

**Midland Independent School District**  
**Lamar Elementary**  
**2015-2016 Campus Improvement Plan**

**Accountability Rating: Improvement Required**



**Board Approval Date: October 6, 2015**

# Mission Statement

We will provide our students with opportunities intended to meet their individual needs and maximize their potential to become successful life long learners.

## Vision

We, the staff at Lamar Elementary, are committed to each and every child. We will work together to provide students with a variety of academic and social experiences that will help all students reach high levels of achievement.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Lamar Elementary services students in grades PK-6th grade. The enrollment at Lamar Elementary is approximately 577 students. The demographics of the student population are as follows:

Hispanic 83.7%

African American 6.2%

White: 7.6%

Other: 2.5%

Economically Disadvantaged: 77%

English Language Learners (ELL) 22%

Lamar Elementary will continue efforts to improve attendance in order to ensure that the ADA for the 2015-2016 school year increases. Lamar staff will communicate with parents when students have been absent or tardy for an unacceptable number of days according to district policy. Students with perfect attendance will be recognized during each 6 week period. The Lamar attendance committee will work together with the MISD truancy department in order to ensure students are in school daily.

### Demographics Strengths

Our school community works hard to support Lamar Elementary. Our partner in education, Chevron Texaco, provides mentors to students who are identified at risk. Chevron Texaco also donates funds to assist teachers and students in the classroom.

Members from St. Luke's Church also support the staff and students with monetary donations and student mentoring support.

### **Demographics Needs**

1. 77% of Lamar students are considered economically disadvantaged. It is important that the staff at Lamar understand the effects of poverty on teaching and learning.
2. There is a need to study attendance data to help increase attendance percentages for the new school year. The Lamar Attendance Committee closely monitors the students who have low attendance or become at risk and communicate with teachers and parents on a regular basis.
3. It is important that all staff be able to recognize and understand cultural differences, eliminate biases, and develop congruency between adult and student interactions.

## **Student Achievement**

### **Student Achievement Summary**

Lamar Elementary was rated "Improvement Required" for the 2015-2016 school year. Lamar did not meet the state requirements for index 1, 2 or 3. Lamar students scored significantly below the district and state averages on the STAAR assessment. Reading performance was at 56%, writing was at 38%, science was at 45% and math was at 45%. Level 3 performance on the STAAR assessments: 4% Level III in reading, 2% Level III in science, 0% Level III in writing, and 4% level III in math.

There are academic achievement gaps that need to be filled. TELPAS scores improved at some grade levels, but not in all. Efforts will be made to improve writing and reading proficiency of all students in all grade levels. Interventions in the area of reading, math, writing and science will be offered during the school day, after school and during Saturday School. Academic clubs will be offered to students in grades 3-6 to create a purpose for learning, to develop real-life connections, and to build positive relationships with students.

### **Student Achievement Strengths**

Lamar Elementary met the standard requirement in index 4, post-secondary readiness.

### **Student Achievement Needs**

Through root-cause analysis, the staff identified the following as the root cause of the low performance at Lamar: "We don't dedicate enough time to study the depth of the grade level TEKS, nor do we fully understand how they build between grades."

A leadership team, composed of teachers at Lamar, will lead the teaching and learning of best practices, common formative assessments, and data analysis.

The following strategies will be put into place to ensure that academic growth is evident with the students at Lamar Elementary:

PLC training with on-going consultant support in conjunction with campus collaborative meetings; Lead4ward overview with implementation support; training and support on common assessments; training and support on Lead4ward content builder resources; data analysis and use of common formative

assessments; use of Lead4ward instructional strategies to target instructional needs based on common assessment data; instructional rounds; the addition of instructional time.

## **School Culture and Climate**

### **School Culture and Climate Summary**

At Lamar Elementary, we encourage an environment that is positive and safe for all members of our school community. Our goal at Lamar is to work towards excellence by implementing high academic and social standards and working consistently to achieve our goals. We will work together to achieve a well rounded positive change for our students, faculty, parents and community members.

### **School Culture and Climate Strengths**

To ensure that the campus is welcoming, 6th grade students will be selected for Star Council. Each morning, the Star Council members will greet parents, visitors and students. Kudos for teachers and Bucket Fillers for students will be positive ways to recognize staff and students for their successes on the campus.

### **School Culture and Climate Needs**

The Lamar staff needs to continue to build positive relationships with students, parents, and community members in order to build a school culture that is inviting.



## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Lamar will continue to interview and obtain highly qualified staff members. The Administrative team will work together with campus teacher leaders and the CEIC to interview and select teachers for available positions. In order to assist in retaining Lamar staff members, the staff will be recognized through Kudos and through faculty meetings. The staff will collaborate and participate in team building activities that will create a culture of support and teamwork. The staff will be involved in district and campus planning and staff development to improve student academic and social achievement.

### **Staff Quality, Recruitment, and Retention Strengths**

The Lamar staff did not have as large a turn-over in staff at the end of the 2015 school year.

### **Staff Quality, Recruitment, and Retention Needs**

Lamar must develop strategies and support systems that will help with the retention rate of teachers.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Lamar Elementary will continue to monitor and assess the success of our students through the use of MISD based curriculum, district assessments and topic assessments, intervention and enrichment programs, TELPAS and STAAR assessments.

