

# LAMAR ELEMENTARY

## **Campus Improvement Plan**

2011/2012

*Lamar Elementary, Where S.T.A.R.S. are made...  
(Students Targeting and Reaching Success)*

Date Reviewed: 09/27/11

Date Approved: 09/27/11

# LAMAR ELEMENTARY

## **Mission**

*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.*

### Nondiscrimination Notice

LAMAR ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# LAMAR ELEMENTARY Site Base

Name	Position
Clements, Anna	Special Ed/Resource Teacher
Davenport, Amy	Counselor
Duncan, Monte	Partners in Education
Garcia, Irene	District Math Supervisor
Gonzales, Lorena	Assistant Principal
Groves, Gary	Community Representative
Lopez, Diane	Principal
Lujan, Jessica	1st grade Teacher
Morris, Inga	Math/Science Specialist
Moss, Diane	Literacy Coach
Reker, Charles	4th Grade Math/Science Teacher
Vijarro, Nancy	Parent
Washington, Lisa	5th Grade Math/Science Teacher
Zarate, Lori	Bilingual Coach

# Resources

Resource	Source	Amount
Title I	Federal	\$124,918
Local Funds	State	\$2,430,019

## 2011-2012 Goals Midland ISD

- MISD will support high academic standards.
- MISD will uniformly use effective instructional strategies.
- MISD will recruit, develop, and support highly motivated staff members who maximize student success.
- MISD will prepare technologically advanced students.
- MISD will provide facilities that support exemplary learning environments.
- MISD will fully develop positive partnerships with Midland's community and business organizations.
- MISD will exercise fiscal responsibility

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2011/2012 school year.)*

**Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.

**Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Goal 5.** All students will graduate from high school.

# **Lamar Elementary** **Comprehensive Needs Assessment 2011-12:**

- A Comprehensive Needs Assessment was conducted with the Lamar Elementary staff June 2011.
- Findings were discussed among CEIC members June 2011.

<b>Data Sources Examined</b>
<ul style="list-style-type: none"><li>• <i>AEIS Report</i></li><li>• <i>Federal Accountability Data for AYP</i></li><li>• <i>TAKS Data--disaggregated</i></li><li>• <i>Attendance Reports</i></li><li>• <i>Discipline Referral Data</i></li><li>• <i>Parent, Community, Teacher, and /or Student Surveys</i></li><li>• <i>Benchmark Testing Data</i></li><li>• <i>Star Early Literacy/ Tejas Lee Data</i></li><li>• <i>Campus events Sign-In Sheets</i></li><li>• <i>Safe Schools Survey</i></li><li>• <i>F&amp;P/ EDL2 Data</i></li><li>• <i>SchoolNet</i></li><li>• <i>PEIMS</i></li><li>• <i>Power Walk Data</i></li></ul>

## **Summary of Findings:**

Lamar is a campus that serves students Kindergarten through Sixth grade. Lamar believes every student is entitled to a rich and rigorous curriculum. The staff of Lamar will create a Professional Learning Community through collaboration, commitment and data driven-focus with a goal of moving students to high academic success. Lamar is committed to moving students towards secondary and post-secondary achievement and closing the achievement gap within all subgroups.

