives: **1.A** All students shall increase their academic performance to meet or exceed the state and federal (AYP) standards.

Reading – Kindergarten (Rigby level target ≥ 3)

- All students: Achieve a $\geq 90\%$ success rate
- African American: Achieve a $\geq 90\%$ success rate
- Hispanic: Achieve a $\geq 90\%$ success rate
- White: Achieve a $\geq 90\%$ success rate
- Economically Disadvantaged: Achieve a $\geq 90\%$ success rate

Reading – 1st grade (Rigby level target ≥ 16)

- All students: Achieve a $\geq 90\%$ success rate
- African American: Achieve a $\geq 90\%$ success rate
- Hispanic: Achieve a $\geq 90\%$ success rate
- White: Achieve a $\geq 90\%$ success rate
- Economically Disadvantaged: Achieve a $\geq 90\%$ success rate

Reading – 2nd grade (Rigby level target >22)

- All students: Achieve a $\geq 90\%$ success rate
- African American: Achieve a $\geq 90\%$ success rate
- Hispanic: Achieve a $\geq 90\%$ success rate
- White: Achieve a $\geq 90\%$ success rate
- Economically Disadvantaged: Achieve a $\geq 90\%$ success rate

Reading – 3rd grade

- All students: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- African American: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Hispanic: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- White: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Economically Disadvantaged: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

Reading – 4th grade

- All students: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

- African American: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Hispanic: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- White: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Economically Disadvantaged: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

Reading – 5th grade

- All students: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- African American: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Hispanic: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- White: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Economically Disadvantaged: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

Writing – 4th grade

- All students: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- African American: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Hispanic: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- White: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Economically Disadvantaged: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

Performance 1.B

Math – 3rd grade

Objectives:

- All students: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- African American: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Hispanic: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- White: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.
- Economically Disadvantaged: Maintain a $\geq 90\%$ passing rate, $\geq 30\%$ AAP.

Math – 4th grade

- All students: Maintain a $> 90\%$ passing rate, $> 30\%$ AAP.
- African American: Maintain a $> 90\%$ passing rate, $> 30\%$ AAP.
- Hispanic: Maintain a $> 90\%$ passing rate, $> 30\%$ AAP.

- White: Maintain a >90% passing rate, >30% AAP.
- Economically Disadvantaged: Maintain a >90% passing rate, >30% AAP.

Math – 5th grade

- All students: Maintain a >90% passing rate, 30% AAP.
- African American: Maintain a >90% passing rate, 30% AAP.
- Hispanic: Maintain a >90% passing rate, 30% AAP.
- White: Maintain a >90% passing rate, 30% AAP.
- Economically Disadvantaged: Maintain a >90% passing rate, 30% AAP.

Performance 1.C

Science – 5th grade

Objectives:

- All students: Maintain a >90% passing rate, 30% AAP.
- African American: Maintain a >90% passing rate, 30% AAP.
- Hispanic: Maintain a >90% passing rate, 30% AAP.
- White: Maintain a >90% passing rate, 30% AAP.
- Economically Disadvantaged: Maintain a >90% passing rate, 30% AAP.

Performance 1.D

Increase the academic performance of special education students in STAAR,

Objective:

STAAR-A, STAAR-M, and STAAR-Alt., achieve a 90% passing rate.

Performance 1.E

Increase the academic performance of all LEP students to meet or exceed state

Objective: and federal .

3rd grade

- Reading: Maintain a >90% passing rate, 30% AAP.
- Math: Maintain a >90% passing rate, 30% AAP.

4th grade

- Reading: Maintain a >90% passing rate, 30% AAP.
- Math: Maintain a >90% passing rate, 30% AAP.
- Writing: Maintain a >90% passing rate, 30% AAP.

5th grade

- Reading: Maintain a >90% passing rate, 30% AAP.
- Math: Maintain a >90% passing rate, 30% AAP.
- Science: Maintain a >90% passing rate, 30% AAP.

Increase the TELPAS composite rating of LEP students in the
Advanced/Advanced High level:

- Advanced level: Increase from 32% to 40 %
- Advanced High level: Increase from 35% to 40%

**Summative
Evaluation**

STAAR reports

AEIS Report

TELPAS

Campus Goal 2: J. C. Martin Jr. Elementary will attract, retain and prepare the highest quality teachers and staff, while reducing turnover rate through mentoring, compensation and staff development.

Performance Objectives:

2.A Maintain the percentage of “highly qualified” professional staff at 100%. Ensure that all core academic subject area classes are taught by “highly qualified” teachers.

DeZavala Elementary School will facilitate meaningful and relevant staff development and maintain the percentage of teachers receiving high-quality professional development at 100%. We will assist any newly hired teachers not “highly qualified” to meet the “highly qualified” requirements within a reasonable amount of time, not to exceed one year.

Summative Evaluation

Staff evaluations

AEIS

Teacher surveys

NCLB regulations

J. C. Martin Jr. Elementary School

Campus Improvement Plan Performance Objectives

2012-2013

Campus Goal 3: J. C. Martin Jr. Elementary will continue to promote and develop opportunities to increase parental involvement from 33% to 40% by fostering a strong home-

increase parental

school partnership resulting in increased student achievement.

Performance Objectives:

3.A Continue to improve parental involvement, community relations and opportunities to participate in the district/campus decision-making.

- 3.B** Continue to provide information in multiple formats to increase two-way communication between the home and school.

**Summative
Evaluation:**

Parent Involvement documentation

Sign-in sheets

Parent surveys

Campus Goal 4: Provide a safe and healthy learning and working environment for students, employees and parents by establishing a partnership that will promote acceptance, respect, health, and wellness by decreasing the number of discipline referrals from 270 to 230.

**Performance
Objectives:**

- 4.A** Ensure a safe, secure learning and working environment.
- 4.B** Educate students, staff and parents on dating violence, suicide prevention, violence prevention and intervention.
- 4.C** Implement a coordinated health/wellness program.
- 4.D** Continue to implement crisis management efforts in the campus/district.

Summative Evaluation:

Discipline reports

AEIS Report

District data

Emergency maps and plans (evacuation, shelter in place, etc.)

J. C. Martin Jr. Elementary School

Campus Improvement Plan Performance Objectives

2012-2013

Campus Goal 5: Continue to promote multiple proven pathways to graduation and credit recovery.

Performance Objectives:

5A Provide and monitor appropriate interventions for at-risk students.

5B Maintain student attendance rate at 97% or higher.

5C Provide college/career information to students and parents

- Options beyond high school
- Scholarships and financial aid
- Texas Grant initiative

Summative Evaluation:

Discipline reports

AEIS Report

District data

Summary

As a team, we have highlighted areas of improvement for our campus based on: Data from parent surveys, teacher surveys, meetings, State assessment reports, AYP report, TELPAS, STAAR (raw scores), district reports, curriculum based assessments (CBAs), benchmarks, RtI, and student profiles.

After reviewing the data: We have identified consistent growth in every academic area, except for Reading. Most of our resources have been utilized in this area and we are poised as most of our staff has experienced a lot of professional development and growth to meet the needs of our at-risk students. The overall culture of our school is very positive and the families express satisfaction with the level of service provided to their children. Our focus for 2012-2013 is to ensure a smooth transition to STAAR. Therefore, we must continue to provide our staff with the necessary support through professional development in balanced literacy and guided math.

