

Laredo Independent School District
Michael S. Ryan Elementary School
2016-2017 Goals/Performance Objectives/Strategies

Mission Statement

M. S. Ryan Elementary School is committed to developing and educating all its students by providing a relevant and challenging curriculum through innovative programs and effective use of resources in a safe and nurturing environment.

Vision

"Educating All Students For Lifelong Success"

Core Beliefs

We believe that.....

- all children can learn
- it is important to educate the total child
 - every person has individual worth
- a supportive family environment is critical to the total development of the individual
 - high expectations lead to high achievement
 - education is the foundation for success
- a safe and orderly school is conducive to learning

Table of Contents

| | |
|---|----|
| Goals | 4 |
| Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements. | 4 |
| Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement. | 13 |
| Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public. | 15 |
| Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles. | 16 |
| Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students. | 17 |
| Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement. | 17 |
| Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement. | 19 |
| State System Safeguard Strategies | 21 |

Goals






Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 1: By June 2017, M. S. Ryan Elementary will provide a systemic research-based program that supports the implementation of standard-based curriculum and instruction in the areas of Reading(from 66 to 76) , Math(from 77 to 87), Science(from 80 to 90) and Writing(from 64 to 74) that will increase student achievement in state and federal standards by 5 points annually.

Evaluation Data Source(s) 1: All student populations will achieve 10 point gains on STAAR projections for all subject areas assessed.

Summative Evaluation 1:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|---|------------|--|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) M. S. Ryan Elementary will implement the district's LEAD documents, TRS and STCP to determine appropriate instruction and improve classroom strategies across grade levels in all content areas from K-5th grades for ELL's, SPED's, AR and ECD by purchasing the following:</p> <ul style="list-style-type: none"> - General supplies - Library Alexandria - Renaissance Place - Reading Materials: Campus/District - Staff Development to address rigor and relevance | 1, 4, 8, 9 | * Administrators * Teachers* Librarian* | * Sign-In Sheets * Agendas * Learning Walks * Six Weeks Grades * PO's | | | | |
| <p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$840.00, 199 - General Fund: GT (PIC 21) - \$188.00, 199 - General Fund: GT (PIC 21) - \$500.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$4000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$10758.00, 199 - General Fund: Basic Instruction (PIC 11) - \$10321.00, 199 - General Fund: Special Education (PIC 23) - \$80.00, 199 - General Fund: SCE Pre K (PIC 34) - \$45.00, 199 - General Fund: Basic Instruction (PIC 11) - \$1941.00, 482 - Dr. Hochman Grant Fund - \$293.00, 199 - General Fund: Operating (PIC 99) - \$1000.00, 211 - ESEA Title I: Improving Basic Program - \$8000.00, 211 - ESEA Title I: Improving Basic Program - \$3727.00, 199 - General Fund: Bilingual (PIC 25) - \$19990.00</p> | | | | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 3 CSF 6</p> <p>2) M. S. Ryan Elementary will provide materials, recognition awards, incentives, healthy snacks and registration fees (Boys and Girls Club) for academics and extra-curricular activities (Spelling Bee and Accelerated Reader) to enhance instruction.</p> | 1, 2, 5, 6 | * Administrators * UIL Coaches * Sponsors * Teachers * Librarian | Recognition Student Rosters * Six Weeks Class AR Reports * Registration Invoice * Check Request, Agenda, Sign-In , Receipts * Honor Roll and Perfect Attendance Reports | | | | |
| <p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5500.00, 199 - General Fund: Operating (PIC 99) - \$1800.00, 199 - General Fund: Basic Instruction (PIC 11) - \$2000.00</p> | | | | | | | |

