

# Laredo Independent School District

## Anita T. Dovalina Elementary School

### 2018-2019 Campus Improvement Plan

**Accountability Rating: Met Standard**

#### **Distinction Designations:**

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



# Mission Statement

Our mission at Anita T. Dovalina Elementary is to provide a globally competitive education preparing all students for higher education in a nurturing environment that promotes student engagement, accountability, and collaboration amongst all stakeholders to ensure student achievement.

# Vision

Anita T. Dovalina Elementary's vision is to make our school the beakon of light in the community by ensuring every student is provided high quality education enabling our students to achieve their fullest academic and social potential, participate and contribute in all aspects of life, and continue with higher education.

# Value Statement

Anita T. Dovalina Elementary faculty, staff, and students value commitment, discipline, excellence, mental toughness, healthy habits, faith, passion, results, and truth.

Motto: Dream it. Plan it. Achieve it.

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Student demographics have been constant with little variation. Our 2017-2018 greatest ethnic percentage was for hispanic with a 99.7%. Our population is 99.2% economically disadvantaged and have equal share of female and male students. Our enrollment has been steadily declining in the past 3 years due to high mobility of 22% and more schools in our suburban communities being built. Our migrant population is low and our at-risk population on campus has been a steady 87.5% for two years now. Special education student population remains constant with having no more than 42 students enrolled in all grade levels in the past 3 years. Attendance has been a struggle as we saw a 1% decline. This decline in attendance can be attributed to the flu season, weather changes (snow in Laredo), and high medical check up visits. We continue to have between 76%-77% of our population be ELs and 37.4 of our teachers having 10 or more years of experience. This year we saw a decrease in enrollment in first and second grade and an increase in enrollment in grades 3rd-5th. PK3-Kinder enrollment remains steady.

Anita T. Dovalina is committed to improving the quality of our campus staff by continuously recruiting the best qualified candidate(s). It is our goal to increase our staff retention rates for effective, high-performing staff by providing them with opportunities for growth, innovation, and professional development that will strengthen their teaching craft.

### Demographics Strengths

Campus enrollment data for english language learners, special education, student mobility, attendance rates, at-risk students, migrant, recent immigrants, and other ethnic percentages show little variation from year to year thus assuming comparable enrollment for 2018.

- Our campus has identified and increased enrollment in our district's gifted and talented program.
- Student subgroup populations that continue to be our focus are our english language learners and special education students.
- Our staffing profile indicates we have about 95% of our staff being "Highly Qualified" and 5% of our staff still working to complete their biligual teaching certification requirements.
- Thirty seven of our staff members range in experience years from 0 to 10 thus bringing new instructional ideas and energy.
- The majority of campus staff has complied with district attendance and tardy expectations as well as implemented campus handbook instructional expectations.
- Teacher/student ratio in grades K-4th grade has been established at 22:1.

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

- Professional Learning Communities (PLCs) are established on campus and on social media (Twitter).
- Monthly staff developments provided are relevant, rigorous, and teacher friendly targeting differentiated instruction, small groups, learning centers, guided reading, technology integration, distict/campus handbook, and local/state/federal mandates.
- Opportunities are created to engage in campus peer visits to enhance teacher's instructional craft.
- Opportunities are created for teachers and staff to develop their leadership skills by taking on campus leadership roles and becoming role models and mentors (Spelling bee, UIL coaches, Science Fair Coordinators, TechExpo Coordinator, Chess coach, Sports coach, etc).
- Teachers are provided with guidance to attend instructional conferences and trainings (i.e., Gayle Fuller, Forde-Ferrier, Writing Academies, SIOP, T-TESS, campus and district guidelines and policies, technology, etc).
- District support is requested and provided to teachers in particular content areas that specifically assist our english language learners and special education students.
- On-going leadership support provided during grade level planning, instructional and professional feedback provided using T-TESS evaluation system, OTAs, main office visits, dean visits, etc).
- TxBess program is implemented to provide novice teachers with support and guidance.
- Teachers are provided with tutors, TAMIU block students, and support staff to assist them implement instructional initiatives and increase student academic performance.
- Employees are nominated for Golden Apple Award, Teacher of the Year, Para-professional of the year, Librarian of the year, etc.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** English language learners and special education students in Kinder through second grade continue to struggle with literacy and math.

**Root Cause:** Failure to identify students who have special needs and/or need early literacy interventions in early childhood grades.

## Student Academic Achievement

### Student Academic Achievement Summary

Our students were able to show exemplary academic performance and growth in 3rd, 4th, and 5th grade in all content areas. Our overall scores for all subjects was an 87% at approaches, 56% at meets, and 27% at masters. Our students performed an 88%/59%/30% in Reading, a 90%/56%/29% in Math, an 80%/53%/7% in Writing and an 85%/56%/25% in Science. These scores garnered our campus 6 state distinctions for Reading, Math, Science, Post-Secondary Readiness, Closing the Gap, and Student Growth. We celebrate all the accomplishments the Wildcats made but remain focused on Writing and in 3rd grade Reading. We show areas of improvement in meets and masters performance levels for these two contents. Our campus received an overall letter rating of an "A" and ranked #1 across the district as indicated by TEA performance report.