TAKS	Math % Met Standard			Reading/ELA % Met Standard			Writing % Met Standard			Science % Met Standard		
	2010	2011	+/-	2010	2011	+/-	2010	2011	+/-	2010	2011	+/-
<b>**All Students</b>	<b>73</b>	<b>83</b>	<b>+10</b>	<b>78</b>	<b>79</b>	<b>+1</b>	<b>77</b>	<b>91</b>	<b>+14</b>	<b>79</b>	<b>67</b>	<b>-12</b>
<b>African American Students</b>	<b>62</b>	<b>76</b>	<b>+14</b>	<b>69</b>	<b>65</b>	<b>+4</b>	<b>83</b>	<b>80</b>	<b>-3</b>	<b>88</b>	<b>75</b>	<b>-13</b>
<b>**Hispanic</b>	<b>75</b>	<b>84</b>	<b>+11</b>	<b>77</b>	<b>80</b>	<b>+3</b>	<b>74</b>	<b>91</b>	<b>+17</b>	<b>77</b>	<b>67</b>	<b>-10</b>
<b>White</b>	<b>73</b>	<b>84</b>	<b>+11</b>	<b>95</b>	<b>95</b>	<b>0</b>	<b>100</b>	<b>91</b>	<b>-9</b>	<b>86</b>	<b>*</b>	<b>*</b>
<b>**Economically Disadvantaged</b>	<b>71</b>	<b>83</b>	<b>+12</b>	<b>78</b>	<b>79</b>	<b>+1</b>	<b>77</b>	<b>80</b>	<b>+3</b>	<b>77</b>	<b>66</b>	<b>-11</b>
<b>English Language Learners</b>	<b>73</b>	<b>73</b>	<b>0</b>	<b>65</b>	<b>54</b>	<b>-11</b>	<b>73</b>	<b>80</b>	<b>+7</b>	<b>38</b>	<b>40</b>	<b>+2</b>
<b>Special Education</b>	<b>*</b>	<b>*</b>	<b>60</b>	<b>*</b>	<b>40</b>		<b>*</b>	<b>*</b>		<b>*</b>	<b>*</b>	

**\*\* Met minimum size requirements and were used to determine rating**

Lamar Elementary staff believes that our students' success is directly reflective of the commitment of staff members in identifying and targeting academic, emotional and social achievement. We believe that by disaggregating our formal and informal data on our students that we are able to develop an educational plan for each student, so that, they reach their academic potential.

Lamar Elementary has and will continue analyze TEKS/STAAR to build high rigorous and relevant lessons. We will work together to disaggregate data and create learning plans for student success. There will be a campus leadership team: Principal, Assistant Principal, and Coaches (Bilingual, Literacy and Math). The campus will also have a teacher instructional leadership team with one teacher at each grade-level serving as a representative.

Prioritized Areas of Concern	
Areas of Concern	Data Source
<i>African American sub-population: All Academic Areas</i>	<i>State Accountability (AEIS)</i>
<i>English Language Learners (ELLs): All Academic areas</i>	<i>State Accountability (AEIS), AYP</i>
<i>Economically Disadvantaged: Reading and Science</i>	<i>State Accountability (AEIS)</i>
<i>Reading: All Students</i>	<i>State Accountability (AEIS)</i>
<i>Science: All subgroups</i>	<i>State Accountability (AEIS)</i>
<i>Special Ed. Students: Math and Reading</i>	<i>State Accountability (AEIS)</i>

Campus will address the above areas of concerns by focusing energy and resources on the following:

- **Curriculum and Assessment** – All decisions will be based on Data. Teachers and Leadership Team will meet twice a six weeks in Data meetings to help in Grade-level Decision-Making on curriculum effectiveness and intervention needs. We will come together as a campus monthly to make decisions vertically on teaching and learning effectiveness. We will also have common assessments, district benchmarks and daily assignments to make sound decisions on student needs.
- **Instruction** – Teachers will implement researched-based best practices in teaching. They will focus energy on implementing strong Tier I instruction, as well as, early identification of struggling learners (Rtl and STAT). Campus will work to engage the learners through cooperative learning strategies/structures.
- **Student Support** – Support Staff Members will mentor students who are identified as high need. We will use formal and informal data to create targeted small-group instruction, Saturday School and Lamar Academy (A summer reading program)

- **Parents and Community** – A teacher team has been developed to analyze and address the challenge of bringing the parents and community into the school. We are redesigning our parent involvement program to target specific strategies to address our campus needs. We will have monthly parent meetings/trainings.

Lamar values highly qualified staff persons and earmark staff development funds to provide quality staff development for Lamar Staff.

## *State Compensatory Education (SCE)*

Lamar also receives funding assistance from SCE funds.

### **State of Texas Student Eligibility Criteria:**

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

***At Lamar Elementary School State Compensatory Funds are used to support Title I initiatives.***

# LAMAR ELEMENTARY

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

**Objective 1.** 100% of Lamar Elementary students will show growth on state testing and on district assessments in all core subjects. We will work towards increasing the passing rate of students meeting minimum expectations to 80% and increasing the number of students earning Commended Performance to 30%.