Our CEIC's goal is to ensure that every student is successful in achieving the curriculum. In K-2 we want at least 90% of our students to be reading at or above grade level. In grades 3-5, we will strive for at least a 90% satisfactory academic performance (SAP) rate and at least a 30% advanced academic performance (AAP) rate in every category and every sub-population during the 2012-2013 school year. Emphasis will be placed on the two areas missed for AYP (Reading: all students and economically disadvantaged). We will also continue to meet the AYP requirements of NCLB by maximizing resources and ensuring that the CIP is followed thoroughly.

Comprehensive Needs Assessment Data Documentation

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

Goals

Revised/Approved: January 18, 2018

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: J.C. Martin will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.


















Domain I Score will increase







from 90% to 92%
(See Plan Addendum)

Evaluation Data Source(s) 1: TAPR Reports -STAAR/EOC
TELPAS Reports
PBMAS

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) By May 2019, J.C. Martin Elementary will provide integrated state and differentiated instruction to develop all students' competencies in specific knowledge and analytical skills needed to increase student achievement in Texas Academic Performance Report (T.A. P. R.) and System Safeguard standards by 2% in all areas measured.	Principal, Assistant Principal, CEIC Committee, Elementary Director, Teachers	CEIC/SBDM Agendas and Minutes, Grade Level Meeting Agendas and Sign- In Sheets, Faculty Meeting Agendas and Sign-in Sheets, Learning Walks				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1985029.00, 199 - General Fund: SCE (PIC 30) - 203767.00, 199 - General Fund: SCE Pre K (PIC 34) - 189445.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 208485.00, 199 - General Fund: Operating (PIC 99) - 568676.00, 211 - ESEA Title I: Improving Basic Program - 228974.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 14655.00						

2) 4) J.C. Martin will collaborate and utilize instruction by the assistance of programs and personnel in order to enhance learning for all special education students.	Principal, Assistant Principal, Teachers	Tutorials, in-class support, interventions, and one to one instruction				
		Funding Sources: 199 - General Fund: Special Education (PIC 23) - 414796.00, 224 - IDEA - Part B: Formula Fund - 119721.00				
3) 2) J.C. Martin Elementary will continue to provide a strong Bilingual Program to ensure that students acquire academic and social language proficiency.	Principal, Assistant Principal, Instructional Specialist, Teachers	We will make improvements by: PLC's , Agendas/ Sign-In Sheets, Lesson Plans, TELPAS, LAS Links, and Walk-throughs				
		Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 98546.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 6431.00				
4) J. C. Martin Jr. Elementary will create a data wall in the PLC classroom to monitor progress in all core areas and adjust instruction to meet students needs (DMAC, state assessments, STAAR, CBA's, TPRAI, and other local data results).	Instructional Specialist & Team Leaders	We will see improvements on: Report Card, Progress Reports, Academic Failure Report, Learning Walks, DMAC results, state assessment results, CBAs, CPALLS/Pre-Las/Las, TPRI/Tejas Lee Weekly PLC's, Power PLC's every six weeks				
		Funding Sources: 199 - General Fund: SCE (PIC 30) - 0.00				
5) 3) J.C. Martin Elementary will implement the LISD curriculum with fidelity, which will enhance instruction and student performance.	Instructional Specialist, Team Leaders, Teachers	We will see improvements on: Failure Reports, DMAC, Assessment Results, Lesson Plans, Grade Level Planning Documents, Walk-throughs, Observations, etc.				
6) 4) Every Pre-K 3- 5th teacher will adhere to the LEAD Documents/ LISD Scope and Sequence in all core content areas (Math, Science, Reading, and Writing).	Instructional Specialist, Team Leaders, Teachers	We will make improvements by: Lesson Plans, Report Cards, Progress Reports, Learning Walks, Failure Reports, DMAC Reports, Assessment Results, CBAs Texas Resource System/Lead Documents, Academic Word Walls, STAAR				
7) 5) The administration will monitor the instructional focus of the campus in order to increase student achievement. 1. Students speak in complete sentences. 2. Teachers call on 2 non-volunteers for every 1 volunteer (Randomize). 3. Differentiated Instruction	Principal, Assistant Principal	We will make improvements by: Walk-throughs, Observations				
8) 6) J. C. Martin will collaborate and utilize instruction by the assistance of personnel in order to enhance learning for all students (Power Hour Interventions, In-Class Support, One to One Instruction, Intervention Programs, and Tutorials).	Principal, Assistant Principal, Instructional Specialist, Teachers, Support staff	We will make improvements by: Tutors, Power Hour Personnel Assignments				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>9) 7) J.C. Martin will provide basic instructional materials in all content areas.</p>	Principal, Assistant Principal					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>10) 8) J.C. Martin will provide supplemental materials in all content areas including intervention software programs and AV technology equipment. (Education Galaxy, IPADs, and Mimios)</p>	Principal, Assistant Principal					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>11) 9) J.C. Martin will have after school tutorials, RTI, and enrichment activities for all student populations in order to meet the system safeguards for the 2017-2018 school year.</p>	Principal, Assistant Principal, Teachers, and Support Staff	We will make improvements by: Lesson Plans, Report Cards, Progress Reports, Walk throughs, Observations, Failure Reports, DMAC Reports, Assessment Results, CBAs				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>12) 10) J.C. Martin will provide an anchor chart system, pro finisher system, and an electronic die-cutter machine in order to enhance and promote all classroom strategies, increase student retention through anchor charts and didactic bulletin boards, assist with cooperative group work needed for at risk students to provide interventions, reinforcement, and ensure success on STAAR.</p>	Principal, Assistant Principal, Instructional Specialist, Team Leaders, Teachers, and Support Staff	We will make improvements by: reinforcing curriculum instruction				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>13) 11) J.C. Martin will have a Power PLC after every CBA, Benchmark, and STAAR for the purpose of conducting Data Digs and plan for interventions.</p>	Principal, Assistant Principal, Instructional Specialist, Team Leaders, and Teachers	We will make improvements by: Assessment Data				
<p>Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>14) 12) J.C. Martin will create an effective master schedule that includes a "power hour" for intervention purposes.</p>	Principal, Assistant Principal, Instructional Specialist	We will make improvements by: Refinement of Master Schedule				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 2: J.C. Martin will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 91% to ___92%___