### Student Academic Achievement Strengths

- Instruction delivery is done in English in all grade levels providing SIOP components to ELLs who need it.
- Instructional materials for all grade levels and all subject areas are provided to teachers at beginning of school year.
- Instructional schedule has intervention blocks embedded as well as tutorials.
- Trailblazing classrooms have been created to accelerate the instruction and performance of our campus high achievers.
- Tutorials start in fall semester for 1st-5th grade and are scheduled Tuesday, Wednesday, and Thursday from 3:30-4:30 p.m. In spring semester, January, tutorials continue to focus on english language learners, special ed students, and struggling students providing them with tutorials Monday-Thursday from 3:30-4:30 p.m.
- Instruction is aligned to local and state assessments and data disseggregation is used to drive instruction in all grade levels. Continuous and non-stop data analysis is done to group students according to instructional need.
- Local and state assessment data show a steady improvement in all grade levels and subjects. In STAAR data there is a steady academic improvement in Reading, Math, Writing, and Science.
- Our campus has met state indeces for 2014, 2015, 2016, and 2017 as well as having been taken off the Focus Campus List in 2016 and achieving three (3) academic distinctions for Reading, Student Progress, and Post-Secondary Readiness.
- PK3 Skills and Concepts assessment data show an increase from last year MOY to this year and rank#5 district wide having the most student master tested skills.
- PK4 CPALLs assessment data show an increase from last year MOY to this year and rank at #9 district wide having the most students master CPALLs skills.
- Rigby scores for grades K-2nd show an increase from last year to this year and met district 90% standard.
- As part of our campus literacy program, accelerated reader continues to show growth as campus rates increased from 98% of the students meeting their reading goal to 99%. Our campus currently ranks at the top across the district for percent of students meeting their AR goals.
- All student academic achievements are recognized and tokens of appreciation are provided to students who meet and/or surpass local and state assessment goals.

## **Problem Statements Identifying Student Academic Achievement Needs**

**Problem Statement 1:** English language learners and special education students struggle to meet reading, math, writing, and science level III STAAR assessment performance. **Root Cause:** Inability to implement rigorous instruction in STAAR tested grades that will aim to develop students' higher order thinking skills and stamina needed to master STAAR at the highest performance level.

## School Processes & Programs

### School Processes & Programs Summary

#### Curriculum, Instruction, & Assessment

Anita T. Dovalina longitudinal data indicates state indexes have been met at state standards since 2013 and have been steadily increasing. In 2016 the campus has also been removed from being identified as a Focus campus and in 2017 was awarded three (3) academic distinctions in Reading, Student Progress, and Post Secondary Readiness. Although this data is showing positive growth, internally our 3rd grade Reading data has shown a decrease in data in local assessments and benchmarks.

Our campus is to provide our staff with staff development that addresses the components of reading, writing, math, and science at all grade levels as well as the different practices of rigorous instructional delivery (i.e. differentiated instruction, learning centers, small groups, etc) that addresses the needs of all student subgroups so that the students will meet local, state, and federal assessment mandates.

Our campus will continue to use local, state, and federal data to track our student performance and drive staff development, instructional planning, academic interventions, technology programs, acquisition of instructional resources, and decision-making process.

An alignment between curriculum, instruction, and assessment has been made so that all data derived from local, state, and federal reports yield value information that will be used in the improvement of student achievement.

#### Staff Recruitment & Retention

Anita T. Dovalina is committed to improving the quality of our campus staff by continuously recruiting the best qualified candidate. It is our goal that we increase our staff retention rates for effective, high-performing staff by providing them with opportunities to strengthen their craft.

#### School Organization

Because our campus' main priority is student achievement our campus 2018-2019 goal is to continue to strive to become one of our district's top 5 ranking schools in academics. This goal will be communicated to all stakeholders during parent orientations, staff developments, staff meetings, and student-administrator meetings, and campus handbook.

Our campus target areas will be all content areas in all grade levels. Our campus also targets the development of an effective and efficient literacy program in grades PK3-2nd that will develop strong readers in upper grade levels.

Our campus facility continues to target areas of esthetic appearance improvements that include safety, gymnasium decor, gymnasium stage, library and classroom 21st century setups, paint jobs, and front entrance sitting areas for parents and visitors.



Wildcats "Dream it. Plan it. Achieve it" and a sense of urgency is continuously communicated to all campus stakeholders and through PLCs teachers will be able to partake in decision making and initiatives on campus that will drive student achievement.

Instruction will continue to be protected from unnecessary interruptions and a master schedule will be elaborated to embed interventions for all content areas and in all grade levels.

A yearly analysis of the school map and physical environment will be analyzed to make any changes necessary to focus on instruction.

## Technology

Technology is integrated to deliver and enhance instructional lessons on a daily basis and used to develop student technological skills in grades PK4 to 5th grade.

Data from technology software is evaluated and used to determine effectiveness of instructional online programs.

Instructional programs used to enhance instructional lessons are Brainchild and Study Island as well as other district technology intervention programs (i.e. Education City, RazKids, Learning A-Z, etc.)