Teachers will engage in the collaborative process to develop common assessments and to learn and use the Lead4ward resources. The Lead4ward resources and the collaboration will ensure that teacher utilize best practices. Through the collaborative process, the teachers will:

- Gain a deeper knowledge of TEKS and SE's
- Focus on process standards
- Focus on content standards for both intervention and enrichment
- Use best practices for implementation of instruction

### **Curriculum, Instruction, and Assessment Strengths**

Lamar is learning and practicing the collaborative process to improve curriculum, instruction and assessment.

### **Curriculum, Instruction, and Assessment Needs**

Lamar needs to establish a focus that will ensure that curriculum, instruction and assessments are meeting the student needs and that they are vertically and horizontally aligned to close achievement gaps. Lamar teachers need to be provided with collaborative time that will allow them to study and learn the TEKS, the curriculum, best practices and analyze data.

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Lamar has an active 2015-2016 Parent-Teacher Association (PTA). Lamar will continue to work with parents to encourage them to participate in the areas where they can be most effective for our campus and students. Lamar will hold PTA assemblies, parent and student nights, and various other assemblies to keep parents involved. We will work to educate parents on Texas Essential Knowledge and Skills, Student Expectations and the rigor of the STAAR assessments. We want to educate parents on the importance of:

- Daily reading and being immersed in all types of text and literature.
- The relevance of supporting intervention and enrichment through homework and technology support that can be accessed at home for additional practice.

### **Family and Community Involvement Strengths**

Lamar Elementary will hold a Literacy Night in December and a Math Night within the school year. These events are designed to help our students practice on our priority and process standards. Parents are encouraged to attend with their student.

Lamar Elementary participates in the All Pro Dad's Breakfast 6 times a year. This program is to support and encourage parental support from our Lamar dads, a time where father's can connect to their children.

### **Family and Community Involvement Needs**

- Incentives for attendance, needs be organized and implemented
- Parent training

## **School Context and Organization**

### **School Context and Organization Summary**

Lamar Elementary will provide the students with a supportive structure and school system. The daily routines will be established to ensure that learning time is maximized. The master schedule will provide the students with appropriate learning time. The school systems in place will ensure that students are safe.

### **School Context and Organization Strengths**

The morning drop-off routine has been adjusted to ensure that students are safe and to reduce the number of tardy students.

The master schedule allows for learning time to be maximized.

### **School Context and Organization Needs**

Lamar needs to develop an after school pick-up procedure that ensures that students are safe. Lamar needs to establish CHAMPS expectations for common areas that are implemented by all staff members and understood by all students.

# Technology

## Technology Summary

Every classroom at Lamar has been equipped with new computers for students and teachers, along with a computer lab to serve the entire student population. Each classroom is provided a SMART board and LearnPads are provided for students in grade 3-5. Teachers will attend various staff developments to assist them in understanding and implementing technology in their classrooms and work with programs that aid in the intervention and enrichment of student progress.

## Technology Strengths

The use of SMART boards for instruction and computer-based interventions are evident.

## Technology Needs

Additional technology needs to be purchased and/or updated:

- SMART board needs to be mounted in the library for instructional purposes.
- Ipads are needed in the primary grade levels, to support their learning through technology.
- Chromebooks are needed for 6th grade students. With 6th grade students not receiving LearnPads, Lamar students do not have regular access to technology that will allow them to begin working with Google Classroom. Google Classroom is implemented in grades 6-12 and without the technology readily available to Lamar students, they will not understand the process and use of the program when they get to Junior High.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failers
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI), Grades 5 and 8, data
- SSI: Istation Indicators of Progress (ISIP) reading assessment data (Grades 3-8)
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc

- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data
- Dyslexia Data
- Response to Intervention (RTI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records

#### **Employee Data**

- Professional learning communities (PLC) data
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- PDAS data

#### **Parent/Community Data**

- Parent Involvement Rate

#### **Support Systems and Other Data**


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

# Goals

## Goal 1: Lamar will support high academic standards.

**Performance Objective 1:** 70% of Lamar Elementary students will meet standard or demonstrate grade level performance on state assessments or any of the following assessment tools: RenStar Math, Istation, Imagine Learning, F&P, or district developed assessments.

**Summative Evaluation:** State assessments, RenStar Math, Istation, Imagine Learning, F & P, district assessments


Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) The Lamar staff will work collaboratively to analyze TEKS, curriculum, and data to develop lessons that are instructionally appropriate, and provide students with the level of rigor and scaffolding required within the TEKS, to begin closing achievement gaps.</p>	1, 2, 3, 4, 8, 9	Campus Administration, Lead Teachers, Teachers	Collaborative teaming agendas and minutes, lesson plans, training certificates and sign-in sheets, PLC consultant surveys and feedback, instructional focus visits				
Funding Sources: 211 Title 1 - \$3000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) Students not performing on or above grade level will receive research-based interventions in the form of extended school days or Saturdays, intervention time during the school day and through pull-out interventions.</p>	1, 2, 3, 8, 9, 10	Campus Administration, Early Reading Interventionist, Special Education Teacher, Teachers	District assessments, data within Eduphoria, Saturday school and extended school day attendance and sign-in sheets, targeted instructional lesson plans for intervention and enrichment, instructional focus visits, Imagine Learning reports, Istation reports, F&P assessments, STAAR results, TELPAS results				
Funding Sources: 211 Title 1 - \$5000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1</p> <p>3) Research-based instructional support materials will be used for supplemental targeted instruction time, including Saturday and after school tutorials.</p>	1, 2, 3, 8, 9, 10	Campus Administration, Early Reading Interventionist, Lead Teachers, Teachers	STAAR results, TELPAS results, district assessments, F&P, Istation, Accelerated Reading, RenStar Math, instructional focus visits, targeted instruction lesson plans				
Funding Sources: 211 Title 1 - \$7000.00							
							