**Objective 2.** Lamar Elementary will work towards increasing our daily attendance to 97% for the 2011-2012 school year.

**Objective 3.** 100% of Lamar's English Language Learners (ELL) will show one level of growth according to TELPAS.

**Goal 2.** Lamar will uniformly use effective instructional strategies.

**Objective 1.** 100% of Lamar students will receive researched based core instruction, using district provided scope and sequence as well as campus provided resources.

**Objective 2.** 100% of Lamar students working below grade level will receive targeted instruction using scientific research based programs and materials. Identified students will receive mentoring opportunities.

**Objective 3.** 100% of the identified students needing intervention will receive research based instruction from highly qualified staff.

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

**Objective 1.** 100% of Lamar staff will meet the NCLB criteria of Highly Qualified.

**Objective 2.** Lamar faculty will be recognized for their hard work and success in order to promote a collaborative working environment that ensures student success.

**Objective 3.** 100% of Lamar staff will participate in professional development that will allow them to effectively implement the district curriculum and programs, as well as, provide professional growth in identified areas that are designated to have a positive impact on student success.

**Goal 4.** Lamar will prepare technology advanced students.

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

**Goal 5.** Lamar will provide facilities that support exemplary learning environments.

**Objective 1.** 100% of Lamar students will participate in learning environments that are safe, drug free, and conducive to learning and promotes a healthy lifestyle.

**Objective 2.** Improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program.

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

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**Objective 1.** Business and community partners will be utilized to increase parental involvement by 20%.

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

**Objective 1.** Throughout the 2011-2012 school year the CEIC will meet a minimum of 6 times to review the local budget, new programs, and approve staff development.

**Objective 2.** As a Title I campus 100% of the funds will be allocated and used according to federal guidelines.

# LAMAR ELEMENTARY

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

**Objective 1.** 100% of Lamar Elementary students will show growth on state testing and on district assessments in all core subjects. We will work towards increasing the passing rate of students meeting minimum expectations to 80% and increasing the number of students earning Commended Performance to 30%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Lamar staff and collaborative teams will analyze and disaggregate data for establishing individual, small group targeted instruction. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All, H, AA, ECD, LEP, SPED) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Instructional Specialist, Principal, Special Ed Teachers, TEA Campus Intervention Team, Teacher(s)	Every 3 wks	(F)Bilingual Education , (F)IDEA Special Education, (F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds, (S)State Compensatory	Ongoing evaluation of district and campus assessments/benchmarks, evaluation of district and campus materials, teacher observations, Star Literacy/Tejas Lee, F&P/EDL2, and TAKS, Read 180/Sys 44 reports, Renaissance Learning reports
2. Lamar Elementary will provide an individualized program for students with disabilities in various curriculums in the least restrictive environment, with the emphasis on increased participation in the general education curriculum and district wide assessments. (Title I SW: 2,3,4) (Target Group: SPED, AtRisk) (NCLB: 1,2,3,5)	Counselor(s), Principal, Special Ed Teachers, Teacher(s), Teaching & Learning Department	Monthly	(F)IDEA Special Education, (F)Title I, (L)Instructional Resources & Media Services, (L)Staff Development, (O)Classroom Teachers	Annual ARD and IEP, General and Special Education teachers meeting and reviewing grades and other assessments.
3. 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 push in interventions. (Title I SW: 1,2,3,4,5,6,9) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Campus counselors, Instructional Specialist, Parent Volunteers, Principal, Special Ed Teachers, Teacher(s)	Weekly	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal	Six weeks benchmark results, Schoolnet Data, Instructional Focus Visits, Sign in Sheets from afterschool tutorials and Saturday Schools.
4. Teachers will receive research based instructional support materials to use for supplemental targeted instruction time including Saturday school and tutorials. (Title I SW: 1,3) (Target Group: All, H, AA, ECD, LEP, SPED) (NCLB: 1,5)	Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher(s)	3 Weeks	(F)Bilingual Education , (F)Title I, (O)Classroom Teachers, (O)Principal	Six Weeks District Benchmarks