Evaluation Data Source(s) 2: TAPR Reports -STAAR/EOC
 TELPAS Reports
 PBMAS

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) J.C. Martin Elementary will implement and monitor RTI in collaboration with all available programs to address the needs of at-risk students.</p>	Principal, Assistant Principal, Instructional Specialist, SSS Team, Teachers	We will make improvements by: SSS Committee Minutes, Tier/2/Tier 3 Progress Monitoring, Comprehension Summary Report, RTI Documentation, Weekly Tests, and Learning Walks				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) J.C. Martin Elementary will continue to provide a strong Bilingual Program to ensure that students acquire academic and social language proficiency.</p>	Principal, Assistant Principal, Instructional Specialist, Teachers	We will make improvements by: PLC's , Agendas/ Sign-In Sheets, Lesson Plans, TELPAS, LAS Links, and Walk-throughs				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) J.C. Martin Elementary will participate in PLC planning to prepare and enhance instructional delivery to ensure student achievement.</p>	Principal, Support Staff, Teachers	We will make improvements by: PLC Planning, Sign-In sheets, Lesson Plans, and Walkthroughs				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) J.C. Martin will collaborate and utilize instruction by the assistance of programs and personnel in order to enhance learning for all special education students.</p>	Principal, Assistant Principal, Teachers	Tutorials, in-class support, interventions, and one to one instruction				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>5) J.C. Martin will collaborate and utilize instruction by the assistance of programs and personnel in order to enhance learning for all G.T. students.</p>	<p>Principal, Assistant Principal, Counselor, Teachers</p>	<p>G.T. Activities and G.T. Projects</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 3: J.C. Martin 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 be maintained at 100% (See Plan Addendum)

Evaluation Data Source(s) 3: Texas Accountability Reports

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) J.C. Martin Elementary will provide licenses for Alexandria.	Librarian		✓	✓		
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00						
2) J.C. Martin Elementary will provide and supplement library resources that are integrated with the curriculum to enhance student learning.	Principal Assistant Principal, Librarian, Teachers	We will make improvements by: On-site review report Inventory Sheets				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1251.00, 199 - General Fund: Bilingual (PIC 25) - 3000.00, 199 - General Fund: SCE (PIC 30) - 3000.00, 211 - ESEA Title I: Improving Basic Program - 1200.00						
3) J.C. Martin Elementary will continue to provide a strong Bilingual Program to ensure that students acquire academic and social language proficiency.	Principal, Assistant Principal, Instructional Specialist, Teachers	We will make improvements by: PLC's , Agendas/ Sign-In Sheets, Lesson Plans, TELPAS, LAS Links, and Walk-throughs				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 18000.00						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4	Principal, Assistant Principal, Teachers	We will make improvements by: List of "Power Hour" Intervention Groups, Walk-throughs, Progress Reports, Report Cards, DMAC Data, and Benchmarks				
4) 1) Based on assessment data, J.C. Martin Elementary Pre-K 3 and Special Ed. Teachers, volunteer certified teachers, and support staff will assist classroom teachers in the implementation of an intervention plan for at-risk students through the Power Hour, extended day tutorials on Tuesdays, Wednesdays, Thursdays, and Super Saturdays.						
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7	Principal, Assistant Principal, Instructional Specialist, Teachers	We will make improvements by: Power PLC Meeting, DMAC reports, Assessment Data				
5) 2) J.C. Martin Elementary professional staff will collaborate and plan with support staff through vertical meetings (Power PLC's) to improve student achievement.						







<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>6) 3) J.C. Martin Elementary's professional staff will collaborate through a Power PLC with administrators after administration of benchmarks and CBA's to analyze data and set SMART Goals. (Analyze Data Component)</p>	<p>Principal, Assistant Principal, Instructional Specialist, and Teachers</p>	<p>We will make improvements by: Power PLC Meeting, DMAC reports, Assessment Data</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: J. C. Martin will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations. (Domain I & III) (See Plan Addendum)

Evaluation Data Source(s) 4: Texas Accountability Reports

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) J.C. Martin Elementary will provide staff development, which will deliver relevant instructional strategies for all students in order to achieve academic success.</p>	Principal, Assistant Principal, SSS Team, Teachers	We will make improvements by: Lesson Plans, Walk-throughs, PLC Meetings, Agendas, Faculty Meetings, Staff Development Agendas, Eduphoria Documentation, State Assessment Results				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) J.C. Martin Elementary will provide staff development to increase technology skills in the following areas: Technology and Curriculum Integration.</p>	Principal Assistant Principal, Teachers	We will make improvements by: Staff Development, Evaluations, Agendas, Walk-throughs				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) J.C. Martin Elementary will provide and supplement library resources that are integrated with the curriculum to enhance student learning.</p>	Principal Assistant Principal, Librarian, Teachers	We will make improvements by: On-site review report Inventory Sheets				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) J.C. Martin Elementary will provide licenses for Alexandria.</p>	Librarian					
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 5: J.C. Martin will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 49% to 50%.

Evaluation Data Source(s) 5: TELPAS

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 1) We will train our teachers on using PLC model for desegregating data and to monitor progress.	Principal Assistant Principal					
2) 2) Develop a calendar that allows for weekly monitoring of the "limited growth" group.	Principal Assistant Principal					
3) 3) Adhere to Power PLC model after every CBA/ STARR to do a data dig.	Principal Assistant Principal					

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 6: J.C. Martin 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 94% to 95%.

Evaluation Data Source(s) 6: Texas Accountability Reports

Summative Evaluation 6:

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 7: J.C. Martin 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 N/A to N/A.

Advanced Placement participation rate will increase
from N/A to N/A.

Evaluation Data Source(s) 7: TAPR Report
PBMAS Report

Summative Evaluation 7:

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: J.C. Martin 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, SpEd, CTE and ESSA. (See Plan Addendum)

Evaluation Data Source(s) 8: TAPR Reports-STAAR/EOC
PBMAS Reports

Summative Evaluation 8:

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: J.C. Martin will increase the number of earned industry-recognized certifications through participation in CTE program yearly. (High School Only)

Increase industry certificates from _N/A_ to _N/A_.

Evaluation Data Source(s) 9: TAPR Report-

Summative Evaluation 9:

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 10: J.C. Martin will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

Increase Domain I score from 90 to _____.

Evaluation Data Source(s) 10: Staff Development Calendar/Sign In Sheets

Summative Evaluation 10:









Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 11: J.C. Martin will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from _85%_ to _95%_.

Evaluation Data Source(s) 11: STaR Survey

Summative Evaluation 11:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) J.C. Martin Elementary will allocate funds to purchase audio visual materials and technology equipment to enhance instructional delivery in all content areas.	Principal, Assistant Principal	Summary Budget Reports, Sage Reports, P.O. Binder				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 3000.00					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: J.C. Martin, Jr. Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: J.C. Martin will decrease the number of student retentions through specialized instructional support.

Campus Retention rate will decrease from 2% to 1%

Evaluation Data Source(s) 12: Failure Reports

Summative Evaluation 12:

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

District Attendance rate will increase from 98% to 99%.