## School Processes & Programs Strengths

### Curriculum, Instruction, and Assessment Strengths

- Align highly qualified teachers instructional performance with student instructional needs.
- District curriculum, instructional expectations (Fundamental 5), and state assessments (STAAR and TELPAS) are directly aligned.
- Campus non-negotiable instructional initiatives are: differentiated instruction, small group, learning centers, and one-to-one/small group interventions.
- Instruction, planning, and staff developments are driven by local, state, and federal assessment data derived from DMAC and analyzed by teacher, support staff, and administration.
- Student sectionizing addresses high achievers (Trailblazing classes) and instructional schedule with embedded interventions addresses students who need interventions.
- Extended day and Monday through Thursday tutorials continue to be offered for all grade levels to scaffold students' learning and address their academic needs.
- Instructional specialist, science lab manager, CEI lab manager, librarian, and counselor are part of our campus intervention team.
- Early literacy development continues to be our campus focus by implementing systems in all grade levels that improve english language acquisition, reading fluency and comprehension as well as mastery of student accelerated reader goals.
- Continue to use technology programs, software (instructional interventions), and hardware (Ibids, laptops, desktops, mimios, projectors, tv, etc) to enhance the delivery of instruction in all grade levels.

- Continue to set goals of high academic expectations for all staff and students and promote higher education.

### Staff Quality, Recruitment, & Retention Strengths

- Professional Learning Communities (PLCs) are established on campus and on social media (Twitter).
- Monthly staff developments provided that are relevant, rigorous, and teacher friendly that target differentiated instruction, small groups, learning centers, guided reading, technology integration, district/campus handbook, and local/state/federal mandates.
- Opportunities created to engage in campus peer visits to enhance their instructional craft.
- Opportunities created for teachers and staff to develop their leadership skills by taking on campus leadership roles and becoming role models and mentors (Spelling bee, UIL coaches, Science Fair Coordinators, TechExpo Coordinator, Chess coach, Sports coach, etc).
- Opportunities created for teachers to attend instructional conferences and trainings (i.e., Gayle Fuller, Forde-Ferrier, Writing Academies, SIOP, T-TESS Teacher evaluation part 3 feedback, TEA assessment guidelines for STAAR and TELPAS, PD360, content based, district guidelines and policies, technology, etc).
- District support provided and advocated for trainings (i.e., writing academies, S. Garza) and content area support.
- On-going leadership support provided during grade level planning, feedback provided using T-TESS evaluation system, OTAs, main office visits, Dean visits, etc).
- TxBess program is implemented to provide novice teachers with support and guidance.
- Support teachers by providing them with tutors, TAMIU block students, and support staff to assist them increase student academic performance.
- Nomination of staff to Golden Apple Award, Teacher of the Year, Para-professional of the year, Librarian of the year, etc.

### School Context and Organization

Motto: Dream it. Plan it. Achieve it. Urgency communicated to all stake holders to aim for student achievement goals.

- Planning: weekly PLCs and grade level planning with administration and colleagues.
- T-TESS: informal walkthroughs and observations used to monitor instruction.
- Faculty meetings: Monday and Friday faculty meetings as necessary.
- Safety: Para-professionals designated duties for arrival, dismissal, tutorials, fire drills/lockdowns, CERT Team in place, secure system for parents who pick up their child before dismissal time.
- Attendance: implement system in place for students who arrive late to be accounted for in attendance.

### Technology

Technology software available to stakeholders are data bases, computer labs, classroom computers, video conference equipment, laptop carts, IPAD carts, V-brick, mimios, etc.

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Low number of students performing at level III in 3rd, 4th, and 5th grade reading, math, science, and writing STAAR assessments.

**Root Cause:** Student have not been provided with rigorous instruction that will elevate the higher order thinking skills and test stamina.

## **Perceptions**

### **Perceptions Summary**

Anita T. Dovalina's campus culture is one that is derived from values of commitment, discipline, excellence, mental toughness, healthy habits, faith, passion, results, and truth. Our campus recognizes the constant need to address fluctuations in school culture and climate and consistently works to keep all campus stakeholders informed.

Our campus culture provides opportunities for students, staff, and parents to flourish, compete, and succeed through the continuous use of motivation, incentives, and tokens of appreciation.

Our campus students and staff are regularly celebrated when meeting a campus and/or district goal. Campus celebrations include popcorn, raspas, pizzas, ice cream, breakfast tacos, hot chocolate, occasional early dismissal for teachers, tokens of appreciation, and monthly recognitions.

### **Family & Community Engagement**

Our campus family and community involvement program has maintained the numbers of parents becoming actively involved in campus volunteering and participating opportunities.

Although our campus department has shown improvement involving parents in school and district activities more work needs to be done to involve parents in their children's social and academic trajectory.

Community partnerships will continue to be established with various agencies, providers, businesses, higher education entities, and law enforcement entities.

### **Perceptions Strengths**

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

Anita T. Dovalina celebrates and recognized its students, staff, and parents for the achievements below:

## Academic Achievement Strengths

- PK3 ranks top 5 in their grade level assessments across the district having positive increases in student performance from last year to this year.
- PK4 ranks top 9 in their grade level assessments across the district having positive increases in student performance from last year to this year.
- First and 2nd grade rigby scores significantly improved from last year MOY to 2016 MOY.
- Accelerated Reader district wide school ranking at top with most of the students meeting their reading goals and GT/Trailblazers having 100% of students meeting their goals.
- Fourth grade math teacher ranked top 5 across the district for having most of her students pass the 4th grade math STAAR test.
- First grade teacher, Mrs. D. Garcia, won 2nd place in district reading fair.
- Judge H. Martinez chose this campus for his reading program.

## Extra-Curricular Strengths

- Second grade football team made it to playoffs in the Boys and Girls Club league.
- Cheerleaders won Elementary Citywide Float at the WBCA parade.
- Campus hosted UIL district invitational meet.
- Soccer teams were able to dominate other schools.