| | | | | | | | |
|---|-------------------|---|---|--|--|--|--|
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 4 CSF 6</p> <p>3) M. S. Ryan Elementary will provide instructional and competition fieldtrips to enhance real-life learning experiences to students.</p> | <p>3, 5, 6, 9</p> | <p>* Administrators * Teachers * Director of Transportation * Parent Volunteers</p> | <p>Lesson Plan * Transportation Request * Student Rosters</p> | | | | |
| <p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1300.00, 199 - General Fund: Operating (PIC 99) - \$2700.00, 199 - General Fund: Basic Instruction (PIC 11) - \$550.00, 199 - General Fund: Basic Instruction (PIC 11) - \$2700.00</p> | | | | | | | |
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 4 CSF 6</p> <p>4) M. S. Ryan Elementary will conduct campus fundraisers to provide campus incentives, 5th grade banquet and educational fieldtrips to enhance instruction.</p> | <p>1, 2, 6</p> | <p>* Administrators * Teachers * Parent Volunteers</p> | <p>* Inventory * Fundraiser Workflow and Approval * Fundraiser Documentation * Deposits</p> | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |






Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 2: By June 2017, M. S. Ryan Elementary will provide staff development and support in an integrated and differentiated curriculum to develop students competencies in specific knowledge and analytical skills needed to increase student achievement in all areas by 5 points annually.

Evaluation Data Source(s) 2: M. S. Ryan Elementary will provide training to 100% Professional Staff and Instructional Aides to improve student achievement in all areas by 5 points.

Summative Evaluation 2:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|-------------|---|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) M. S. Ryan Elementary will utilize consultants to provide professional staff development to enhance content areas through district, Region One and contracted consultants.</p> | 1, 8, 9, 10 | * Administrators * Teachers * | * Agenda * Staff Development Sign-Ins * Staff Development Sign -In Sheets | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) M. S. Ryan Elementary will encourage teachers to attend professional development trainings and conferences (such as CIRCLE, SIOP) that provide research based strategies in order to meet the needs of ALL student sub-group programs by providing turn around training to address rigor and relevance.</p> | 1, 3, 4, 9 | * Administrators * Teachers * | * Attendance and Substitute Job Number * Conference Documentation * Workflow | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) M. S. Ryan Elementary administration, counselor, nurse, and librarian will attend annual trainings and conferences to meet the student needs in guidance, health, library services and curriculum by providing turn around training.</p> | 1, 3, 4, 9 | * Administrators * Music Teacher * Librarian * Counselor * Nurse * | * Attendance and Substitute Job Number * Conference Documentation * Workflow | | | | |

| | | | | | | | |
|---|----------------------|---|---|--|--|--|--|
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) M. S. Ryan Elementary will establish Professional Learning Communities to assist teachers with implementation of differentiated curriculum, vertical team alignment, rigor and relevance lessons and STAAR strategies.</p> | <p>1, 3, 4, 8, 9</p> | <p>* Administrators * Deans * Instructional Specialist * Teachers *</p> | <p>* Agenda * Sign-Ins * Evaluation Sheets * Discussion Notes *</p> | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |






Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 3: By June 2017, M. S. Ryan Elementary will establish a process for instructional intervention to ensure that all student support programs specific to student sub-groups are fully implemented to deliver high quality individualized instruction as measured by an increase of points annually.

Evaluation Data Source(s) 3: M. S. Ryan Elementary will increase the number of students reading on grade level by 5 points.

Summative Evaluation 3:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|-------------------|--|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>1) M. S. Ryan Elementary will provide instructional, cognitive and affective support for all subgroups in all grade levels by providing assistance of specialized personnel.</p> | 1, 3, 4, 8, 9, 10 | *Administrators *504 Coordinator* RTI Team*Instructional Specialist*Dyslexia Teacher* Teachers*Technology Trainer *Lab Managers* | * Tier II Schedule * Tutorial List Grades * District CBA data and state assessment results* RTI Documentation* Tier II & III Teacher Rosters* Grade Audits* Failure Report* | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) M. S. Ryan Elementary will establish an efficient RTI process and provide extra duty pay to teachers and staff to implement (RTI) prescriptive tutorials and instructional recommendations to meet the needs of all at-risk students in all sub-groups such as ECD, AR, ELL, and SPED: *Extended Days *Super Saturdays *Tier II Pull-outs</p> | 1, 3, 4, 8, 9, 10 | *Administrators*504 Coordinator*RTI Team *Instructional Specialist* Teachers* | * Tier II Schedule * Tutorial List Grades * District CBA data and state assessment results* RTI Documentation* Tier II & III Teacher Rosters* Grade Audits* Failure Report* | | | | |