Campus will maintain or increase attendance rate from 97% to 99%

Evaluation Data Source(s) 1: Attendance Reports

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 6</p> <p>1) J.C. Martin Elementary will take a proactive approach to enforce the district code of conduct.</p>	Principal, Assistant Principal, Counselor, Team Leaders, Teachers	PEIMS 425 Report, (ISS/OSS, Violation of Code of Conduct), Documentation of Referrals, Conferences, Phone Calls, etc. and Implement an Incentive Plan				
<p>Critical Success Factors CSF 6</p> <p>2) J. C. Martin Elementary will promote character education through: Character Education Sessions.</p>	Counselor, Parental Liaison	Character Education, Stated on Counselor's Lesson Plans, Every 6 Weeks, and Parent Conference Forms				

<p align="center">Critical Success Factors CSF 6</p> <p>3) J. C. Martin Elementary will provide class counseling sessions at least every six weeks to discuss relevant issues such as: Bullying Prevention- Rachel's Challenge, Career Choices, Relationships/Family, Self-Esteem, Drug-Awareness, Healthy Lifestyles, and Maro Products (Student Activities).</p>	Counselor	Counselor's Lesson Plan, Class Sessions				
<p align="center">Critical Success Factors CSF 1 CSF 3</p> <p>4) J.C. Martin Elementary will provide UIL and extracurricular activity opportunities to all students.</p>	UIL Sponsors, Music Teacher, Coaches, Librarian, Chess Club Sponsor, National Honor Society Sponsor	Lists of Student Participants, Documentation of Activity Attendance Practice Sessions				
<p align="center">Critical Success Factors CSF 6</p> <p>5) Administration will monitor the implementation of an assertive discipline management plan and CHAMPS by all teachers and support staff to promote positive student behavior such as in classrooms, cafeteria, gym, library, etc.</p>	Principal, Assistant Principal	CHAMPS, Rules, Student Referrals, and Documentation of Parent Conferences				
<p align="center">Critical Success Factors CSF 1</p> <p>6) J.C. Martin Elementary will provide opportunities for academic instruction enhancement such as field trips related to academic content areas</p>	Principal, Assistant Principal	Field Trip Requests, Lesson Plans, Survey to garner personal experience from student-related material and content area material.				







 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 6</p> <p>1) 1) J. C. Martin Elementary will recognize students for academics, behavior efforts, attendance, and participation in sports.</p>	Principal, Assistant Principal	List of Students, Meeting Agenda, Attendance Reports				
<p>Critical Success Factors CSF 6</p> <p>2) 2) J. C. Martin Elementary will enforce attendance procedures by establishing a reward and consequence system to encourage daily attendance.</p>	Principal, Assistant Principal	Parent Call Logs, Parent Conference Forms				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: J. C. Martin will increase the number of students who graduate on time, with college readiness distinctions.

District and Campus graduation rate for All Students, Hispanic, ECD, ELL and SpED will increase. (See plan addendum)

Number of student with distinctions will increase

from _____ to _____.







Evaluation Data Source(s) 3: Counseling Reports

TAPR Report

PEIMS Submission Report

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 6</p> <p>1) 1) J.C. Martin Elementary will establish and monitor school wide implementation of rules and procedures before, during, and after the instructional day to ensure safety.</p>	Principal Assistant Principal	Learning Walks, Follow Rules and Procedures by Campus/District, Handbook Policies, Faculty Meetings Sign-In Sheets				
<p>Critical Success Factors CSF 6</p> <p>2) 2) J.C. Martin will implement security procedures for staff, students, parents, and visitors.</p>	Principal Assistant Principal	Visitor Sign- In Log, Monitoring of Locked Doors and Gates				
<p>Critical Success Factors CSF 6</p> <p>3) 3) J.C. Martin Elementary Safety Officer will conduct: Monthly safety inspections, Fire Drills, Bomb threat drills, Lock-down drills, Bus drills, Severe weather drills.</p>	Principal, Assistant Principal	Safety Meetings, Accident Reports, Safety Check List				

<p align="center">Critical Success Factors CSF 6</p> <p>4) J.C. Martin will monitor traffic in an efficient manner. Designated Pick-Up and Drop-off zones, Crossing Guard, Security Guard, and custodians will direct traffic at assigned areas, Teachers and staff monitor PK-3- 5th grade student pick-up and drop off.</p>	<p>Principal, Assistant Principal</p>	<p>Traffic Accident Reports, Safety Reports, Incident Reports</p>				
<p align="center">Critical Success Factors CSF 6</p> <p>5) J.C. Martin will implement and monitor maintenance services by custodians to ensure facilities are conducive to learning</p>	<p>Principal, Assistant Principal</p>	<p>Teacher/Staff, Feedback on Custodial Services, Agendas and Sign-In Sheets of meetings</p>				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 4: J.C. Martin 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 10% to 5%

of Discretionary placements at alternative campuses will decrease for:

All Students from N/A to N/A and

Special Ed. Students from N/A to N/A

Evaluation Data Source(s) 4: 425 Report

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 6</p> <p>1) J. C. Martin Elementary will provide opportunities that foster mutual respect and build relationships among staff members by the following: PLC's, Power PLC's, holiday luncheons, and faculty and staff gatherings.</p>	Principal, Assistant Principal	Agendas, Meeting Sign-In Sheets				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: J.C. Martin Police Department will work with all stakeholders to insure a safe and secure environment. (District Only)

of Incidents and Citations will decrease from _N/A_____ to _N/A_____

Evaluation Data Source(s) 5: Police Reports on case numbers for the year.

Summative Evaluation 5:

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 6: J.C. Martin 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 Source(s) 6: Membership reports

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 6) J.C. Martin Elementary will provide opportunities for academic instruction enhancement such as field trips related to academic content areas.	Principal, Assistant Principal	Field Trip Requests, Lesson Plans, Survey to garner personal experience from student-related material and content area material.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 500.00						
2) 1) J. C. Martin Elementary will recognize students for academics, behavior efforts, attendance, and participation in sports.	Principal, Assistant Principal	List of Students, Meeting Agenda, Attendance Reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2500.00						
= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 7: J.C. Martin 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

from 60 to 120

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

from 5% to 10% .

Evaluation Data Source(s) 7: Participation reports

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) 4) J.C. Martin Elementary will provide UIL and extracurricular activity opportunities to all students.	UIL Sponsors, Music Teacher, Coaches, Librarian, Chess Club Sponsor, National Honor Society Sponsor	Lists of Student Participants, Documentation of Activity Attendance Practice Sessions	✓	✓		
Funding Sources: 199 - General Fund: Operating (PIC 99) - 9400.00						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.









Performance Objective 8: J.C. Martin will improve the services provided to address bullying and violence prevention.

District will decrease the incidents of bullying from _N/A_ to _N/A_

Campus will decrease the incidents of bullying from _10%_ to _5%_

Evaluation Data Source(s) 8: Counseling Reports
Discipline Report (425)

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) J. C. Martin Elementary will provide class counseling sessions at least every six weeks to discuss relevant issues such as: Bullying Prevention- Rachel's Challenge, Career Choices, Relationships/Family, Self-Esteem, Drug-Awareness, Healthy Lifestyles	Counselor	Counselor's Lesson Plan, Class Sessions				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 1026.00					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: J.C. Martin, Jr. Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 9: J.C. Martin will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary.

Evaluation Data Source(s) 9: Counseling Reports
CIA Agendas

Summative Evaluation 9:

Goal 3: J.C. Martin, Jr. Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

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

Number of parents and community members participating in Site-Based Decision Making committees.