**Goal 1:** Lamar will support high academic standards.

**Performance Objective 2:** Lamar Elementary will increase the daily attendance rate to 97%.

**Summative Evaluation:** Daily attendance rates, truancy letters, parent contacts, attendance committee documentation






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>1) The Lamar administration and attendance committee will monitor student attendance trends.</p>	1, 2, 9, 10	Campus Administration, Teachers, Attendance Clerk, Counselor, Campus Attendance Committee	Daily attendance rate				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>2) The campus administration will contact parents via email, letter, conference or phone calls to discuss and inform parents of attendance concerns and violations.</p>	1, 2, 6, 9, 10	Campus Administration, Counselor	Letters, communication log, emails, conference forms				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>3) Teachers will monitor attendance on a daily basis and maintain a record of parent contacts. Abusive trends will be reported to campus administration.</p>	1, 2, 6, 9	Campus Administration, Teachers, Counselor, Attendance Clerk and Campus Secretary	Daily attendance rates, parent contact logs, Raptor reports, Eduphoria reports				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>4) Awards and recognition will be provided to individuals and classrooms that have a high attendance rate percentage.</p>	1, 2, 6, 9, 10	Campus Administration, Counselor, Attendance Clerk, Campus Secretary, Campus Attendance Committee	Student attendance records, daily attendance rates by classroom, daily attendance rate by school				
Funding Sources: 211 Title I - \$1500.00							
							

**Goal 1:** Lamar will support high academic standards.

**Performance Objective 3:** 100% of Lamar's English Language Learners will demonstrate at least one level of growth according to proficiency levels on TELPAS.

**Summative Evaluation:** TELPAS results, formative assessments, lesson plans, campus LEP monitoring tool, PBMAS minutes and data, Instructional Focus Visits

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) Bilingual teachers will provide instruction in the native language following the late exit model. They will ensure a strong academic foundation by incorporating academic language strategies in their lessons and student products.</p>	1, 2, 3, 7, 8, 9, 10	Campus Administration, Bilingual Teachers	Lesson plans, instructional focus visits, district assessments, F&P assessments, Istation reports, Imagine Learning reports, REACH reports, STAAR				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>2) Teachers will implement Lead4ward instructional strategies and resources in daily classroom lessons to ensure the four language domains are addressed.</p>	1, 2, 3, 8, 9, 10	Campus Administration, Counselor, Teachers, Lead Teachers.	Instructional focus visits, lesson plans, daily products, ELL monitoring tool, PBMAS focus team minutes, TELPAS				
Funding Sources: 211 Title I - \$2000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7</p> <p>3) Bilingual teachers will participate in an ELL collaborative cohort to discuss best practices and develop plans and strategies that will be most effective with the LEP population.</p>	1, 2, 4, 5, 7, 8, 10	Campus Administration, Bilingual Teacher, Executive Director of Bilingual and ESL, Elementary ELL Supervisor	Collaborative cohort agendas and attendance records, instructional focus visits, PBMAS focus team minutes				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>4) The PBMAS focus team will meet a minimum of once per grading period to review and discuss the progress of the ELL population. This team will also develop an action plan to ensure that the ELL students who are unsuccessful receive the support needed to facilitate their academic growth.</p>	1, 2, 3, 4, 8, 9, 10	Campus Administration, Counselor, PBMAS Focus Team Members	PBMAS focus team minutes, ELL monitoring tool, TELPAS results				






<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>5) The school counselor will develop a system that will allow him/her to check in with all teachers who service an ELL student, to determine the progress and level of support that the ELL students will need from the school counselor, to support their academic growth and schooling success.</p>	<p>1, 2, 8, 9, 10</p>	<p>Campus Administration, Counselor</p>	<p>Counselor "check-in" documentation, counselor support documentation, TELPAS results, STAAR results, district assessment results</p>				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>6) The bilingual teachers and teachers of ESL students will complete an ELL monitoring tool for each ELL within their classroom. The ELL monitoring tool allows the teacher to measure the students' growth in the four language areas, using the Language Proficiency Descriptors to rate their speaking, listening, reading and writing. This tool also requires that the teacher develop a language goal for each of their students at the end of each grading period.</p>		<p>Campus Administrators, Teachers of ELL students</p>	<p>ELL monitoring tool, PBMAS focus team meeting minutes, TELPAS results, STAAR results, district assessment results</p>				
<p style="text-align: center;">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 1:** Lamar will support high academic standards.

**Performance Objective 4:** 100% of Lamar students will demonstrate academic growth on at least one of the following growth measurement tools: STAAR, end of year district assessments, F&P, Istation, RenStar, Accelerated Reading or Imagine Learning.