| | | | | | | | |
|---|--------------------------|---|---|--|--|--|--|
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) M. S. Ryan Elementary will provide Tier II Technology program(s) for intervention for at-risk students in need of remediation in all sub-groups: MVRC/RAP I-Station Think Through Math M-Class Edusmart</p> | <p>1, 3, 4, 8, 9, 10</p> | <p>*Administrators *504 Coordinator* RTI Team*Dyslexia Teacher* Instructional Specialist* Teachers* Technology Trainer *Lab Managers*</p> | <p>*POs *Invoice* Student Summary Reports* RTI Documentation</p> | | | | |
| <p>Funding Sources: 180 - E-Rate Fund - \$52821.00</p> | | | | | | | |
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) M. S. Ryan Elementary will hire high quality tutors to provide intervention for at-risk bilingual and special education students.</p> | <p>1, 3, 8, 9</p> | <p>*Administrators * Tutors*</p> | <p>Time Clock * Payroll * Student Sign-In* Tier II & III Teacher Rosters*</p> | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |






Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 4: M. S. Ryan Elementary will evaluate all instructional program materials and resources on a yearly basis to ensure that they meet 100% of all sub-group needs.

Evaluation Data Source(s) 4: M. S. Ryan Elementary will demonstrate that all instructional materials and resources meet 100% compliance and the instructional needs for all sub-groups.

Summative Evaluation 4:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|----------------|--|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) M. S. Ryan Elementary will provide instructional and testing materials, supplies and resources (software, AV equipment, supplies, instructional materials, state standards instructional workbooks and testing materials) that support scientific research-based practices and instructional models to meet the needs of ALL student sub-groups such as ELL's, SPED's, AR and ECD .</p> | 1, 5, 7, 8, 9 | <p>* Director of Elementary Education</p> <p>*Administrators</p> <p>*Instructional Specialist*Teachers* Bilingual Strategist* Special Education Coordinator*</p> | *PO's *Delivery Receipts* Grade Audit Reports | | | | |
| Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2700.00 | | | | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) M. S. Ryan Elementary will purchase instructional general supplies for coaches (RadKids Certification), nurse, counselor and librarian (Fees/Dues) to instruct, reward, motivate and enhance student learning/health/character education.</p> | 1, 2, 5, 8, 10 | <p>*Administrators</p> <p>*Counselor</p> <p>*Librarian *Coaches</p> <p>*Nurse</p> | *PO's *Delivery Receipts* | | | | |
| Funding Sources: 199 - General Fund: Operating (PIC 99) - \$500.00, 199 - General Fund: Operating (PIC 99) - \$300.00, 199 - General Fund: Basic Instruction (PIC 11) - \$800.00 | | | | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) M. S. Ryan Elementary will purchase class/office materials, furniture and supplies to include printer toners for the use of student instruction and assessments.</p> | 1, 8, 9 | <p>*Administrators</p> <p>*Budget Clerk *</p> | *PO's *Delivery Receipts* | | | | |






| | | | | | | | | |
|---|------------------------|--|---------------------------|--|--|--|--|--|
| <p align="center">State System Safeguard Strategy</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) M. S. Ryan Elementary will purchase software licenses, IPAD apps, technology materials, wiring and equipment to enhance classroom and library (E-Books) instruction and intervention.</p> | <p>1, 8, 9, 10</p> | <p>*Administrators *Teachers *Librarian*</p> | <p>* Program Reports*</p> | | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | | |

Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.