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

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

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) J.C. Martin will provide parents with effective and open dialogue on instruction, assessment, attendance, safety, and wellness to promote student achievement.	Principal, Assistant Principal	Telephone Logs, Meeting/Program Agendas, Sign-In Sheets, Parent Liaison Six Weeks Report, Copies of Newsletters, Memos, and Notices	✓	✓		
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 200.00						

<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) 1) J. C. Martin Elementary will build meaningful parent participation by providing sessions for parents on ways to provide academic support to their children at home.</p>	Principal, Assistant Principal, Parent Liaison	Telephone Logs, Parent Liaison Six Weeks Report, Meeting / Program Agendas, Activity Sign-In Sheets, and Sign-In Sheets				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) 2) J.C. Martin will provide parents with effective and open dialogue on instruction, assessment, attendance, safety, and wellness to promote student achievement</p>	Principal, Assistant Principal	Telephone Logs, Meeting/Program Agendas, Sign-In Sheets, Parent Liaison Six Weeks Report, Copies of Newsletters, Memos, and Notices				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) 3) J. C. Martin will implement a Parent Volunteer Program.</p>	Principal, Assistant Principal	Telephone Logs, Parent Liaison, Six Weeks Report, and Parent Logs				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>5) 4) J.C. Martin will provide the parent liaison with general supplies</p>	Principal, Assistant Principal					
<p>6) 5) J. C. Martin Elementary will provide an after school child care program for any parent in need of such services</p>	Principal, Assistant Principal, and Teachers					
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>7) 6) J.C. Martin will implement a P.T.O. Organization</p>	Principal, Assistant Principal, Teachers	Meeting Agendas and reports, Sign-in sheets, Calendar of events				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 3: J.C. Martin, Jr. Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

Performance Objective 2: J.C. Martin 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 15 to 30

Volunteer Hours will increase from 4 to 8

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 4 CSF 6</p> <p>1) J.C. Martin Elementary will recruit community members to serve as presenters/mentors/role models for students in order to focus on issues and events that will support student achievement.</p>	Principal, Assistant Principal	Program Agendas, Program Sign-In Sheets, Parent Conference Logs, Counselor's Lesson Plans, Parental Liaison, and Six Weeks Report				
<p>Critical Success Factors CSF 7</p> <p>2) J.C. Martin Elementary will pursue a partnership with TAMIU in which teachers mentor TAMIU Block students during classroom instruction.</p>	Principal, Assistant Principal	Mentor Logs, Mentor Evaluations/Observations, and Block Student Sign-In Logs				
<p>Critical Success Factors CSF 6</p> <p>3) J.C. Martin Elementary will encourage and support community service efforts through: Pennies for Tennis, Food Drives, Angel of Hope, and Coat them with Love Drive.</p>	Principal, Assistant Principal	Campus Documentation, Agendas				

Critical Success Factors CSF 1 4) J.C. Martin Elementary will facilitate transition from pre-school to elementary programs with the assistance of Head-start. (Transition Component)						
						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 1: J.C. Martin 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) J.C. Martin will increase the number of employee appreciation activities from 10 to 20 .

Evaluation Data Source(s) 1: Sign-In Sheets, Certificates

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) J.C. Martin Elementary will ensure that administrators, all new teachers, and staff receive district mandated professional development on content updates as well as receive instructional materials and reading materials for support.	Principal, Assistant Principal	Agendas and Sign-Ins, ERO, Region One, Registration Log				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 735.00, 199 - General Fund: SCE (PIC 30) - 5000.00, 199 - General Fund: SCE Pre K (PIC 34) - 300.00, 211 - ESEA Title I: Improving Basic Program - 3050.00						
2) J.C. Martin Elementary will allocate funds to purchase audio visual materials and technology equipment to enhance instructional delivery in all content areas.	Principal, Assistant Principal	CEIC Agendas, Comprehensive Needs Assessment, Budget Allocation, Campus Budget Report				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5705.00, 211 - ESEA Title I: Improving Basic Program - 2500.00						
3) J.C. Martin Elementary will allocate funds to purchase consumables, manipulatives & instructional materials to support instruction in all content areas.	Principal, Assistant Principal	Agendas and Sign-Ins, ERO, Region One, Registration Log, Instructional Supplies				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 15663.00, 199 - General Fund: GT (PIC 21) - 112.00, 199 - General Fund: Special Education (PIC 23) - 89.00, 199 - General Fund: Bilingual (PIC 25) - 19867.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 1000.00, 199 - General Fund: SCE (PIC 30) - 47347.00, 199 - General Fund: SCE Pre K (PIC 34) - 2000.00, 482 - Dr. Hochman Grant Fund - 222.00						
Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6	Principal, Assistant Principal, Counselor	Monthly Calendar of Events, Counselor Calendar, and Sign-In of Activity Participation				
4) J.C. Martin Elementary will provide support programs and activities that foster drug-free choices.						

<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6</p> <p>5) 2) J.C. Martin Elementary will have: Uniform Vouchers, Dental Care, Vision, Field Trips, School Supplies, School Activities, Local Agencies, and Community Speakers</p>	<p>Principal, Assistant Principal</p>	<p>Monthly Calendar of Events, Counselor Calendar, Sign-In of Activity Participation</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: J.C. Martin 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 District Level Administration.

Maintain the number of IR Campuses at Zero (0)







Maintain the number of Targeted (Focus) campuses at Zero (0).

Maintain the number of Comprehensive Support (Priority) campuses at Zero (0).

Maintain or Improve staging on PBMAS from 1 to 0 in Bilingual, CTE, SpEd, and ESSA.

Evaluation Data Source(s) 2: TAPR Reports
PBMAs Reports

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 4 CSF 6 CSF 7</p> <p>1) J.C. Martin Elementary will provide follow-up and occupational training to required faculty and staff by: Safety Updates, Fire Drills and Lock Downs, Airborne Pathogens, CPR for Sponsors, First Aid, AED training, CPI and Fire Extinguisher, Training for all personnel, and First Aid Supplies for students.</p>	Principal, Assitant Principal	Monthly Calendar of Events, Counselor Calendar, and Sign-In of Activity Participation				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 3: J. C. Martin 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.



Maintain Teacher Retention Rate
at greater than 95%.


Maintain the % of Teacher scoring an Proficient in all domains on T-TESS
at 95% or higher.

Maintain the % of Campus Leaders scoring proficient in all areas of T-PESS.

Evaluation Data Source(s) 3: T-TESS Reports
T-PESS Reports

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) J.C.Martin Elementary will provide instructional and office use materials to enhance the organization.	Principal, Assistant Principal	Office Logs				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 2400.00						
<p>Critical Success Factors CSF 1</p> <p>2) 1) J.C. Martin Elementary will continue to implement and promote healthy food choices by providing: Breakfast in the Classroom for PK3-5th Grade, Family Style Lunch for PK3 and PK4, Healthy snacks.</p>	Principal, Assistant Principal	Nutritional Guideline Policy, Letters to Parents, and Learning Walks				
<p>Critical Success Factors CSF 1</p> <p>3) 2) J.C. Martin Elementary will limit serving students minimal nutritional value meals or candy to only three events per year which are: Halloween, Christmas, and Valentine's Day</p>	Principal, Assistant Principal	Nutritional Guideline Policy, Letters to Parents, and Learning Walks				