**Summative Evaluation:** Teacher observation, anecdotal notes, running records, F&P assessments, Istation reports, Imagine Learning reports, Accelerated Math and Reading reports, district checkpoints, RTI documentation






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>1) All PreK-3rd grade students will participate in the Imagine Learning Program for 20 minutes, 5 days a week. This will help support and build the foundation for all primary readers.</p>	1, 2, 3, 7, 8, 9	Campus Administration, PreK-3rd grade teachers, Early Reading Interventionist	Imagine Learning reports, F&P, Istation, district assessment results, TELPAS, STAAR				
Funding Sources: 211 Title 1 - \$19000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>2) 1st grade students identified as struggling readers according to the beginning of year Istation and F&amp;P assessment results will receive intervention from the Early Reading Interventionist, utilizing LLI.</p>	1, 2, 8, 9, 10	Campus Administration, Early Reading Interventionist, Director of Reading, District Reading Supervisors	F&P, Istation, Imagine Learning, LLI monitoring tools				
Funding Sources: 211 Title 1 - \$2000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>3) 4th - 6th grade students who have scored Tier 2 or 3 using the September Istation assessment will participate in the Imagine Learning program for 20 minutes, 5 days a week.</p>	1, 2, 7, 8, 9, 10	Campus Administration, Special Education Teacher, Teachers, Early Reading Interventionist	Imagine Learning reports, F&P, running records, anecdotal notes, Accelerated Reading, Istation, district benchmarks, STAAR				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>4) Lead4ward instructional strategies and content builder resources will be used to target instructional needs.</p>	1, 2, 3, 9	Campus Administration, Teacher Leaders, Teachers	Lesson plans, common assessment results, STAAR results, district assessment results, collaborative team meeting minutes and agendas, campus professional development records				
Funding Sources: 211 Title 1 - \$2500.00							

<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>5) Common assessments will be developed and results will be analyzed within collaborative teaming to drive instruction.</p>	1, 2, 8, 9	Campus Administration, Teachers, Teacher Leaders	Developed common assessments, common assessment results, STAAR results, district assessment results				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>6) 3rd - 6th grade students will utilize the Accelerated Reading Program to support their comprehension and reading growth. The program will be used to help students read for purpose and meaning, while establishing foundational comprehension success.</p>	1, 2, 9	Campus Administration, Early Reading Interventionist, 3rd - 6th grade teachers	Accelerated Reading reports, Istation reports, F&P reports, Imagine Learning reports, STAAR, TELPAS, district assessments				
Funding Sources: 199 Local - \$4076.00							
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>7) Lamar students who are at risk will participate in weekly tutorials in the areas of math, reading, writing and science.</p>	1, 2, 3, 8, 9	Campus Administration, Teachers	Targeted instructional plans, lesson plans, tutorial sign-in sheets, instructional focus visits				
Funding Sources: 211 Title 1 - \$9000.00							
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>8) After school academic clubs will be included in the extended day program. The clubs will support the academic growth of students, by connecting learning to the real world and by incorporating engaging activities that allow the students to be a part of a meaningful school program.</p>	1, 2, 3, 9	Campus Administration, Counselor, Teachers	Club attendance/sign-in sheets, STAAR results, TELPAS results, student feedback, assessment results				
Funding Sources: 211 Title 1 - \$10000.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>9) Community volunteers will provide one-on-one mentoring with identified at risk students.</p>	1, 9	Campus Administration, Counselor, Teachers	Feedback from teachers, students and community partners, observations, volunteer sign-in sheets				
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 1:** Lamar will support high academic standards.

**Performance Objective 5:** Lamar staff members will work collaboratively in order to ensure that 100% of the Lamar students have a positive and smooth transition from Lamar 6th grade to the junior high campuses and from Pre-Kindergarten into Kindergarten.

**Summative Evaluation:** Calendars, flyers of events, parent and student attendance, parent and teacher surveys






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Sixth grade students and parents will be provided with information about the transition between the elementary and junior highs and from Pre-Kindergarten to Kindergarten (curriculum requirements, course opportunities, and early enrollment). Students will visit the receiving junior high schools; parent/counselor informational nights will be available; and there will be visits with the junior high counselors at elementary schools and future planning sessions.</p>	6, 7	Campus Administration, Counselor	Parent and student sign-in sheets, parent feedback, early enrollment documentation, student feedback				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) The Lamar administration will provide the receiving junior high school with information about the individual students, special programs, special needs, and/or counseling concerns, in order to ensure that appropriate programs are available for students' educational and/or behavioral needs.</p>	9	Campus Administration, Counselor	Documentation from teachers, RTI information, STAAR information, counseling office records, feedback from receiving school's administration				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 6</p> <p>3) Lamar students will participate in "Go Get It- College Week" in October. During this week, students will learn about the importance of college, show college spirit, and learn different college facts.</p>	2	Counselor, Teachers	Student participation, student feedback, teacher feedback				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

## Goal 2: Lamar will uniformly use effective instructional strategies.

**Performance Objective 1:** 100% of Lamar teachers will participate in the collaborative team process, utilizing lead4ward as a resource.