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**Objective 1.** 100% of Lamar Elementary students will show growth on state testing and on district assessments in all core subjects. We will work towards increasing the passing rate of students meeting minimum expectations to 80% and increasing the number of students earning Commended Performance to 30%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Planned campus activities will promote post secondary oppurtunities (ie. college going culture, announcements, etc. (Title I SW: 1,10) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Monthly	(L)Activity Funds	Observations (College Culture), Displays
6. Classroom instruction will be aligned to the state standards (TEKS) through curriculum planning days. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	Weekly and Six Weeks	(F)Title I, (L)Activity Funds, (L)Instructional Services, (L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	CIA agendas, Products, Instructional Focus Visits

# LAMAR ELEMENTARY

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

**Objective 2.** Lamar Elementary will work towards increasing our daily attendance to 97% for the 2011-2012 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Lamar attendance committee will monitor student attendance. Perfect attendance incentives will be utilized to encourage students to attend school daily. (Title I SW: 4,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	Monthly	(F)Title I, (O)Classroom Teachers, (O)Principal	Daily Attendance Rate
2. Teachers will monitor attendance on a daily basis and maintain a record of parent contacts. The attendance clerk will report weekly any abusive trends to campus administrator. Campus administrator will follow up with a parent contact. (Title I SW: 1,2,6,9) (Target Group: All) (NCLB: 1,5)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Weekly	(L)SchoolNet Data, (O)Classroom Teachers, (O)Principal	Parent Contact Logs, Schoolnet Reports

# LAMAR ELEMENTARY

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

**Objective 3.** 100% of Lamar's English Language Learners (ELL) will show one level of growth according to TELPAS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Bilingual teachers will provide instruction in native language, ensuring a strong academic foundation, and utilizing the late exit model to ensure success. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: ESL, LEP, SPED, AtRisk) (NCLB: 1,2,5)	Academic coaches, Assistant Principal(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	Daily	(F)Bilingual Education , (F)English as a Second Language, (F)IDEA Special Education, (F)Title I, (L)Instructional Services, (L)Staff Development, (O)Classroom Teachers, (O)DMAC data, (O)Principal, (O)Special Education Teachers, (O)Supplemental Materials, (O)TEKScore data, (S)Local Funds, (S)State Compensatory	District and campus level benchmarks, schoolnet, teacher feedback, lesson plans, Star Literacy/Tejas Lee, Fountas & Pinnell/EDL2, TAKS, SAM reports (Read 180/Sys 44), EIAF/RNPU reports, Accelerated math reports, Renaissance Reading, Imagine Learning reports, LLI data
2. Kindergarten -2nd grade students in Bilingual classes will receive ESL instruction and support from Imagine Learning English. (Title I SW: 1,3,5,8,9,10) (Target Group: LEP) (NCLB: 1,2)	Principal, Teacher(s), Teaching & Learning Department	Daily	(F)Bilingual Education , (F)IDEA Special Education, (F)Title I, (L)Instructional Services, (L)Staff Development, (O)Classroom Teachers, (O)Local Budget Data, (O)Principal, (O)Special Education Teachers	STAT documentation and RTI timelines. Monitoring of interventions.
3. English Language Learners (ELLS) will receive vocabulary support through English in a Flash from Renaissance. (Title I SW: 1,9) (Target Group: ESL, LEP) (NCLB: 1,2)	Assistant Principal(s), Principal, Teacher(s), Teaching & Learning Department	Daily	(F)Bilingual Education , (F)Title I, (O)Local Budget Data	Instructional Focus Visits, Renaissance Reports
4. English Language Learners, 3rd-6th, will receive ESL (English as as Second Language)instruction and support from National Geographic REACH or INSIDE instruction. (Title I SW: 1,2,9) (Target Group: ESL, LEP, SPED) (NCLB: 1,2)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Daily	(F)Bilingual Education , (O)Classroom Teachers	Instructional Focus Visits, Renaissance Reports, Teacher schedules