Performance Objective 5: M. S. Ryan Elementary will provide quality campus and district assessments and analyze data to increase student commended performance by 5 points in all subject areas tested.

Evaluation Data Source(s) 5: M. S. Ryan Elementary will show a 5% increase in Level III performance in all subject areas tested.

Summative Evaluation 5:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|----------------|---|--|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) M. S. Ryan Elementary will monitor on-going Curriculum Based Assessments (CBAs) and Benchmark assessments through walkthroughs, collaborative planning and DMAC and utilize data to guide instruction for all students.</p> | 1, 8, 9 | *Administrators *Teachers *Instructional Specialist* | *DMAC Reports *Learning Walks * Grade Audits * | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>2) M. S. Ryan Elementary will assess, monitor and utilize data of ALL Student sub-groups with state mandated assessments for program identification, qualifications, exit and evaluation of student progress and performance. (STAAR, CPALLS, TPRI/ Tejas Lee)</p> | 1, 7, 8, 9, 10 | *Administrators *Teachers *Instructional Specialist* *Early Childhood Dean *Reading Dean *LPAC Committee * | * Assessment. Results *LPAC Compliance Forms * | | | | |
| <p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |






Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 1: M. S. Ryan Elementary will promote a safe, drug-free environment that is conducive to learning by increasing attendance to 98% and reducing disciplinary referrals by 5%.

Evaluation Data Source(s) 1: Elementary will increase attendance to 98% and decrease the disciplinary referrals by 5%.

Summative Evaluation 1:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|-------------|--|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>1) M.S. Ryan Elementary will promote perfect attendance through the use of 100% attendance pennant, incentives and theme days.</p> | 1, 2, 6, 10 | *Administrators *Teachers *Counselors *PEIMS Clerk *Attendance Team * Truant Officer | *Attendance documentation *Data Validation Records* Theme Day Participation* | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 1 CSF 2</p> <p>2) M. S. Ryan Elementary will disaggregate data and identify preventive measures (CHAMPS classroom management program and ISS) to decrease discipline and attendance referrals.</p> | 1, 2, 6, 10 | *Administrators *Teachers *Counselors *PEIMS Clerk *Attendance Team * Truant Officer *Behavioral Specialists * | *Referrals *Attendance documentation *Parent Conferences *Data Validation Records* Theme Day Participation* | | | | |
| <p>State System Safeguard Strategy</p> <p>Critical Success Factors CSF 6</p> <p>3) M. S. Ryan Elementary will implement programs (radKids, Rachael's Challenge) that will instill compassion and caring to prevent bullying/gang activity and provide a drug-free (Red Ribbon Week), positive atmosphere conducive to learning for all students.</p> | 1, 2, 10 | *Administrators *Teachers *Counselors * PE Teachers * | *Rachael's Challenge participation *Counseling Logs *Drug awareness presentations (Red Ribbon Week) *RadKids graduation | | | | |
| Funding Sources: 199 - General Fund: Operating (PIC 99) - \$600.00 | | | | | | | |


| | | | | | | | |
|---|----------|--|--|--|--|--|--|
| <p align="center">Critical Success Factors CSF 6</p> <p>4) M. S. Ryan Elementary will enforce security procedures for visitors, staff, and students and purchase safety equipment *Visitor Sign-in *Monitor LISD employee tags *Raptor ID Scanning (License & materials) *Follow early release procedures *Visitor door surveillance and screening *</p> | 1, 2 | * Administrators *Office Staff *Teachers *Custodians *Contracted Maintenance Repair * Security (TV | *Security guard assignment schedule *Visitor log * | | | | |
| Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$400.00 | | | | | | | |
| <p align="center">Critical Success Factors CSF 6</p> <p>5) M.S. Ryan Elementary faculty and staff will receive training from district and child advocacy center on Child Abuse and Neglect procedures, policy, and reporting.</p> | 1, 2, 10 | *Administrators *Teachers *Counselors * Child Advocacy Center * | *Sign In Sheets * | | | | |
| <p align="center">Critical Success Factors CSF 6</p> <p>6) M.S. Ryan Elementary will conduct monthly safety meetings emphasizing best safety practices and protocols.</p> | | *Administrators *Safety Officer* | *Sign In Sheets * | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |

Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 1: M.S. Ryan Elementary will implement a program to encourage parents and community business entities to become full partners in education and increase participation by 5%.

Evaluation Data Source(s) 1: M. S. Ryan Elementary will increase parent volunteer hours by 5% to promote learning opportunities and awareness.

Summative Evaluation 1:






| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|---|-------------------|--|--|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| 1) M.S. Ryan Elementary will recruit and retain parent volunteers with incentives and recognitions to participate in an active Parent Teacher Organization (PTO) and parent volunteer program such as Career Awareness Week, Literacy Week, Library Nights and Parental Involvement Week. | 1, 2, 6 | *Administrators *Parent Liaison *PTO Officers * | *Team schedule *Volunteer Sign-In *Volunteer Log * | | | | |
| 2) M. S. Ryan will provide informative and instructional sessions for parents to increase literacy, student performance and parent participation such as Academic Nights, Make and Take Sessions, Meet the Teacher Night, and Kinder Graduation. | 1, 4, 6, 7, 10 | *Administrators *Parent Liaison * Teachers * | *Volunteer Sign-In * Session Pamphlet * | | | | |
| 3) M. S. Ryan Elementary will develop a partnership with parents, businesses, and higher learning institutions to participate in school-related projects, community events (Reading Night), and hands-on educational experiences to our students. | 1, 4, 5, 6, 7, 10 | *Administrators *Parent Liaison * Teachers * Community Agencies * | *Volunteer Sign-In *Volunteer Log * | | | | |
| 4) M.S. Ryan Elementary will participate in community charitable events (Mathathon, Relay For Life, Pennies For Tennis, JA Bowl-A-Thon) that build on character education, health and support to students. | 1, 5, 6, 7, 10 | *Administrators *Parent Liaison * Teachers * Community Volunteers * | * Donation logs *Schedule of events * | | | | |
| 5) M.S. Ryan will provide families with monthly calendar and Home to School Connections" Newsletter as well as updated school webpage to provide school event information. | | *Administrators*Parent Liaison* | *Calendar* Newsletter* | | | | |
|  | | | | | | | |

Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 1: M. S. Ryan Elementary will support programs 100% in the areas of nutrition that promote healthy lifestyles and eating habits for employees and students.

Evaluation Data Source(s) 1: M. S. Ryan will provide 100% students with awareness in health, career and character education.

Summative Evaluation 1:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|---------|---|--|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>Critical Success Factors CSF 5 CSF 6</p> <p>1) M. S. Ryan Elementary will include implementation and evaluation strategies for coordinated school health and physical activities, as well as, any other recommendations provided by school health advisory council such as Miles for Smiles, Character Education, and Fitness Gram.</p> | 2, 6 | <p>* Administrators *</p> <p>CNP Director *</p> <p>Office of Communications *</p> <p>Counselors *</p> <p>Parent Liaison *</p> <p>Teachers * Staff *</p> <p>Event Coordinators *</p> | * Student Activities * Community Registration* | | | | |
| <p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |

Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.






Goal 6: The school district will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 1: M. S. Ryan Elementary will comply 100% with the NCLB by hiring and maintaining of highly qualified professionals and instructional aides and provide retention strategies.

Evaluation Data Source(s) 1: M. S. Ryan Elementary will comply with 100% highly qualified staff mandate.