## Parents and Community Involvement Strengths

- Campus has the most parent volunteers and most hours volunteered in the Tiger Team.
- Continue providing parenting classes (i.e. la chancla, la toalla, etc) and opportunities to volunteer at district events.
- Continue to use campus website, monthly calendar, twitter, fliers, marquee, etc. to communicate school activities to parents.

The following are examples of opportunities for praise and recognition for students, staff, and parents.

Principal inspirational meetings, emails, campus website, campus newsletter, marquee, etc.

- Nominations to teacher of the month, librarian of the year, teacher of the year, para of the year, tech savvy teacher, and golden apple.
- Teacher recognition, positive notes, token of appreciation, and snack machines (popcorn and raspas).
- Community walk to communicate back-to-school reminders to parents and students.
- Participation in fundraising activities for students and staff.
- STAAR rally, Christmas program, Kinder Graduation, Week of the Young Child, WBCA parade participation, V-brick announcers, Christmas and Thanksgiving luncheons, Teacher Appreciation Week gifts

- Student out-of-town field trips.

## Family & Community Engagement

- Parent volunteer recruitment occurs as parents register at the beginning of each school year and is ongoing through the school year.
- Parent communication remains active year round using our campus website, twitter, marquee, monthly newsletters, instructional calendars, weekly reminders, and homework binders to disseminate information to parents.
- Parent monthly meetings are offered through parenting classes (La toalla, La chancla, etc) and through head start meetings for ECC parents.
- Assessment informational meetings to discuss STAAR, TPRI & Tejas Lee, Rigby, and Skill/Concepts expectations, passing standards, and student/campus goals.
- Opportunities for parents and students to interact with community agencies and entities are provided through the following: Red Ribbon Week, Navidad en el Barrio, Coat them with Love, Angel of Hope, Blue Santa, Backpack donations, Reading Family Nights, WBCA Parades, Pasta for Pennies, Pennies for Tennies, Relay for Life, National Honor Society Volunteer opportunities, United Way, McDonald's fundraiser, etc.
- Counselor referrals to social providers for students and families in need.
- Involve parents in celebrating students' success through awards ceremonies, reading nights, student of the month, AR of the month, Kinder graduation, and student field trips.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Increase the number of accolades in extra curricular activities and sports. **Root Cause:** Develop strong extra curricular activities and sports programs that will support our students to obtain accolades.

# 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
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- 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 EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,

- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

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

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

### **Parent/Community Data**

- Parent Involvement Rate

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

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



# Goals

Revised/Approved: January 18, 2018

**Goal 1: Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.**

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

Domain I Score will increase

from 86 to 90.







(See Plan Addendum)

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

## Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) A. T. Dovalina will utilize educational research based pedagogies, instructional techniques, learning strategies, and educational resources to ensure that all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All our students will receive an interdisciplinary rigorous instruction and materials that are aligned to state assessments helping them have masters performance levels in state assessments.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 13440.00, 199 - General Fund: Bilingual (PIC 25) - 10792.00, 199 - General Fund: SCE (PIC 30) - 41667.00							

<p><b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7</p> <p>2) A. T. Dovalina will implement LISD'S Lead curriculum, Fundamental Five initiative, and TELPAS plan as well as our states content TEKS to ensure a rigorous and interdisciplinary curriculum is provided to all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Coaches Counselor Librarian	All our students will receive rigorous instruction through the LEAD curriculum, Fundamental Five, and TELPAS plan resulting in masters performance levels.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>3) A. T. Dovalina will provide differentiation of instruction to address the level of state performance required of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students aiming to move up students to their highest performance level and show yearly academic growth through monitoring of their individual intervention plan and assessment data.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All students across all grade levels will be provided with prescribed instruction to improve their academic performance and yearly academic growth based on their own performance data.				
<p>Funding Sources: 199 - General Fund: Special Education (PIC 23) - 324184.00, 199 - General Fund: GT (PIC 21) - 200.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 4533.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 155499.00, 199 - General Fund: SCE Pre K (PIC 34) - 155499.00</p>							
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 CSF 7</p> <p>4) A. T. Dovalina will provide all teachers and staff with opportunities to implement instructional interdisciplinary instruction and ideas to be obtained in curriculum and instruction trainings and conferences in order to increase all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) student performance in all district, state, and federal mandated tests.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All our students will receive rigorous instruction from their teachers resulting in masters performance levels.				
<p>Funding Sources: 211 - ESEA Title I: Improving Basic Program - 29545.00, 199 - General Fund: Operating (PIC 99) - 6000.00</p>							
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>5) A. T. Dovalina will implement a prescriptive intervention and acceleration master schedule that will provide all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students individualized rigorous and interdisciplinary instruction to ensure that all students demonstrate a yearly academic increase on state assessments across all grade levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Technology Trainer	Students will be able to make a yearly academic increase by having a master schedule that accelerates instruction and provides academic intervention.				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1668224.00</p>							