# LAMAR ELEMENTARY

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

**Objective 3.** 100% of Lamar's English Language Learners (ELL) will show one level of growth according to TELPAS.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Students identified as struggling readers in K-2 will receive targeted instruction using Estrellitas. (Title I SW: 1,2,3,9) (Target Group: LEP) (NCLB: 1,2,3)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Weekly	(F)Bilingual Education , (F)Title III, Part A - LEP, (L)Activity Funds, (O)Classroom Teachers, (O)Principal	Tejas Lee, EDL 2, Instructional Focus Visits, Teacher Observations, Targeted Instruction Logs

# LAMAR ELEMENTARY

**Goal 2.** Lamar will uniformly use effective instructional strategies.

**Objective 1.** 100% of Lamar students will receive researched based core instruction, using district provided scope and sequence as well as campus provided resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All Lamar students will receive individualized and diagnostic instruction to move students to add a years growth academically. (Title I SW: 1,2,3) (Target Group: All, H, AA, ECD, LEP, SPED) (NCLB: 1,5)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)	Three Weeks	(F)Bilingual Education , (F)Title I, (O)Principal, (O)Special Education Teachers, (O)STAR Math Reports, (O)Supplemental Materials	TAKS Student Data, Running Records,STAR Early Literacy, STAR Literacy, Tejas Lee, Fountas & Pinnell, EDL 2, STAR Math, Read 180/System 44, Read Now Power Up, Curriculum/Instruction/Assessment Alignment
2. Lamar students in grades 3rd-6th will be supported in targeted math instruction by utilizing Accelerated Math from Renaissance and incorporating the NEO2s. (Title I SW: 1,8,9) (Target Group: All, H, AA, ECD, ESL, LEP, AtRisk) (NCLB: 1,5)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(F)Title I, (L)SchoolNet Data, (L)Staff Development, (O)Accelerated Math Documents, (O)Classroom Teachers, (O)Principal	Teacher observation,Schoolnet, TAKS, TAKS M, District assessments,Common Based Assessments,Renaissance Place reports.
3. Teachers will utilize researched-based best practices in teaching strategies. They will also use cooperative learning strategies to enhance student engagement. (Title I SW: 1,2,3,4,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(F)Title I, (L)Activity Funds, (S)Local Funds	Instructional Focus Visits

# LAMAR ELEMENTARY

**Goal 2.** Lamar will uniformly use effective instructional strategies.

**Objective 2.** 100% of Lamar students working below grade level will receive targeted instruction using scientific research based programs and materials. Identified students will receive mentoring opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Dreamcatchers and Chevron mentors will provide one on one mentoring with identified students. (Title I SW: 1,2,9) (Target Group: All, H, AA, ESL, LEP, AtRisk) (NCLB: 1)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Weekly	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal	Teacher Observations and informal assessments.
2. Students in Kindergarten - 2nd grades identified as below grade level in reading will be in small group instruction using Fountas & Pinnell Leveled Literacy Intervention (LLI) and Estrellitas. (Title I SW: 1,3,4,8) (Target Group: All, H, AA, ECD, LEP, AtRisk) (NCLB: 1)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(F)Title I, (L)Instructional Services, (O)Classroom Teachers, (O)Principal	Assessment Wall.
3. STAT - Students in need of additional instructional support will be discussed and data reviewed at the STAT Meetings, in order to prescribe effective intervention instruction. (Title I SW: 1,2) (Target Group: All, H, AA, ECD, LEP, AtRisk) (NCLB: 1)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Two weeks after submission.	(F)Title I, (O)Classroom Teachers, (O)Principal	STAT documentation, teacher observation(s)and formal/informal assessments
4. Lamar staff and students will be supported in targeted instruction in Reading by the Literacy Coach. The Coach will plan with teachers for their targeted instruction and daily lessons. (Title I SW: 1,2,3,4,5,8,9) (Target Group: All) (NCLB: 1,3,5)	Assistant Principal(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(F)Title I, (O)Local Budget Data	Instructional Focus Visits and Lesson Plans
5. 4th-6th grade students identified as working below grade level in reading will receive research-based intervention in Read 180 and System 44. (Title I SW: 1,2,3,8,9,10) (Target Group: All) (NCLB: 1,3,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers	Every Six Weeks	(F)IDEA Special Education, (F)Title I, (L)Instructional Services, (L)Staff Development, (O)Principal	SAM Reports