Summative Evaluation 1:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|---------|--|------------------------------------|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>Critical Success Factors CSF 7</p> <p>1) M. S. Ryan Elementary staffing committee will receive training on policies and procedures to ensure the interview process is well implemented.</p> | 5 | *Administrators *Staffing Committee * Human Resources* | *Sign-Ins* | | | | |
| <p>Critical Success Factors CSF 6 CSF 7</p> <p>2) M. S. Ryan Elementary will recognize and maintain highly qualified teachers/instructional aides. - Teacher of the Year - Para-professional of the Year - Golden Apple Teacher of the Year</p> | 3, 8, 9 | *Administrators * School Organization Committee * | *Recognition Plaque *PO *Invoice* | | | | |
| <p>3) M.S. Ryan Elementary will provide a monthly merienda and motivational speaker to retain and maintain employee morale.</p> | 2, 10 | *Administrators* School Organization Committee * | *Sign-In Sheets *Attendance Logs * | | | | |


| | | | | | | | |
|--|----------|--|---|--|--|--|--|
| <p align="center">Critical Success Factors CSF 6 CSF 7</p> <p>4) M. S. Ryan Elementary will allocate salaries and benefits to hire and retain highly qualified staff, teachers, and instructional aides to support curriculum and instruction.</p> | 1, 5, 10 | *Administrators *Staffing Committee * Human Resources* | * Certification NCLB Compliance* Payroll* | | | | |
| Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$3151531.00, 199 - General Fund: GT (PIC 21) - \$75806.00, 199 - General Fund: Special Education (PIC 23) - \$491399.00, 199 - General Fund: Bilingual (PIC 25) - \$106192.00, 199 - General Fund: SCE (PIC 30) - \$249967.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - \$216044.00, 199 - General Fund: SCE Pre K (PIC 34) - \$299656.00, 199 - General Fund: Bilingual Pre K (PIC 35) - \$86734.00, 199 - General Fund: Operating (PIC 99) - \$347495.00, 211 - ESEA Title I: Improving Basic Program - \$255449.00, 224 - IDEA - Part B: Formula Fund - \$83641.00, 255 - ESEA II, A Training & Recruiting - \$61632.00, 263 - LEP Bilingual Program Fund - \$10420.00 | | | | | | | |
| <p align="center">Critical Success Factors CSF 6 CSF 7</p> <p>5) M. S. Ryan Elementary will allocate salaries for substitutes to support curriculum and instruction.</p> | 3, 5 | *Administrators *Staffing Committee * Human Resources* | * Certification NCLB Compliance* Payroll* | | | | |
| <p align="center">Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>6) M. S. Ryan Elementary will participate in TAMIU student teacher program.</p> | 2, 5 | *Administrators* TAMIU Student Teacher Mentor Teachers* | *Evaluations* Mentor Teacher Feedback* | | | | |
| <p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |

Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 1: M. S. Ryan Elementary will ensure its facilities provide a 100% clean and welcoming environment that supports student achievement and excellence.

Evaluation Data Source(s) 1: M. S. Ryan Elementary will submit 100% work orders electronically to division of operations to maintain the campus in excellent condition.

Summative Evaluation 1:






| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|---------|---|---|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>Critical Success Factors CSF 6</p> <p>1) M. S. Ryan Elementary teachers and staff will attend training on procedures and guidelines of Fixed Assets Department in order to expedite work orders</p> <ul style="list-style-type: none"> - Appropriate forms - Inventory - Stolen/damaged items | 4 | *Administrators *Head Custodian *Secretary *Fixed assets personnel | *Theft and vandalism reports *Police reports *School Inventory records* | | | | |
| <p>Critical Success Factors CSF 6</p> <p>2) M. S. Ryan Elementary will purchase custodial equipment and review usage log on a monthly basis to ensure equipment is maintained in good working condition.</p> | 1, 4 | *Administrators *Head Custodian * | *Equipment Usage Log *Work Orders * | | | | |
| <p>Critical Success Factors CSF 6</p> <p>3) M. S. Ryan Elementary will purchase janitorial supplies to maintain a clean working environment conducive to learning.</p> | 3, 10 | *Administrators *Head Custodian * | * Inventory log* Schedule of assigned classrooms * *Quarterly Evaluation | | | | |
| Funding Sources: 199 - General Fund: Operating (PIC 99) - \$15633.00, 199 - General Fund: Operating (PIC 99) - \$1051.00, 199 - General Fund: Operating (PIC 99) - \$83.00 | | | | | | | |
| <p>Critical Success Factors CSF 6</p> <p>4) M. S. Ryan Elementary head custodian will hold monthly meetings to inform custodial staff of current procedures and methods in order to provide an atmosphere conducive to learning.</p> | | *Administrators *Head Custodian * | * Sign-In Sheets* | | | | |
|  | | | | | | | |

Goal 7: The school district will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.

Performance Objective 2: M. S. Ryan Elementary will reduce by 10% of the dollar amount used to subsidize lost textbook costs, maintain a campus inventory at 90% or better accuracy and will operate campus within allotted budget.

Evaluation Data Source(s) 2: M. S, Ryan Elementary will decrease the number of lost textbooks by 10% will not exceed allotted budget operating expenses and will monitor that 100% of work orders submitted are completed.

Summative Evaluation 2:

| Strategy Description | Title I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Reviews | | | |
|--|---------|---|--|-----------|-----|------|-----------|
| | | | | Formative | | | Summative |
| | | | | Nov | Mar | June | June |
| <p>Critical Success Factors CSF 3</p> <p>1) M. S. Ryan Elementary will maintain textbook and campus inventory at a 90% or better accuracy by attending textbook and fixed assets training to manage, monitor, and comply with district and state mandates. Lost textbooks will be paid through Principal's account.</p> | 4 | *Administrators * Teachers * | * Agenda *Sign-in sheets*Textbook Inventory Invoice * | | | | |
| <p>Critical Success Factors CSF 3</p> <p>2) M. S. Ryan Elementary will adhere to budget allotment for campus operating expenses: - Copier rental - Sanitation Service - Water and Sewage - Telephone - Electricity - Hand Sanitizer (Flu)</p> | 10 | *Administrators * Budget Committee * | - Operating Expenses Monthly report | | | | |
| <p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11690.00, 199 - General Fund: Operating (PIC 99) - \$2492.00, 199 - General Fund: Operating (PIC 99) - \$28907.00, 199 - General Fund: Operating (PIC 99) - \$1000.00, 199 - General Fund: Operating (PIC 99) - \$118836.00</p> | | | | | | | |
| <p>Critical Success Factors CSF 3</p> <p>3) M. S. Ryan Elementary will submit all work orders on-line to division of operations in a timely manner and hire miscellaneous contracted services as needed.</p> | 2 | *Administrators * Head Custodian * | * Copies of all work orders submitted *Copies of Completed Work Orders *Copies of Pending Work order 2nd and 3rd request * | | | | |
| <p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p> | | | | | | | |