Critical Success Factors CSF 1 4) 3) J.C. Martin Elementary will implement moderate to vigorous physical activity, using equipment to enhance student learning, for a minimum of 30 minutes daily or 135 minutes weekly as recommended by the P.E. Curriculum Guides for grades PK3-5th grade along with 15 minutes recess time	Principal, Assistant Principal	Learning Walks, Curriculum Guides/ Lesson Plans				
5) 4) J.C. Martin will encourage students and staff to participate in the flu vaccine administration clinic.	Principal, Assistant Principal, Nurse					
6) 5) J.C. Martin will improve staff and student wellness through participation in: After School Sports, 15 minutes of Recess, and Disease Prevention.	Principal, Assistant Principal	Lesson Plans, Learning Walks, Class Schedules, and Report Card Grades				
						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

LISD 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 Source(s) 4: Budget Reports
Corrective Action Plans

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>1) J.C. Martin Elementary will allocate funds to purchase consumables, manipulatives & instructional materials to support instruction in all content areas.</p>	Principal, Assistant Principal	CEIC Agendas, Comprehensive Needs Assessment, Budget Allocation, Campus Budget Report				
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 7</p> <p>2) J.C. Martin Elementary will allocate funds to purchase audio visual materials and technology equipment to enhance instructional delivery in all content areas.</p>	Principal, Assistant Principal	Summary Budget Reports, Sage Reports, P.O. Binder				

<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 7</p> <p>3) 1) J. C. Martin Elementary will allocate funds for professional development to address campus needs in the following content areas: Writing (Writing Academy/District Staff Development) Reading (Reading Academy, Forde-Ferrier, Mentoring Minds) Math (Forde-Ferrier, Mentoring Minds) Science, ESL, Early Childhood Training, Motivational Speakers, and CPI Training (Crisis Prevention Intervention) (District Staff Development)</p>	Principal, Assistant Principal	CEIC Agendas, Comprehensive Needs Assessment, Budget Allocation, Campus Budget Report				
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>4) 1) J.C. Martin will assign a TXBess Mentor to each new teacher and ensure that collaboration and support take place in order to retain the teachers.</p>	Principal, Assistant Principal	TXBess Documentation, Grade Level Meetings, Agendas and Sign-Ins, Faculty Meetings' Agendas and Sign-Ins				
<p align="center">Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>5) 1) J.C. Martin Administration will ensure that all new teachers receive professional development that will enhance student success</p>	Principal, Assistant Principal, Instructional Specialist	Agendas and Sign-Ins, Eduphoria, Region One, Registration Log				
<p align="center">Critical Success Factors CSF 1 CSF 3 CSF 6 CSF 7</p> <p>6) 2) J.C. Martin Elementary will ensure that administrators, all new teachers, and staff receive district mandated professional development on content updates as well as receive instructional materials and reading materials for support.</p>	Principal, Assistant Principal	Agendas and Sign-Ins, ERO, Region One, Registration Log				
<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6</p> <p>7) 3) J.C. Martin Elementary will ensure that administrators receive professional development opportunities to enhance instruction to increase teacher and student achievement.</p>	Principal, Assistant Principal	Registration Log				
<p align="center">Critical Success Factors CSF 3 CSF 6</p> <p>8) 4) J.C.Martin Elementary will provide instructional and office use materials to enhance the organization.</p>	Principal, Assistant Principal	Office Logs				

<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>9) 5) J.C. Martin will ensure that administrators, professionals, and staff receive professional development on content updates in order implement new learning.</p>	Principal, Assistant Principal	Professional Development Logs				
<p align="center">Critical Success Factors CSF 1 CSF 7</p> <p>10) 6) J.C. Martin will ensure that administrators, teachers, and staff receive professional development that is supplemental to the regular program.</p>	Principal, Assistant Principal	Professional Development Logs				
<p align="center">Critical Success Factors CSF 1</p> <p>11) 1) The book keeper will conduct textbook inventory checks every other six weeks. Other types of consumables will be ordered so as to save on lost textbooks. Consumables: - Lake shore Nonfiction Sight-Word, Other reading material to supplement, Journeys (Pre-K - 1st), Super teacher, and Brain Pop</p>	Principal, Assistant Principal	Textbook Inventory Log by every two six weeks, Student Book Cards				
<p align="center">Critical Success Factors CSF 5</p> <p>12) 2) J.C. Martin Elementary will communicate with parents via letters and conferences on lost textbooks.</p>	Principal, Assistant Principal	Teacher/Parent Conference, Phone Logs				
<p align="center">Critical Success Factors CSF 4</p> <p>13) 1) J.C. Martin will attend training on procedures and guidelines provided by Fixed Assets Department. *Appropriate forms, inventory, and stolen damaged items.</p>	Assistant Principal, Head Custodian	Fixed Assets Reports, Incident Reports, Accident Reports, Monthly Checklist, Workman's Comp. Report				
<p align="center">Critical Success Factors CSF 6</p> <p>14) 2) J.C. Martin Elementary will provide safety training and correct use of equipment to custodial staff to ensure that campus property is secure and protected.</p>	Assistant Principal, Head Custodian	Fixed Assets Reports, Incident Reports, Accident Reports, Monthly Checklist, Workman's Comp. Report				
<p>15) 3) J.C. Martin Elementary will review incident occurrence reports and usage of custodial equipment on a monthly basis.</p>	Principal, Assistant Principal	Fixed Assets Reports, Incident Reports				

<p align="center">Critical Success Factors CSF 6</p> <p>16) 4) J.C. Martin Elementary will maintain and monitor a clean working environment through scheduled daily facility maintenance checklist</p>	<p>Assistant Principal, Head Custodian</p>	<p>Accident Reports, Monthly Checklist</p>				
<p align="center">Critical Success Factors CSF 6</p> <p>17) 5) J.C. Martin Elementary will implement and monitor safety procedures and utilize safety equipment for daily custodial operations to improve health and wellness of all students.</p>	<p>Assistant Principal, Head Custodian</p>	<p>Workman's Comp. Report</p>				
<p align="center">Critical Success Factors CSF 6</p> <p>18) 6) J.C. Martin's custodial staff will perform duties as assigned and ensure that safety measures are conducted appropriately</p>	<p>Principal, Assistant Principal</p>	<p>Incident Reports, Accident Reports, and Weekly checklists (custodial duties)</p>				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The district will maintain an Unmodified Opinion in the Annual Financial Report.(District)

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

Evaluation Data Source(s) 5: Audit Report
Comprehensive Annual Financial Report (CAFR)

Summative Evaluation 5:

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 6: J.C. Martin 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.

The number of employees that participate in district health and wellness initiatives will increase from __50%__ to __90%__.

Increase the number of students getting the flu shot from __200__ to __400__

Evaluation Data Source(s) 6: Workman's Compensation Reports
Blue Cross/Blue Shield Data
Flu Report

Summative Evaluation 6:











Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 7: J.C. Martin 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 __203__ to __150__

Evaluation Data Source(s) 7: Work Order System reports

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) J.C. Martin Elementary will maintain and monitor a clean working environment through scheduled daily facility maintenance checklist.	Assistant Principal, Head Custodian	Accident Reports, Monthly Checklist				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 145160.00					
2) J.C. Martin Elementary will implement and monitor safety procedures and utilize safety equipment for daily custodial operations.	Assistant Principal, Head Custodian	Workman's Comp. Report				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 700.00, 211 - ESEA Title I: Improving Basic Program - 583.00					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 8: J.C. Martin will develop and maintain a staffing plan that utilizes data drive decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from _____ to _____.