**Summative Evaluation:** Collaborative team meeting agendas and minutes, SMART Goals, norms, Solution Tree surveys, priority knowledge and skills, root cause analysis statements, lesson plans, Instructional Focus Visits

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) The Lamar staff will participate in PLC training, with on-going consultant support, in conjunction with campus collaborative meetings.</p>	1, 2, 3, 8	Campus Administration, Teachers, Early Reading Interventionist	Collaborative team meeting agendas and minutes, Solution Tree surveys, SMART goals, norms, sign-ins				
Funding Sources: 211 Title 1 - \$33000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3</p> <p>2) The campus will work collaboratively to evaluate STAAR assessment data and identify a root cause for the low academic performance. The root cause will be revisited in collaborative teaming to maintain campus focus.</p>	1, 2, 4, 8, 9	Campus Administration, Teachers, Campus Leadership Team	Root cause statement, TAIS plan, collaborative team agendas and minutes				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>3) A campus leadership team will work with the campus administration to develop and implement the required TAIS plan. The leadership team will also work collaboratively with the campus administration to analyze data and develop teachers, in order to increase the academic growth of Lamar students.</p>	1, 2, 3, 4, 8, 9	Campus Administration, Campus Leadership Team	Collaborative team meeting agendas and minutes, TAIS plan, TAIS meeting minutes, leadership team feedback, sign-ins				
Funding Sources: 211 Title 1 - \$14000.00							
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>4) The Lamar leadership team will participate in on-going professional development through Lead4ward and PLC Coaching. The leadership team will train and implement the learning through the collaborative team time and after school professional development sessions.</p>	1, 2, 3, 4, 8, 9	Campus Administration, Campus Leadership Team, Teachers	Lesson plans, sign in sheets, agendas, minutes, professional development certificates, instructional focus visits.				
Funding Sources: 211 Title 1 - \$5500.00							






<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 7</p> <p>5) Lamar teachers will participate in district-based professional development that focuses on the root cause analysis, in order to improve the academic performance of Lamar students.</p>	<p>1, 2, 4, 8, 9, 10</p>	<p>Campus Administration, Teachers, District Level Directors and Coaches</p>	<p>Professional development certificates, lesson plans, instructional focus visits, collaborative team minutes and agendas</p>				
<p>Funding Sources: 211 Title 1 - \$2500.00</p>							
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>6) Campus-based professional development will incorporate the following topics: ELL, PBMAS, TELPAS, STAAR, Lead4ward, PLC implementation, CHAMPS, Excellence in Teaching Model.</p>	<p>1, 2, 3, 4, 8, 9</p>	<p>Campus Administration, Counselor, Teachers</p>	<p>Agendas, sign-in sheets, instructional focus visits, observations, priority knowledge and skills, professional development certificates</p>				
<p>Funding Sources: 211 Title 1 - \$2000.00</p>							
<p>  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							



**Goal 3: Lamar will recruit, develop, and support highly motivated staff members who maximize student success.**

**Performance Objective 1:** 100% of Lamar staff will meet NCLB criteria of highly qualified.


**Summative Evaluation:** TEA Records, teacher certifications, personnel records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 7</p> <p>1) The Lamar interview team will conduct interviews with applicants that meet highly qualified criteria and make employment recommendations based on certifications, experience and references.</p>	3, 5	Campus Administration, CEIC Members, Interview Team	PDAS, instructional focus visits, personnel records, teacher certifications, interview documenttion				
<p>2) The Lamar administration will work with teachers who do not meet the highly qualified requirement and identify strategies to support the teachers. Teachers not identified at highly qualified will have one school year to obtain the appropriate certification for highly qualified status.</p>	4, 10	Campus Administration	Certification records				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 3:** Lamar will recruit, develop, and support highly motivated staff members who maximize student success.

**Performance Objective 2:** Lamar will retain 75% of the teaching staff, in order to build capacity and a positive collaborative working environment.






**Summative Evaluation:** PDAS, Instructional Focus Visits, teacher feedback, meetings and agenda sign-in sheets, professional development records

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7</p> <p>1) Administration, the counselor, and the campus leadership team will recognize teachers and classes for their achievements, growth and successes.</p>	5	Campus Administration, Counselor, Campus Leadership Team	Meeting agendas, observations, celebration photos, data, data room				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 6</p> <p>2) The campus administration and counselor will develop a "Kudos" program. The program will allow teachers, parents, students and other visitors to provide any Lamar staff member with recognition. During random faculty meetings, the Kudos will be shared and 1-2 teachers will win prizes for their hard work and effort.</p>	5	Campus Administration, Counselor	Teacher retention, Kudos slips, agendas				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 6</p> <p>3) Team building will be added into staff meetings and collaborative team sessions. Team building will be used to build ownership and unity within the campus.</p>	5	Campus Administration, Campus Leadership Team, Counselor	Teacher reflections, agendas, sign-in sheets, teacher retention records				
							

## Goal 4: Lamar will prepare technologically advanced students.

**Performance Objective 1:** 100% of Lamar Elementary classrooms will utilize technology to support academics.

**Summative Evaluation:** Star Chart, technology inventory, teacher self-reports, PDAS, instructional focus visits, staff development records, lesson plans






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
1) Lamar will increase the amount of technology based instruction, equipment, software and staff development to meet SBEC technology standards. LearnPads will be utilized in grades 3-5, chromebooks will be purchased and utilized in grade 6, and Ipads will be purchased and utilized in grade 1.	1, 2, 4, 5, 9, 10	Campus Administration, Technologists, Teachers	Star Chart, instructional focus visits, PDAS, staff development records				
Funding Sources: 199 Local - \$11800.00, 211 Title 1 - \$29200.00							
<b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 2) Lamar staff will use programs that are computer-based and internet websites that are designed to enhance and improve student learning.	1, 2, 5, 7	Campus Administration, Technologists, Teachers	Instructional focus visits, lesson plans, program reports (Imagine Learning, Istation, Accelerated Reading, RenStar Math).				
<b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 1 CSF 4 3) Lamar will add a SMART board and projector to the library to create a classroom that is interactive and provides students with learning opportunities through technology use.	1, 2	Campus Administration, Librarian	Instructional focus visits, lessons				
Funding Sources: 211 Title 1 - \$1000.00							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

## Goal 5: Lamar will provide facilities that support exemplary learning environments

**Performance Objective 1:** 100% of Lamar students will participate in a school environment that promotes high expectations, respect, recognizes student accomplishments, is safe, drug free and promotes a healthy lifestyle.