<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>6) A. T. Dovalina library will increase their library collection to meet exemplary status by the Texas State Library index by updating library books, reading materials, and supplemental programs to enhance our interdisciplinary curriculum and show a yearly academic increase in the areas of reading and writing for all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	2.4, 2.5	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All students across all grade levels will have access to a variety of library books that will develop their reading and writing skills increasing their fluency and comprehension through the reading of library books.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1877.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>7) A. T. Dovalina will review DMAC assessment data to develop and monitor prescriptive instruction, intervention, tutorials, and accelerated educational plans for all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students ensuring student are making yearly academic growth and moving up performance levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All students across all grade levels will be provided with prescribed instruction, interventions, and acceleration aiming to improve their academic performance.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 93689.00, 199 - General Fund: SCE (PIC 30) - 190684.00							
<p><b>Critical Success Factors</b> CSF 4 CSF 6</p> <p>8) A. T. Dovalina will incorporate extra curricular activities to enhance classroom instruction and content knowledge as part of a visible and rigorous interdisciplinary curriculum and instruction.</p>	2.5	Principal Asst. Principal Instructional Specialist Classroom Teachers Coaches Counselor Librarian	All students will be provided with the opportunity to engage and excel in other areas of our school interdisciplinary program aiming to develop a college and career ready student.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 2400.00, 199 - General Fund: Operating Variable (PIC 99) - 1200.00							
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** Dovalina Elementary will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from 91 to 95.

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

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will evaluate and utilize all instructional programs to ensure differentiation of instruction is provided to all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students to address their instructional needs ensuring their annual academic growth and masters performance level is obtained in all state assessments.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All students across all grade levels will be provided with rigorous and relevant differentiated instruction to improve their academic performance from one year to the next.				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 1500.00							
<p><b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) A. T. Dovalina will evaluate and utilize the implementation of all forms of technology software and hardware into our instructional programs to provide all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students with content differentiation of interventions and academic accelerations so students can achieve level III performance levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	All students across all grade levels will be provided with differentiated instructional technology software and hardware to improve their academic performance and yearly academic growth.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 205375.00							

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) A. T. Dovalina leadership team will use data to monitor the effectiveness and impact of implemented differentiated instructional initiatives on campus that aim to develop all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students' competencies and higher order thinking skills.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer</p>	<p>All students across all grade levels will be provided with differentiated specific instruction helping them obtain masters performance level and yearly academic growth.</p>				
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 = Accomplished  
  = Continue/Modify  
  = Considerable  
  = Some Progress  
  = No Progress  
  = Discontinue

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







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

Domain III Score will increase from 100 to 100 (See Plan Addendum)

**Evaluation Data Source(s) 3:** Texas Accountability Reports

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>1) A. T. Dovalina will supplement Reading and Math instructional programs with materials and supplies that support reading and math best practices and instructional models to all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students in order to increase student achievement to meets or masters performance levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	Students will receive supplemental reading and math instruction to ensure they obtain masters performance levels and academically grow yearly.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina leadership team will monitor student progress through the RTI process, data analysis reading and math that leads to instructional adjustments of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students to support them increase their student achievement and close their achievement gap.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer	Students will receive supplemental reading and math instruction to ensure they obtain masters performance levels, academically grow yearly, and close their achievement gaps.				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) A. T. Dovalina will effectively implement and monitor our campus RTI referral process to address the academic needs of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students at all academic performance levels providing them with differentiated instruction, small group interventions, academic acceleration, parent conferences, and administrative support.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor Technology Trainer</p>	<p>Students will be referred to RTI and be provided with necessary interventions to ensure they obtain masters performance levels, academically grow yearly, and close their achievement gaps.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>4) A. T. Dovalina will increase the number of special ed students receiving rigorous instruction through content mastery and in-class support by ensuring they receive instruction by content area teacher and support by special education teacher.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Classroom Teachers Diagnostician</p>	<p>Students will receive rigorous reading and math instruction to ensure they obtain masters performance levels, academic growth, and closing of their achievement gap.</p>				
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







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

**Evaluation Data Source(s) 4:** Texas Accountability Reports

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will develop a college-career plan with 3rd, 4th, and 5th grade students to spearhead their trajectory towards graduating with their class cohort and continue higher education.</p>	2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will develop an individualized longitudinal plan towards college graduation.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will transition all students from grade level to grade level by implementing a process to transition students that includes meeting with grade level teachers and counselors to review their individualized college-career plan and updating it with EOY data.</p>	2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will monitor their individualized college-career plan yearly to maintain graduation trajectory with their class cohort.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 6 CSF 7</p> <p>3) A. T. Dovalina will build teacher capacity by encouraging teachers to take college courses and providing professional growth opportunities by having TAMIU, LCC, and other higher education institutions present information on their programs to our teachers and staff.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will receive relevant and rigorous instruction from teachers who obtain the latest education from higher institutions.				



<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>4) A. T. Dovalina leadership team and teachers will monitor failure reports across all grade levels to ensure all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students maintain on grade level passing performance of at least a 90% in reading, math, writing, and science.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with immediate feedback on their academic performance and be provided with an opportunity to achieve academic success.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>5) A. T. Dovalina will develop an instructional schedule to support and provide identified trailblazer students and bubble trailblazers students with accelerated instruction during intervention time and tutorials to help them achieve STAAR level III performance.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with an instructional schedule that accelerates their learning and helps them obtain STAAR level III performance.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6</p> <p>6) A. T. Dovalina's support staff, block students, and tutors will provide prescriptive assistance to all(ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students through tutorials and interventions to ensure their academic performance is maintained and accelerated.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with immediate instructional assistance to ensure they acquire the learning skills and concepts needed to maintain or accelerate their academic performance.				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







**Performance Objective 5:** Dovalina Elementary will increase the Number of Students from a 61% to a 75% meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 61% to 85%.