Evaluation Data Source(s) 8: Master Schedule, Staffing Reports, Waiver Requests

Summative Evaluation 8:

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 9: J.C. Martin will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

Evaluation Data Source(s) 9: STAAR Data

Summative Evaluation 9:

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 10: J.C. Martin 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.

100% of all campus and department support staff employees will receive training annually.

Evaluation Data Source(s) 10: Customer Service Training Sign-In Sheets

Summative Evaluation 10:

Goal 4: J.C. Martin, Jr. Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 11: J. C. Martin will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from __5__ to __10__

The teacher passing rate on certification attempts will increase from __5__ to __10__.

Evaluation Data Source(s) 11: Certification Reports

Summative Evaluation 11:

State Compensatory

Budget for Joseph C. Martin Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-11-6119-20-120-9-30-000	6116 Extra Duty Stipend - Locally Defined	\$15,000.00
199-11-6119-00-120-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$48,850.00
199-11-6119-00-120-9-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$167,601.00
199-31-6119-00-120-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$32,109.00
199-11-6129-00-120-9-30-000	6129 Salaries or Wages for Support Personnel	\$37,121.00
199-11-6129-00-120-9-30-TUT	6129 Salaries or Wages for Support Personnel	\$10,000.00
199-12-6129-00-120-9-30-000	6129 Salaries or Wages for Support Personnel	\$12,005.00
199-32-6129-00-120-9-30-000	6129 Salaries or Wages for Support Personnel	\$4,377.00
199-11-6141-00-120-9-30-000	6141 Social Security/Medicare	\$1,248.00
199-11-6141-00-120-9-34-000	6141 Social Security/Medicare	\$2,693.00
199-12-6141-00-120-9-30-000	6141 Social Security/Medicare	\$255.00
199-31-6141-00-120-9-30-000	6141 Social Security/Medicare	\$466.00
199-32-6141-00-120-9-30-000	6141 Social Security/Medicare	\$71.00
199-11-6142-00-120-9-30-000	6142 Group Health and Life Insurance	\$8,500.00
199-11-6142-00-120-9-34-000	6142 Group Health and Life Insurance	\$12,572.00
199-12-6142-00-120-9-30-000	6142 Group Health and Life Insurance	\$4,259.00
199-31-6142-00-120-9-30-000	6142 Group Health and Life Insurance	\$2,130.00
199-32-6142-00-120-9-30-000	6142 Group Health and Life Insurance	\$3.00
199-31-6143-00-120-9-30-000	6143 Workers' Compensation	\$184.00
199-32-6143-00-120-9-30-000	6143 Workers' Compensation	\$28.00
199-11-6143-00-120-9-30-000	6143 Workers' Compensation	\$492.00
199-11-6143-00-120-9-34-000	6143 Workers' Compensation	\$30.00

199-12-6143-00-120-9-30-000	6143 Workers' Compensation	\$101.00
199-32-6145-00-120-9-30-000	6145 Unemployment Compensation	\$1.00
199-11-6145-00-120-9-30-000	6145 Unemployment Compensation	\$30.00
199-11-6145-00-120-9-34-000	6145 Unemployment Compensation	\$63.00
199-11-6146-00-120-9-30-000	6145 Unemployment Compensation	\$2,892.00
199-12-6145-00-120-9-30-000	6145 Unemployment Compensation	\$6.00
199-31-6145-00-120-9-30-000	6145 Unemployment Compensation	\$11.00
199-11-6146-00-120-9-30-000	6146 Teacher Retirement/TRS Care	\$2,892.00
199-11-6146-00-120-9-34-000	6146 Teacher Retirement/TRS Care	\$6,691.00
199-12-6146-00-120-9-30-000	6146 Teacher Retirement/TRS Care	\$361.00
199-31-6146-00-120-9-30-000	6146 Teacher Retirement/TRS Care	\$1,147.00
199-32-6146-00-120-9-30-000	6146 Teacher Retirement/TRS Care	\$104.00
6100 Subtotal:		\$374,293.00

Personnel for Joseph C. Martin Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Cecilia Ramirez	Teacher Pre-K4	34	0.5
Deyanira Rojas	Computer Lab Manager	30	1.0
Diana Reyna	Attendance Officer	30	0.20
Dolores Medina	Teacher Pre-K 3	34	0.5
Jessica Pineda	Counselor	30	0.5
Kimberly Gonzalez	Teacher Pre-K 3	34	0.5
Leslie Tobias	Teacher Aide	34	1.0
Nelly Toledo	Librarian Assistant	30	1.0
Nydia Perales	Science Lab Manager	30	1.0
Olga Chavarria	Teacher Pre-K 4	34	0.5
Vanessa Hernandez	Teacher Pre-K 4	34	0.5

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The Comprehensive Needs Assessment is an important tool of the planning process. The Campus needs are identified, data is evaluated, and a campus improvement plan is developed by the different committees. This plan is evaluated throughout the year.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

J. C. Martin has developed its campus improvement plan with all appropriate stakeholders.

2.2: Regular monitoring and revision

J.C. Martin will consistently and effectively conduct monitoring and revision of instruction in order to maximize academic achievement and increase student performance.

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

J.C. Martin will be available to parents and the community in both English and Spanish as well as provide various notices via school messenger, letters sent by mail, after school meetings, and "Coffee with Principal" monthly morning chats.

2.4: Opportunities for all children to meet State standards

J.C. Martin Elementary provides opportunities for all students to meet the state's proficient or advanced levels of student performance. Various strategies are used to improve student achievement. In addition, we create campus performance goals and ensure that we have an alignment between curriculum, instruction, and assessment. All strategies are aligned to the district initiatives.

2.5: Increased learning time and well-rounded education

J.C. Martin will provide all students with increased learning time and a well-rounded education by conducting tutorial sessions, including the Technology class group within the groups schedule, and a daily "Power Hour" for intense intervention to take place.

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

J.C. Martin will address the needs of all students, particularly at-risk students by conducting a "Power Hour" on a daily basis to serve as intense interventions.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

J.C. Martin will develop, present, and distribute a Parent and Family Engagement Policy at the beginning of the year.