**Summative Evaluation:** Discipline and counseling referrals, school community feedback, surveys, instructional focus visits, PDAS, drill reports, counseling reports, counselor PowerZone lessons, bucket fillers






Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Lamar students will participate in the CATCH program, Red Ribbon Week, and other community-based programs to promote healthy lifestyles and good nutritional choices.</p>	1, 2	Campus Administration, Cafeteria Manager, PE Coach, School Nurse, Teachers, Counselor	Instructional focus visits, participation at CATCH Night, Jump Rope for Heart participation, Fitness Club participation, Red Ribbon Week participation				
<p><b>Critical Success Factors</b> CSF 4 CSF 6</p> <p>2) Lamar will ensure that NCI and TBSI strategies are implemented and that a Behavior Management Team is established.</p>	2, 3	Campus Administration, Counselor, Special Education Teacher, Teachers, Behavior Management Team	Discipline reports, teacher feedback, records from special education, RTI records, staff development records, counselor records				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 4 CSF 6</p> <p>3) Lamar students will receive instruction and information about bullying and other social skills and concerns through weekly announcements, counseling lessons, and through consultants that focus on motivational strategies and techniques.</p>	1, 2, 10	Campus Administration, Counselor, Teachers	Discipline reports, teacher feedback, counselor reports, counselor lesson plans, campus survey, student feedback				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 6</p> <p>4) Lamar will implement the district and campus Crisis Management Plan.</p>	2	Campus Administration, Teachers, Counselor	Drill reports, discipline data, teacher feedback, observations, safety audit report, inspections by fire inspector				
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 4 CSF 6</p> <p>5) The Lamar staff will implement the CHAMPS program to provide students with consistency and guidance with school behavior expectations.</p>	2, 9	Campus Administration, Counselor, Teachers	Discipline reports, counselor reports, instructional focus visits, PDAS				

<p align="center"><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>6) The school counselor will provide students with lessons that focus on a monthly character trait and recognize students who display that characteristic.</p>	2	Campus Administration, Counselor	Counselor reports, counselor lesson plans and calendars, student feedback				
<p align="center"><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 3 CSF 6</p> <p>7) The school counselor will lead a group of 6th grade students through their participation in Star Council, which will emphasize activities that involve leadership capacities.</p>	2	Campus Administration, Counselor	Community work, student feedback, counselor reports, observations				
<p align="center"><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 6</p> <p>8) The Lamar students will be provided with a drug-free education program and a "being safe" program.</p>	2, 6	Campus Administration, Counselor	Counselor calendars, counselor lesson plans, campus calendars, student feedback, safe school survey				
<p align="center"><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 6</p> <p>9) Lamar students in grades 4-6 will participate in a Life Center, "sex education" mini class to bring consequences and body awareness to the students.</p>	2	Campus Administration, Counselor	Counselor calendars, student participation, student and parent feedback, Life Center feedback				
<p align="center">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 6: Lamar will fully develop positive partnerships with Midland's community and business organizations.**

**Performance Objective 1:** 100% of Lamar faculty will maintain a high level of parental involvement within the school in order to create an environment that promotes the importance of working together to ensure student success.






**Summative Evaluation:** School community feedback, surveys, CEIC feedback, PTA memberships, volunteer logs, communication logs, event participation participation

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>1) Lamar Elementary will provide opportunities for parents to attend and participate in the following programs: All Pro Dad Program, Meet the Teacher Night, Open House, PTA Nights, Math Night, Academic Celebrations, Literacy Night and various other campus events.</p>	1, 2, 6	Campus Administration, Counselor, Teachers, Parents, Community Members	Participation counts, PTA memberships, parent feedback, parent survey results, CEIC, teacher feedback				
Funding Sources: 211 Title 1 - \$3000.00							
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>2) Lamar Elementary will increase parental communication through the use of behavior reports, phone calls, memos, conferences, web pages, parent connect and progress reports. Various other communication tools may be utilized to increase the communication.</p>	1, 2, 6	Campus Administration, Counselor, Teachers	Student daily folders, communication logs, parent feedback, parental participation in school events				
<p><b>System Safeguard Strategies</b> <b>Critical Success Factors</b> CSF 5</p> <p>3) Lamar students will participate in community activities such as United Way, HOT Program, Keep Midland Beautiful and Canned Food Drive.</p>	2, 6	Campus Administration, Counselor, Teachers, Parents, Community Partners	Community feedback, parent, teacher and student feedback, event sign in sheets				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 7: Lamar will exercise fiscal responsibility.**

**Performance Objective 1:** 100% of Lamar's budget accounts will be reviewed, discussed and reconciled monthly in order to ensure that 100% of all funds are used to promote student success.


**Summative Evaluation:** CEIC minutes, budget account information and audits, district audit, budget accounts, iTTCS records.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
<p><b>System Safeguard Strategies</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>1) The Lamar CEIC will meet a minimum of six times per school year in order to review campus budget, activity fund, new programs, Campus Improvement Plan and discuss school improvement.</p>	10	Campus Administration, CEIC Members	CEIC minutes, budget account information, audits				
<p>2) The Lamar principal and school secretary will meet regularly to review and reconcile various budget accounts.</p>	10	Principal , School Secretary	District audits of budget accounts and activity fund accounts, budget records, iTTCS system				
<p>  = Accomplished            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 7:** Lamar will exercise fiscal responsibility.