# LAMAR ELEMENTARY

**Goal 2.** Lamar will uniformly use effective instructional strategies.

**Objective 3.** 100% of the identified students needing intervention will receive research based instruction from highly qualified staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Targeted Instruction will be given by teacher and specialists during intervention times to address students who are struggling academically. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)	Weekly	(F)Title I, (L)Activity Funds, (L)Instructional Services, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (S)Local Funds, (S)State Compensatory	TAKS, District Benchmarks Fountas and Pinnell, EDL2, STAR Early Literacy, Tejas Lee, Kindergarten Screener, Classroom Observations, Renaissance Reports.

# LAMAR ELEMENTARY

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

**Objective 1.** 100% of Lamar staff will meet the NCLB criteria of Highly Qualified.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. An Interview committee will interview and identify the applicant for employment based on their qualifications, certification, and references. (Title I SW: 1,3,5,10) (Target Group: All) (NCLB: 3)</p>	<p>Assistant Principal(s), Campus counselors, Instructional Specialist, Personnel Director, Principal, Teacher(s)</p>	<p>May 2011-May 2012</p>	<p>(O)Classroom Teachers, (O)Designated Funds, (O)Principal, (O)Supplemental Materials, (S)Local Funds</p>	<p>NCLB criteria qualifications, formal and informal appraisals, supportive climate and culture within the classroom and on the campus. The lead team will review references pertinent certification information and answers to interview questions to make employment recommendations.</p>

# LAMAR ELEMENTARY

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

**Objective 2.** Lamar faculty will be recognized for their hard work and success in order to promote a collaborative working environment that ensures student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administration and Instructional coaches will verbally recognize teachers for their successes in student performance. (Title I SW: 4,5) (Target Group: All) (NCLB: 3)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal	Weekly	(O)Principal	Staff Meeting Agendas, Observations
2. Lamar Students will be recognized for their success during Six Weeks Assemblies. (Title I SW: 3) (Target Group: All) (NCLB: 1,2,3,4)	Academic coaches, Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Six Weeks	(L)Activity Funds, (O)Classroom Teachers, (O)Principal	Celebration Invitations

# LAMAR ELEMENTARY

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

**Objective 3.** 100% of Lamar staff will participate in professional development that will allow them to effectively implement the district curriculum and programs, as well as, provide professional growth in identified areas that are designated to have a positive impact on student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Teachers will receive professional development through the Balanced Literacy Collaborative. They will be involved in book studies, trainings, receive support by campus literacy coaches, onsite coaching visits and Curriculum Instruction and Assessment meetings (CIA). This support will guide them in planning lessons that meet the level of rigor addressed on the STAAR state assessment. (Title I SW: 1,2,3,4,8,9) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s)</p>	<p>Weekly</p>	<p>(F)Title I, (F)Title III, Part A - LEP, (L)C-Scope Resource Bank, (L)SchoolNet Data, (L)Staff Development, (O)Classroom Teachers, (O)District Staff, (O)Principal</p>	<p>CIA Agendas and Sign in Sheets, Academic Coaching Logs, Instructional Focus Visits, Lesson Plans</p>
<p>2. Lamar Staff will be involved in collaborative teams designed to build understanding in various instructional techniques. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Principal, Teacher(s), Team Leaders</p>	<p>Semester</p>	<p>(F)Title I, (L)Activity Funds, (L)Staff Development, (O)District Trainers, (O)Local Districts, (O)Principal, (O)Supplemental Materials, (S)Local Funds</p>	<p>Staff sign in sheets, Professional Learning Communities, Lesson Plans, Instructional Focus Visits</p>
<p>3. Lamar Teachers will be supported in the area of math and science by a math coach,, science coach, math/science specialist. (Title I SW: 1,2,3,4,8,9) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Teacher(s)</p>	<p>Weekly</p>	<p>(F)Title I, (L)Activity Funds, (O)Principal, (S)Local Funds</p>	<p>RenStar Math Assessment, District Benchmarks, Instructional Focus Visits, Coaching Logs, Status of the Staff</p>
<p>4. All teachers will attend Professional Development/Inservices to meet campus and district goals and objectives. (Title I SW: 3,4,5) (Target Group: All) (NCLB: 1,2,3,4,5)</p>	<p>Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s), Teaching &amp; Learning Department, Team Leaders</p>	<p>Semester</p>	<p>(F)Title I, (L)Activity Funds, (L)Instructional Services, (O)Classroom Teachers, (O)District Staff, (O)Principal, (S)Local Funds</p>	<p>Certificates of Completion</p>