3.2: Offer flexible number of parent involvement meetings

J.C. Martin will offer a flexible number of parent involvement meetings through the "Coffee with Principal" morning monthly chats as well as after school parent scheduled meetings.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ana Laura Tristan	Tech. Trainer	211	0.5
Jaqueline Rodriguez	Parental Involvement Liaison	211	1.0
Nallely Cervantes	Health Assistant	211	1.0
Patricia Andrade	Teacher Assistant	211	1.0
Rene Meza	Interv./Diff. Inst. Specialist	211	1.0
Sylvia Blanco	CEI Lab Manager	211	1.0

2018-2019 Campus Improvement Team

Committee Role	Name	Position
Administrator	Manuel G. Escalante	Principal
Administrator	Esther A. Colunga	Assistant Principal
Non-classroom Professional	Jessica Pineda	Counselor
Classroom Teacher	Cecilia Ramirez-Chavez	Classroom Teacher
Parent	Jessica Romo	Parent
Community Representative	Karina Ramos	Community Representative

2018-2019 Needs Assessment Team

Committee Role	Name	Position
Administrator	Manuel G. Escalante	Principal
Administrator	Esther A. Colunga	Assistant Principal
Non-classroom Professional	Cynthia Hernandez	Librarian
Classroom Teacher	Cecilia Ramirez-Chavez	Classroom Teacher
Parent	Jessica Romo	Parent
Community Representative	Karina Ramos	Community Representative

Campus Funding Summary

199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$1,985,029.00
1	3	1	Alexandria	199-12-6249-00-120-9-11-LIC	\$840.00
1	3	2	Library Books	199-12-6329-00-120-9-11-LIB	\$1,251.00
2	6	1	Transportation Field Trips	199-11-6494-00-120-9-11-000	\$500.00
2	6	2	Incentives, Awards, Trophies Instructional Materials for Students	199-11-6499-44-120-9-11-000	\$2,500.00
4	1	1	ESC Trainings	199-13-6239-00-120-9-11-000	\$375.00
4	1	1	Travel (Music Teacher)	199-13-6411-00-120-99-11-000	\$300.00
4	1	1	Dues (TMEA Workshop/Music Teacher)	199-13-6495-00-120-9-11-000	\$60.00
4	1	2	Copier Rental	199-11-6264-00-120-9-11-000	\$5,705.00
4	1	3	General Supplie Student and Teachers	199-11-6399-00-120-9-11-000	\$8,000.00
4	1	3	Teacher Instructional Allocation	199-11-6399-99-120-9-11-INS	\$7,663.00
Sub-Total					\$2,012,223.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$568,676.00
2	7	1	General Supplies Extra Curricular Activities	199-36-6399-00-120-9-99-000	\$400.00
2	7	1	UIL Spelling/Bee/Meals	199-36-6499-00-120-9-99-000	\$1,000.00
2	7	1	Transportation Student Competition	199-36-6494-00-120-9-99-000	\$4,000.00
2	7	1	Student Incentives (Awards for participation, UIL, athletics, science fair)	122-36-6499-44-120-9-99-000	\$4,000.00
2	8	1	General Supplies Counselor	199-31-6399-00-120-9-99-000	\$226.00
2	8	1	Incentives Counselor	199-31-6499-44-120-9-99-000	\$800.00
4	3	1	Misc Contracted Services	199-23-6299-00-120-9-99-000	\$700.00
4	3	1	Reading Material Admin	199-23-6329-00-120-9-99-000	\$200.00

4	3	1	General Supplies Admin	199-23-6399-00-120-9-99-000	\$1,500.00
4	7	1	Dust Mop Services	199-51-6317-00-120-9-99-000	\$1,208.00
4	7	1	Sanitation	199-51-6255-01-120-9-99-000	\$2,431.00
4	7	1	Water	199-51-6259-00-120-9-99-000	\$10,220.00
4	7	1	Electricity	199-51-6259-00-120-9-99-000	\$115,414.00
4	7	1	Mop Supplies	199-51-6317-90-120-9-99-000	\$67.00
4	7	1	Janitorial Supplies	199-51-6317-99-120-9-99-000	\$15,820.00
4	7	2	Safety Supplies	199-52-6399-00-120-9-99-000	\$700.00

Sub-Total \$727,362.00

199 - General Fund: Special Education (PIC 23)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll	Payroll	\$414,796.00
4	1	3	Special Education General Supplies	199-11-6399-00-120-9-23-000	\$89.00

Sub-Total \$414,885.00

199 - General Fund: Bilingual (PIC 25)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Payroll	Payroll	\$98,546.00
1	3	2	Library Books	199-12-6399-00-120-9-99-000	\$3,000.00
1	3	3	Reading Material (Dictionaries, Level Readers Books)	199-11-6329-00-120-9-25-000	\$10,000.00
1	3	3	Testing Material	199-11-6339-11-120-9-25-000	\$8,000.00
4	1	3	General Supplies Bilingual	199-16399-00-120-9-25-000	\$19,867.00

Sub-Total \$139,413.00

199 - General Fund: GT (PIC 21)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	3	GT General Supplies	199-11-6399-00-120-9-21-000	\$112.00

Sub-Total \$112.00

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

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
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1	1	3	Payroll ECC	Payroll	\$5,431.00
1	1	3	Testing Materials ECC	199-11-6339-00-120-9-35-000	\$1,000.00
4	1	3	General Supplies ECC	199-11-6399-00-120-9-35-000	\$1,000.00
Sub-Total					\$7,431.00

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

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$208,485.00
Sub-Total					\$208,485.00

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

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$189,445.00
4	1	1	Travel ECC	199-13-6411-00-120-9-34-000	\$300.00
4	1	3	General Supplies ECC	199-11-6399-00-120-9-34-000	\$2,000.00
Sub-Total					\$191,745.00

199 - General Fund: SCE (PIC 30)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$203,767.00
1	1	4			\$0.00
1	3	2	Library Reading Material	199-12-6399-00-120-9-99-000	\$3,000.00
1	11	1	Reading software 4th to 5th	199-11-6249-00-129-9-30-000	\$3,000.00
4	1	1	Consuting Services	199-13-6291-00-120-9-30-000	\$5,000.00
4	1	3	Testing Material	199-16329-00-120-9-30-000	\$2,500.00
4	1	3	General Supplies	199-11-6399-00-120-9-30-000	\$39,847.00
4	1	3	Intervention Material for At Risk Students	199-11-6399-00-120-9-30-000	\$5,000.00
Sub-Total					\$262,114.00

211 - ESEA Title I: Improving Basic Program

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$204,632.00

1	1	1	Payroll	Payroll	\$24,342.00
1	3	2	General Supplies Library	211-12-6329-00-120-9-30-000	\$400.00
1	3	2	AR Reading Incentives	211-12-6499-44-120-9-30-000	\$800.00
3	1	1	General Supplies Parent Liaison	211-61-6399-00-120-9-30-000	\$200.00
4	1	1	Travel Teacher Librarian	199-13-6411-00-120-9-30-000	\$700.00
4	1	1	Due Librarian	211-12-6495-00-120-9-30-000	\$200.00
4	1	1	Travel Counselor	211-31-6411-00-120-9-30-000	\$150.00
4	1	1	Travel Admin	211-23-6411-00-120-9-30-000	\$2,000.00
4	1	2	Toner	211-11-6399-99-120-9-30-000	\$2,500.00
4	7	2	Raptor	211-52-6399-00-120-9-30-000	\$583.00
Sub-Total					\$236,507.00
224 - IDEA - Part B: Formula Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	Payroll	Payroll	\$119,721.00
Sub-Total					\$119,721.00
255 - ESEA II, A Training & Recruiting					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$1.00
Sub-Total					\$1.00
263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Payroll	Payroll	\$14,655.00
Sub-Total					\$14,655.00
482 - Dr. Hochman Grant Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	3	General Supplies Hochman		\$222.00
Sub-Total					\$222.00
Grand Total					\$4,334,876.00