**Performance Objective 2:** 100% of the funds will be allocated according to federal guidelines.

**Summative Evaluation:** Monthly budget reviews, campus book keeping, audits and account reviews.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Dec	Feb	Apr	June
1) All Title I purchases will be aligned to the Campus Improvement Plan.	10	Principal, District Title I Coordinator, CEIC members	Monthly budget checks, budget audits, purchase history				
2) All Title I funds will directly benefit the students of Lamar Elementary.	10	Campus Administration, CEIC members	Campus book keeping, instructional focus visits, teacher feedback, purchase history				
							



## System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	The Lamar staff will work collaboratively to analyze TEKS, curriculum, and data to develop lessons that are instructionally appropriate, and provide students with the level of rigor and scaffolding required within the TEKS, to begin closing achievement gaps.
1	1	2	Students not performing on or above grade level will receive research-based interventions in the form of extended school days or Saturdays, intervention time during the school day and through pull-out interventions.
1	1	3	Research-based instructional support materials will be used for supplemental targeted instruction time, including Saturday and after school tutorials.
1	2	1	The Lamar administration and attendance committee will monitor student attendance trends.
1	2	2	The campus administration will contact parents via email, letter, conference or phone calls to discuss and inform parents of attendance concerns and violations.
1	2	3	Teachers will monitor attendance on a daily basis and maintain a record of parent contacts. Abusive trends will be reported to campus administration.
1	2	4	Awards and recognition will be provided to individuals and classrooms that have a high attendance rate percentage.
1	3	1	Bilingual teachers will provide instruction in the native language following the late exit model. They will ensure a strong academic foundation by incorporating academic language strategies in their lessons and student products.
1	3	2	Teachers will implement Lead4ward instructional strategies and resources in daily classroom lessons to ensure the four language domains are addressed.
1	3	3	Bilingual teachers will participate in an ELL collaborative cohort to discuss best practices and develop plans and strategies that will be most effective with the LEP population.
1	3	4	The PBMAS focus team will meet a minimum of once per grading period to review and discuss the progress of the ELL population. This team will also develop an action plan to ensure that the ELL students who are unsuccessful receive the support needed to facilitate their academic growth.
1	3	5	The school counselor will develop a system that will allow him/her to check in with all teachers who service an ELL student, to determine the progress and level of support that the ELL students will need from the school counselor, to support their academic growth and schooling success.
1	3	6	The bilingual teachers and teachers of ESL students will complete an ELL monitoring tool for each ELL within their classroom. The ELL monitoring tool allows the teacher to measure the students' growth in the four language areas, using the Language Proficiency Descriptors to rate their speaking, listening, reading and writing. This tool also requires that the teacher develop a language goal for each of their students at the end of each grading period.

Goal	Objective	Strategy	Description
1	4	1	All PreK-3rd grade students will participate in the Imagine Learning Program for 20 minutes, 5 days a week. This will help support and build the foundation for all primary readers.
1	4	2	1st grade students identified as struggling readers according to the beginning of year Istation and F&P assessment results will receive intervention from the Early Reading Interventionist, utilizing LLI.
1	4	3	4th - 6th grade students who have scored Tier 2 or 3 using the September Istation assessment will participate in the Imagine Learning program for 20 minutes, 5 days a week.
1	4	4	Lead4ward instructional strategies and content builder resources will be used to target instructional needs.
1	4	5	Common assessments will be developed and results will be analyzed within collaborative teaming to drive instruction.
1	4	6	3rd - 6th grade students will utilize the Accelerated Reading Program to support their comprehension and reading growth. The program will be used to help students read for purpose and meaning, while establishing foundational comprehension success.
1	4	7	Lamar students who are at risk will participate in weekly tutorials in the areas of math, reading, writing and science.
1	4	8	After school academic clubs will be included in the extended day program. The clubs will support the academic growth of students, by connecting learning to the real world and by incorporating engaging activities that allow the students to be a part of a meaningful school program.
1	5	1	Sixth grade students and parents will be provided with information about the transition between the elementary and junior highs and from Pre-Kindergarten to Kindergarten (curriculum requirements, course opportunities, and early enrollment). Students will visit the receiving junior high schools; parent/counselor informational nights will be available; and there will be visits with the junior high counselors at elementary schools and future planning sessions.
1	5	2	The Lamar administration will provide the receiving junior high school with information about the individual students, special programs, special needs, and/or counseling concerns, in order to ensure that appropriate programs are available for students' educational and/or behavioral needs.
1	5	3	Lamar students will participate in "Go Get It- College Week" in October. During this week, students will learn about the importance of college, show college spirit, and learn different college facts.
2	1	1	The Lamar staff will participate in PLC training, with on-going consultant support, in conjunction with campus collaborative meetings.
2	1	2	The campus will work collaboratively to evaluate STAAR assessment data and identify a root cause for the low academic performance. The root cause will be revisited in collaborative teaming to maintain campus focus.
2	1	3	A campus leadership team will work with the campus administration to develop and implement the required TAIS plan. The leadership team will also work collaboratively with the campus administration to analyze data and develop teachers, in order to increase the academic growth of Lamar students.