**Evaluation Data Source(s) 5: TELPAS**

**Summative Evaluation 5:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will evaluate all campus instructional programs based on prior year's assessment performance (STAAR, TELPAS, and district) scores and whether the program was able to meet the needs of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with an instructional program that is relevant, rigorous and aligned to state assessment standards.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina will continue to implement Bilingual Dept's writing plan and will enhance it by providing opportunities for students to engage in practicing the reading, listening, and speaking proficiencies of TELPAS.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with the opportunity to practice TELPAS reading, writing, listening, and speaking proficiencies throughout the school year.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) A. T. Dovalina leadership team and teachers will use data to drive instruction and be provided with opportunities to learn and implement EDI, SIOP, ESL, Early-transitional strategies and pre-LAS, LAS, and TELPAS assessment instructional strategies through PLCs and collaborative planning monitoring.</p>	2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with a rigorous and aligned instruction that best meets the English language acquisition needs of all students.				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>4) A. T. Dovalina will provide all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students with RTI interventions in reading and writing to assist students improve their TELPAS proficiency levels and growth in reading, writing, speaking, and listening.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with English language acquisition interventions through RTI so they may make a one year growth on their TELPAS proficiency levels.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>5) A. T. Dovalina will hire and provide tutors, based on data, to teachers so that tutors can supplement and provide English language acquisition support to all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students who need to make a year's growth in TELPAS proficiency levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with English language acquisition support so they may make a one year growth on their TELPAS proficiency levels.				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							







**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 6:** Dovalina Elementary will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

# of CCMR Indicators met will increase from 1 to 1.

**Evaluation Data Source(s) 6:** Texas Accountability Reports

**Summative Evaluation 6:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>1) A. T. Dovalina leadership team and teachers will monitor all on-going state and local assessment data in all grade levels to ensure all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students are making academic performance gains and are closing their academic achievement gaps by aiming for level III performance on STAAR.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with immediate feedback on their local and state assessments so they are provided with an opportunity to increase their academic performance and close their achievement gaps.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will provide opportunities for all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students to attend community events, fairs, conferences, field trips, and/or symposiums to accelerate their academic language, obtain real-life experiences, and concept knowledge helping them close their academic achievement gap.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will be provided with opportunities to engage in real-life community events helping them obtain academic language, concept knowledge, and helping them close their academic achievement gap.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 7:** Dovalina Elementary will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis  
(High School Only)







Dual Enrollment participation rate will increase  
from \_\_\_\_\_ to \_\_\_\_\_.

Advanced Placement participation rate will increase  
from \_\_\_\_\_ to \_\_\_\_\_.

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

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) A. T. Dovalina leadership team and district support team will monitor classroom instruction through the use of T-TESS, SLOs, and district monitoring campus visits to ensure all teachers are adhering to district curriculum providing consistent rigorous instruction.</p>	2.6	District Support Team Principal Asst. Principal Instructional Specialist Counselor	Classroom instruction will be monitored to ensure all students receive rigorous and relevant instruction that will help them enroll in advance placement coursework.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>2) A. T. Dovalina will purchase reading materials (Novel Sets) to increase reading skills and lexile scores so that students will be able to be placed in advance placement course work.</p>	2.4, 2.5, 2.6	District Support Team Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian	Students will have access to novel set books in the library that will aim to increase their reading skills and lexile scores thus increasing the chances for them to be placed in advance placement course work.				

<p>3) A. T. Dovalina will monitor classroom instruction, interventions, tutorials, and acceleration to ensure all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students receive relevant and rigorous instruction to help them meet the highest performance level in their grade level assessment(s).</p>	<p>2.4, 2.5, 2.6</p>	<p>District Support Team Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian</p>	<p>Classroom instruction will be monitored to ensure all students receive rigorous and relevant instruction that will help them obtain the highest performance level in their grade level assessment(s).</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>4) A. T. Dovalina will plan and promote career and college readiness awareness, student college readiness plan, and provide opportunities for career field trips to expose all(ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students to area businesses, colleges, and higher education institutions.</p>	<p>2.4, 2.5, 2.6, 3.1</p>	<p>Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian</p>	<p>Students will begin to develop a career plan based on their career and college readiness awareness obtain from community field trips.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.







**Performance Objective 8:** Dovalina Elementary will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

District/Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, SpEd, CTE and ESSA. (See Plan Addendum)

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

**Summative Evaluation 8:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will implement research based instructional programs that support prescriptive interventions and acceleration of all students who need assistance in meeting local, state, and federal performance levels.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will receive individualized and specific interventions to assist them in meeting local, state, and federal accountability performance levels.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) A. T. Dovalina will frequently analyze, discuss, plan, and adjust instruction in response to state and local assessment data from all grade levels.</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Classroom Teachers Librarian Counselor	Students will receive individualized and prescriptive instruction based on assessment data that is analyzed, discussed, and planned to assist student obtain meets and masters level performance.				

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

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 9:** Dovalina Elementary will increase the number of earned industry-recognized certifications through participation in CTE program yearly.







(High School Only)

Increase industry certificates from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 9:** TAPR Report-

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6  1) A. T. Dovalina will provide field trip opportunities and/or campus presentations of various technical programs in our district and community college (i.e. cosmetology, A/C, welding, etc) to increase future CTE participation.	2.5	Principal Asst. Principal Instructional Interventionist Counselor	To increase awareness of our district's CTE program and opportunities for our students.				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6  2) A. T. Dovalina will provide opportunities for all students to explore higher education institutions (TAMIU and LCC) through fairs, expositions, events, plays, and technical programs.	2.5, 2.6, 3.1	Principal Asst. Principal Instructional Interventionist Counselor Teachers	Increase student awareness of higher education community resources and programs that will allow them to explore various certifications.				