# LAMAR ELEMENTARY

**Goal 4.** Lamar will prepare technology advanced students.

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase the amount of technology based instruction, equipment, software, and staff development to meet SBEC technology standards. (Title I SW: 1,2,3,4,5,9,10) (Target Group: All) (NCLB: 1,2,3,5)	Assistant Principal(s), Campus Instructional Technologist, Exec Dir of Technology, Instructional Specialist, Principal, Teacher(s), Teaching & Learning Department	Monthly	(F)Title I, (L)Activity Funds, (L)Instructional Resources & Media Services, (L)Staff Development, (O)Classroom Teachers, (O)Principal, (O)Supplemental Materials, (S)Local Funds	STAR Chart proficiencies, reports from usage of available programs, computer lab schedules, technology proficiency testing, powerwalks.
2. Each classroom will be equipped with 3-5 student computers, Smartboards, projector and document cameras to support instruction. (Title I SW: 1,2,3,4,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Principal, Teacher(s)	Semester	(F)Title I, (F)Title IID Technology, (O)Classroom Teachers, (O)Local Districts, (S)Local Funds	Instructional Focus Visits, PDAS, Lesson Plans
3. Lamar staff will use programs that are computer based (i.e. Read 180, RNPU, EIAF, Imagine Learning, Fast Math, INSIDE, REACH, Accelerated Math)and internet websites that are designed to enhance and/or intervene student learning. (Title I SW: 1,9,10) (Target Group: All) (NCLB: 1,2,4,5)	Academic coaches, Assistant Principal(s), Principal, Teacher(s)	Semester	(F)Title I	Instructional Focus Visits, Lesson Plans, Student Products

# LAMAR ELEMENTARY

**Goal 5.** Lamar will provide facilities that support exemplary learning environments.

**Objective 1.** 100% of Lamar students will participate in learning environments that are safe, drug free, and conducive to learning and promotes a healthy lifestyle.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students experiencing difficulties making proper behavior choices will receive behavior interventions. (Title I SW: 9) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Six Weeks	(O)Classroom Teachers, (O)Principal, (O)Special Education Teachers	PEIMS reports, discipline referrals, Restraint reports
2. Monthly featured character traits and a campus wide discipline plan that focuses on the "3 Be's" (Be Safe, Be Respectful, Be Responsible). The counselor will work with students experiencing difficulties with behavior (Superflex Groups). (Title I SW: 4) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Weekly	(L)Activity Funds, (L)Staff Development, (O)Classroom Teachers, (O)Principal	Six weeks discipline reports, Counselor reports.
3. Implementation of the district and campus Crisis Management Plan. Implementation of campus wide discipline plans. Conduct regular fire and disaster drills. Meet with fire marshal following campus-wide inspection. (Title I SW: 4,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Monthly	(O)Classroom Teachers, (O)Principal	Crisis and fire drill reports, counselor reports, PEIMS Discipline reports, district safety surveys, city fire marshall inspections, and regional safety teams.