Goal	Objective	Strategy	Description
2	1	4	The Lamar leadership team will participate in on-going professional development through Lead4ward and PLC Coaching. The leadership team will train and implement the learning through the collaborative team time and after school professional development sessions.
2	1	5	Lamar teachers will participate in district-based professional development that focuses on the root cause analysis, in order to improve the academic performance of Lamar students.
2	1	6	Campus-based professional development will incorporate the following topics: ELL, PBMAS, TELPAS, STAAR, Lead4ward, PLC implementation, CHAMPS, Excellence in Teaching Model.
3	1	1	The Lamar interview team will conduct interviews with applicants that meet highly qualified criteria and make employment recommendations based on certifications, experience and references.
3	2	1	Administration, the counselor, and the campus leadership team will recognize teachers and classes for their achievements, growth and successes.
3	2	2	The campus administration and counselor will develop a "Kudos" program. The program will allow teachers, parents, students and other visitors to provide any Lamar staff member with recognition. During random faculty meetings, the Kudos will be shared and 1-2 teachers will win prizes for their hard work and effort.
3	2	3	Team building will be added into staff meetings and collaborative team sessions. Team building will be used to build ownership and unity within the campus.
4	1	2	Lamar staff will use programs that are computer-based and internet websites that are designed to enhance and improve student learning.
4	1	3	Lamar will add a SMART board and projector to the library to create a classroom that is interactive and provides students with learning opportunities through technology use.
5	1	1	Lamar students will participate in the CATCH program, Red Ribbon Week, and other community-based programs to promote healthy lifestyles and good nutritional choices.
5	1	3	Lamar students will receive instruction and information about bullying and other social skills and concerns through weekly announcements, counseling lessons, and through consultants that focus on motivational strategies and techniques.
5	1	4	Lamar will implement the district and campus Crisis Management Plan.
5	1	5	The Lamar staff will implement the CHAMPS program to provide students with consistency and guidance with school behavior expectations.
5	1	7	The school counselor will lead a group of 6th grade students through their participation in Star Council, which will emphasize activities that involve leadership capacities.
5	1	8	The Lamar students will be provided with a drug-free education program and a "being safe" program.

<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Description</b>
5	1	9	Lamar students in grades 4-6 will participate in a Life Center, "sex education" mini class to bring consequences and body awareness to the students.
6	1	1	Lamar Elementary will provide opportunities for parents to attend and participate in the following programs: All Pro Dad Program, Meet the Teacher Night, Open House, PTA Nights, Math Night, Academic Celebrations, Literacy Night and various other campus events.
6	1	2	Lamar Elementary will increase parental communication through the use of behavior reports, phone calls, memos, conferences, web pages, parent connect and progress reports. Various other communication tools may be utilized to increase the communication.
6	1	3	Lamar students will participate in community activities such as United Way, HOT Program, Keep Midland Beautiful and Canned Food Drive.
7	1	1	The Lamar CEIC will meet a minimum of six times per school year in order to review campus budget, activity fund, new programs, Campus Improvement Plan and discuss school improvement.

# **Title I**

## **Coordination and integration of federal, state and local services and programs**

## 2015-2016 Campus Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Business Representative		
Classroom Teacher	Deandra Sheldon	1st grade teacher
Classroom Teacher	Lauren Anderson	6th grade teacher
Classroom Teacher	Inga Barber	4th grade teacher
Classroom Teacher	Anna Clements	Special Education teacher
Classroom Teacher	Louise Fry	Kindergarten teacher
Classroom Teacher	Laura Van der hoeven	2nd grade teacher
Classroom Teacher	Joshua Minett	5th grade teacher
Classroom Teacher	Maira Sifuentes	3rd grade teacher
District-level Professional	Irene Garcia	Director of Auxiliary Personnel
Parent	Maricruz Cuellar	Parent
Principal	Amanda Magallan	Campus Principal
Principal	Linda Silvas	Assistant Principal

## Campus Funding Summary

<b>211 Title 1</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1	Supplemental Materials - Guided Reading library books		\$3,000.00
1	1	2	Supplemental supplies		\$5,000.00
1	1	3	Supplemental Materials		\$7,000.00
1	2	4	Awards		\$1,500.00
1	3	2	Supplemental supplies - Guided Reading library books		\$2,000.00
1	4	1	Imagine Learning Program		\$19,000.00
1	4	2	LLI Booster Kits		\$2,000.00
1	4	4	Substitutes for teachers attending sessions		\$2,500.00
1	4	7	Extra pay for tutorials		\$9,000.00
1	4	8	Extra duty pay and supplemental materials		\$10,000.00
2	1	1	Consultant and training		\$33,000.00
2	1	3	Teacher Stipends		\$14,000.00
2	1	4	Teacher and administrator conferences and professional development sessions		\$5,500.00
2	1	5	substitute costs		\$2,500.00
2	1	6	Professional development supplies/books		\$2,000.00
4	1	1			\$29,200.00
4	1	3	Project and mounting for SMART board in library		\$1,000.00
6	1	1	Supplemental materials for parent engagement		\$3,000.00
<b>Sub-Total</b>					\$151,200.00
<b>199 Local</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	4	6	Accelerated Reading Program		\$4,076.00
4	1	1	Ipads and Chromebooks		\$11,800.00

	<b>Sub-Total</b>	\$15,876.00
	<b>Grand Total</b>	\$167,076.00