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



**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

Increase Domain I score from 86 to 90.

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

**Summative Evaluation 10:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) A. T. Dovalina will provide staff development in all core subject areas for all grade levels that will support the areas of needs of our teachers and students according to local, state, and federal data results (i.e. Lead Documents, Journeys, Differentiated Instruction, Learning centers, Forde-Ferrier, ELPS, Technology integration, etc).</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian	Teachers will receive relevant staff development that will improve their content area knowledge, rigor, and instructional craft delivered to all students.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) A. T. Dovalina will provide staff development to professional and para-professionals, including head start teacher aides, by providing them with opportunities to visit other campuses, attend trainings, conferences, meet with consultants, and attend district mandated professional development.</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian	Professional and para-professionals will enhance their instructional knowledge and delivery practices that can be used to enhanced instruction and meets the instructional needs of all students (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia).				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) A. T. Dovalina will provide staff development to address local district initiatives (Fundamental 5, Telpas Plan, SLO, T-TESS, AR, etc), professional expectations (district and campus handbook), and mandated trainings (sexual abuse, sexual harassment, confidentiality, technology agreement, blood borne pathogens, CPR/First Aid, etc).</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian	Teachers and staff will receive and be aware of state, district, and campus mandated trainings and professional expectations.				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>4) A. T. Dovalina will provide opportunities for administration, leadership team, counselor, librarian, and teachers to develop professional by attending educational trainings and conferences that will address campus needs in reading, math, writing, science, and instructional practices.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Technology Trainer Librarian</p>	<p>Campus administration, leadership team, counselor, librarian, and teachers will develop their leadership skills, understand state accountability, and instructional practices that will support the instructional needs of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

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

Improve or increase the number of teachers at proficient or higher from 95% to 100%.

**Evaluation Data Source(s) 11:** STaR Survey

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will evaluate effectiveness and implementation of all forms of technology into instructional programs based on state, federal, and local assessment results for all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) student subgroups.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers	Administration and teachers will determine which technology programs were most effective for our students and which will continue to be implemented to provide the needed support to effectively implement district and campus instructional initiatives and mandates.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina will purchase technology software licenses (i.e. Study Island, StemScopes, Reading A-Z, RazKids, Brainchild, Education Galaxy, Alexandria, etc) and purchase technology equipment (i.e. headphones, ipads, TVs, Elmos, color printers, video cameras, cameras, pen drives, connector cables, mimios, poster machine, etc.) to supplement instruction and provide academic interventions to all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers	Teachers and students will be supported with technology licenses that will support their delivery of instruction and supplement their instructional intervention in an effort to close student achievement gaps.				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) A. T. Dovalina will purchase technology equipment (laptop, desktops, Ipads, projectors, speakers, headphones, etc) for administration, support staff, teachers, and students to have the tools necessary for delivery of staff developments, trainings, instruction, and daily usage in classroom.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers</p>	<p>Administrators, teachers, support staff, and students will have the tools necessary to do their job effective and efficiently in trainings, classroom instruction, and community events.</p>				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue







**Goal 1:** Dovalina Elementary will establish and pursue expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 12:** Dovalina Elementary will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 2% to 1%.

**Evaluation Data Source(s) 12:** Failure Reports

**Summative Evaluation 12:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will review and analyze federal, state, and local data to implement prescriptive instructional intervention and acceleration systems during the school day and after school to provide all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) with the opportunity to move up a performance level in STAAR and local assessments.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers	All students will be provided with interventions and acceleration of instruction opportunities to meet their individual academic needs and help them increase a performance level in local and state assessments thus decreasing the student retention rate.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina will purchase academic intervention and acceleration programs, materials, technology licenses, instructional workbooks, and reading materials to target and supplement the academic needs of all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers	All students will be provided with interventions and acceleration of instruction opportunities to meet their individual academic needs and help them increase a performance level in local and state assessments thus decreasing the student retention rate.				
<p><b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6 CSF 7</p> <p>3) A. T. Dovalina will establish a partnership with TAMIU to obtain block students that will assist with classroom instruction, small student groupings, tutorial interventions, and acceleration.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Technology Trainer Librarian Teachers	All students will be provided with interventions and acceleration of instruction opportunities to meet their individual academic needs and help them increase a performance level in local and state assessments thus decreasing the student retention rate.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							







**Goal 2: Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.**

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

Campus will maintain or increase attendance rate from 96.4 % to 97%.

**Evaluation Data Source(s) 1:** Attendance Reports

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6</p> <p>1) A. T. Dovalina will analyze daily, weekly, monthly, and yearly attendance data and identify initiatives, incentives, certificates, and recognitions that will decrease absenteeism and promote attendance on a daily basis and for tutorials.</p>	2.4, 2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Technology Trainer Counselor Librarian Teachers	Students will be motivated to attend school on a daily basis and receive instruction thus meeting our district attendance goal of 98%.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will establish an attendance committee that will be in charge of promoting attendance, making daily calls to parents, filling out truant reports, and refer to counselor.</p>	2.4, 2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Technology Trainer Counselor Librarian Teachers	Students will be motivated to attend school on a daily basis and receive instruction thus meeting our district attendance goal of 98%.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 2:** Dovalina Elementary will meet or decrease its dropout rate as compared to the annual State/Region drop our rates. (Secondary Schools Only)

District dropout rate will decrease from \_\_\_\_\_ to \_\_\_\_\_.