# LAMAR ELEMENTARY

**Goal 5.** Lamar will provide facilities that support exemplary learning environments.

**Objective 2.** Improve student fitness in K-12 Physical Education resulting in a 20% increase of the Fitnessgram scores and improve wellness in health by 20%, using Coordinated School Health Program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement our Coordinated School Health Program. Supporting activities include CATCH night parent and student activities, Slow, Go, & Whoa, Jump Rope for Heart and Fitness Gram Testing. Pre-Kindergarten will use Healthy Living programs with the Extension Agency. (Title I SW: 1,4,6,7,9,10) (Target Group: All) (NCLB: 1,4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Semester	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal	Observe students in physical activity that supports healthy food choices, Jump Rope for Heart, and Fitness Gram individual testing. Instruct students on use of the CATCH.
2. Students in grades K-6 will participate in moderate or vigorous daily physical exercise 135 minutes per week. (Title I SW: 4) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	August 2011-May 2012	(O)Classroom Teachers, (O)Principal	Observation, Attendance
3. Participate in professional development based on State Law requirements (SB530, SB7)and student performance in the Fitnessgram test results for 3rd-6th grade students. (Title I SW: 4) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Semester	(O)Classroom Teachers, (O)Principal	Fitnessgram
4. Make available Fitnessgram data for parents, TAKS data, Personal Wellness journals Fitnessgram Mini-assessment in the area of weakness. (Title I SW: 1,3,6,8,9,10) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Teacher(s)	Six Weeks	(L)Instructional Services, (O)Classroom Teachers, (O)Principal, (S)Local Funds	CATCH

# LAMAR ELEMENTARY

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

**Objective 1.** Business and community partners will be utilized to increase parental involvement by 20%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Title I parent information night. (Title I SW: 1,6,7,9,10) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), CEIC members, Counselor(s), Instructional Specialist, Principal, Teacher(s)	September, 2011	(F)Title I, (O)Classroom Teachers, (O)Designated Funds, (O)Principal, (S)Local Funds	Attendance sign-in sheets, agendas
2. Academic Information nights will inform parents and community of strategies and resources used to teach Lamar students. (Title I SW: 1,2,4,6,9) (Target Group: All) (NCLB: 1,5)	Academic coaches, Assistant Principal(s), Counselor(s), Parent Volunteers, Principal, Teacher(s), Team Leaders	Monthly	(F)Title I, (L)Activity Funds, (L)Instructional Resources & Media Services, (L)Instructional Services, (O)Classroom Teachers, (O)District Staff, (S)Local Funds	Sign in Sheets, Agendas, Minutes of Meetings
3. Celebrations: Math/Science Night, Literacy Night, Career Night, Fall Festival, Black History, Texas History, Cinco de Mayo (list includes examples). (Title I SW: 1,2,4,6,9) (Target Group: All) (NCLB: 1,5)	Academic coaches, Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers, Teacher(s), Team Leaders	August 2011-May 2012	(F)Title I, (L)Activity Funds, (O)Classroom Teachers, (O)Principal, (S)Local Funds	Sign in Sheets, Meeting Agendas and Minutes
4. 100% of Lamar Faculty will be members of PTA. (Title I SW: 1,2,6) (Target Group: All) (NCLB: 5)	Assistant Principal(s), Principal	October	(F)Title I, (O)Principal	PTA Membership Drive

# LAMAR ELEMENTARY

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

**Objective 1.** Throughout the 2011-2012 school year the CEIC will meet a minimum of 6 times to review the local budget, new programs, and approve staff development.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Lamar Elementary will stay withing budget on all accounts. (Title I SW: 1,9) (Target Group: All)	CEIC members, Director of Finance, Principal	Semester	(F)Bilingual Education , (F)IDEA Special Education, (F)Title I, (O)Local Budget Data, (O)Principal	Campus Bookkeeping
2. The campus office staff will meet to review and reconcile various budgets. (Title I SW: 1,10) (Target Group: All)	Assistant Principal(s), Principal	End of 6 weeks	(F)Bilingual Education , (F)IDEA Special Education, (F)Title I, (L)Activity Funds, (O)Local Budget Data, (O)Principal, (S)Local Funds, (S)State Compensatory	Balanced budgets, budget transfer sheets, audits and account reviews.

# LAMAR ELEMENTARY

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

**Objective 2.** As a Title I campus 100% of the funds will be allocated and used according to federal guidelines.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All Title 1 Purchases will be aligned to the Campus Improvement Plan. (Title I SW: 1) (Target Group: All)	Exec Director of CTE, Principal	As Needed	(F)Title I	Monthly Budget Checks
2. All Title 1 funds will directly benefit the students at Lamar Elementary. (Title I SW: 1,10) (Target Group: All)	Assistant Principal(s), Counselor(s), Instructional Specialist, Principal, Special Ed Teachers	Semester	(F)Title I	Campus book keeping