State System Safeguard Strategies

| Goal | Objective | Strategy | Description |
|------|-----------|----------|--|
| 1 | 1 | 1 | M. S. Ryan Elementary will implement the district's LEAD documents, TRS and STCP to determine appropriate instruction and improve classroom strategies across grade levels in all content areas from K-5th grades for ELL's, SPED's, AR and ECD by purchasing the following: - General supplies - Library Alexandria - Renaissance Place - Reading Materials: Campus/District - Staff Development to address rigor and relevance |
| 1 | 1 | 2 | M. S. Ryan Elementary will provide materials, recognition awards, incentives, healthy snacks and registration fees (Boys and Girls Club) for academics and extra-curricular activities (Spelling Bee and Accelerated Reader) to enhance instruction. |
| 1 | 1 | 3 | M. S. Ryan Elementary will provide instructional and competition fieldtrips to enhance real-life learning experiences to students. |
| 1 | 1 | 4 | M. S. Ryan Elementary will conduct campus fundraisers to provide campus incentives, 5th grade banquet and educational fieldtrips to enhance instruction. |
| 1 | 2 | 1 | M. S. Ryan Elementary will utilize consultants to provide professional staff development to enhance content areas through district, Region One and contracted consultants. |
| 1 | 2 | 2 | M. S. Ryan Elementary will encourage teachers to attend professional development trainings and conferences (such as CIRCLE, SIOP) that provide research based strategies in order to meet the needs of ALL student sub-group programs by providing turn around training to address rigor and relevance. |
| 1 | 2 | 3 | M. S. Ryan Elementary administration, counselor, nurse, and librarian will attend annual trainings and conferences to meet the student needs in guidance, health, library services and curriculum by providing turn around training. |
| 1 | 2 | 4 | M. S. Ryan Elementary will establish Professional Learning Communities to assist teachers with implementation of differentiated curriculum, vertical team alignment, rigor and relevance lessons and STAAR strategies. |
| 1 | 3 | 1 | M. S. Ryan Elementary will provide instructional, cognitive and affective support for all subgroups in all grade levels by providing assistance of specialized personnel. |
| 1 | 3 | 2 | M. S. Ryan Elementary will establish an efficient RTI process and provide extra duty pay to teachers and staff to implement (RTI) prescriptive tutorials and instructional recommendations to meet the needs of all at-risk students in all sub-groups such as ECD, AR, ELL, and SPED: *Extended Days *Super Saturdays *Tier II Pull-outs |
| 1 | 3 | 3 | M. S. Ryan Elementary will provide Tier II Technology program(s) for intervention for at-risk students in need of remediation in all sub-groups: MVRC/RAP I-Station Think Through Math M-Class Edusmart |
| 1 | 3 | 4 | M. S. Ryan Elementary will hire high quality tutors to provide intervention for at-risk bilingual and special education students. |
| 1 | 4 | 2 | M. S. Ryan Elementary will purchase instructional general supplies for coaches (RadKids Certification), nurse, counselor and librarian (Fees/Dues) to instruct, reward, motivate and enhance student learning/health/character education. |

| Goal | Objective | Strategy | Description |
|------|-----------|----------|---|
| 1 | 4 | 3 | M. S. Ryan Elementary will purchase class/office materials, furniture and supplies to include printer toners for the use of student instruction and assessments. |
| 1 | 4 | 4 | M. S. Ryan Elementary will purchase software licenses, IPAD apps, technology materials, wiring and equipment to enhance classroom and library (E-Books) instruction and intervention. |
| 1 | 5 | 1 | M. S. Ryan Elementary will monitor on-going Curriculum Based Assessments (CBAs) and Benchmark assessments through walkthroughs, collaborative planning and DMAC and utilize data to guide instruction for all students. |
| 1 | 5 | 2 | M. S. Ryan Elementary will assess, monitor and utilize data of ALL Student sub-groups with state mandated assessments for program identification, qualifications, exit and evaluation of student progress and performance. (STAAR, CPALLS, TPRI/ Tejas Lee) |
| 2 | 1 | 1 | M.S. Ryan Elementary will promote perfect attendance through the use of 100% attendance pennant, incentives and theme days. |
| 2 | 1 | 2 | M. S. Ryan Elementary will disaggregate data and identify preventive measures (CHAMPS classroom management program and ISS) to decrease discipline and attendance referrals. |
| 2 | 1 | 3 | M. S. Ryan Elementary will implement programs (radKids, Rachael's Challenge) that will instill compassion and caring to prevent bullying/gang activity and provide a drug-free (Red Ribbon Week), positive atmosphere conducive to learning for all students. |