Campus will maintain or decrease dropout rate from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 2:** TAPR Report  
PEIMS Submission Report

**Summative Evaluation 2:**

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 3:** Dovalina Elementary will increase the number of students who graduate on time, with college readiness distinctions.







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

Number of student with distinctions will increase from 6 to 6.

**Evaluation Data Source(s) 3:** Counseling Reports  
TAPR Report  
PEIMS Submission Report

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug

<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will develop a partnership with parents, businesses, and higher education institutions for them to participate in school-related projects, community events, and provide educational experiences for our students (i.e. field trips, sports, donations, motivational speakers, career day, red ribbon week, fire prevention week, etc) and deter future drop-outs.</p>	<p>2.5, 2.6, 3.1</p>	<p>Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Technology Technician</p>	<p>All students will be provided with opportunities to explore their community and surrounding communities helping them create an expectation to graduate and become active members of society.</p>				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will participate in charitable events for our students and their families to build positive relationships between school, parents, and community (Pennies for Tennies, Food Drives, United Way, Blue Santa, Relay for Life, McDonald's, and Peter Piper's fundraiser).</p>	<p>2.5, 2.6, 3.1</p>	<p>Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Technology Technician</p>	<p>All students will be provided with opportunities to explore their community and surrounding communities helping them create an expectation to graduate and become active members of society.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							



**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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







# of Discipline referrals will decrease from 40 to 20.

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

**Evaluation Data Source(s) 4:** 425 Report

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will provide flexible meetings and support to parents to help them cope with their children's behavioral, emotional, and academic needs by providing community resource list (SCAN, CAPS, MHMR, etc) to obtain help.</p>	3.1, 3.2	Principal Asst. Principal Instructional Specialist Teachers Counselor	Parents and students will be provided with support and resources to parents who seek help to help their children overcome behavioral, emotional, and academic needs.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will purchase and provide all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students with certificates, trophies, recognition, and other incentives to motivate students to make academic gains and model respectful behavior.</p>	2.4, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian	Students will strive to obtain incentives by making academic gains and modeling respectful behavior.				

<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>3) A. T. Dovalina will implement safety school practices and train campus staff to implement safety programs (PBIS, CHAMPs, RAD Kids, Raptor, CERT team, etc) that will provide students with a safe learning environment.</p>	2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian	Students will be provided with a safe learning environment that will nurture their learning and ensure their safety.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>4) A. T. Dovalina will provide class counseling sessions every six weeks that will aim to address discipline, attendance, academics, and career readiness helping minimize the number of discipline referrals submitted to administration.</p>	2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor	Students will be provided with information to help them make better behavioral decisions and guide them to increase their academics and plan for college.				
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>5) A. T. Dovalina will provide parents and students with academic and behavioral contracts as well as district's code of conduct and dress code polices to inform parents and students of district and campus expectations.</p>	2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor	Students will be provided with a safe learning environment that will nurture their learning and ensure their safety.				
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.







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

# of Incidents and Citations will decrease from 1 to 0.

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

**Summative Evaluation 5:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will train all campus staff and enforce security and visitor safety procedures provided by the district to create a "safe school zone."</p>	2.6, 3.1	Principal Asst. Principal Teachers Counselor Office Staff Campus Security	Students will be provided with a safe learning environment that will nurture their learning and ensure their safety.				
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>2) A.T. Dovalina will purchase safety equipment (whistles, radios, reflective vests, reflective gloves, raincoats, reflective flags, parking lot signs, etc) to improve and reinforce mandated district measures.</p>	2.6, 3.1	Principal Asst. Principal Teachers Counselor Office Staff Support Staff Campus Security	Students will be provided with a safe learning environment that will nurture their learning and ensure their safety.				







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

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

**Evaluation Data Source(s) 6:** Membership reports

**Summative Evaluation 6:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will purchase extra-curricular equipment, materials, and incentives that will support campus extra-curricular activities (UIL, Sports, Cheerleading, Chess, Technology Tech, Music/Choir, National Honor Society, Spelling Bee, etc).</p>	2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Librarian Technology Technician Support Staff	Students will be provided with opportunities to join extra-curricular activities and increase participation numbers.				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

# of students that participate in at least 1 activity

from 30 to 50.







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

from 30% to 50%.

**Evaluation Data Source(s) 7:** Participation reports

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) A. T. Dovalina will plan career and educational field trips to area businesses, colleges, and universities to promote college readiness and higher education.		Principal Asst. Principal Instructional Specialist Counselor Teachers	Students will obtain a college and university experience and knowledge of community resources available in our city.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 300.00							
2) A. T. Dovalina will support effective safe school practices by implementing the following and providing a school climate conducive to learning: PBIS, CHAMPS, RAPTOR, Crisis Team, Counseling Services, Career Day, Extended Library Days, etc.		Principal Asst. Principal Instructional Specialist Counselor Teachers	Students will feel safe and eager to learn in a school climate conducive to learning.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 531257.00, 199 - General Fund: Operating Variable (PIC 99) - 400.00							

<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>3) A. T. Dovalina will encourage students through incentives to attend school, be on time, follow student code of conduct, pass local and state assessments, meet their AR goals, and model exemplar behavior.</p>	<p>2.6, 3.1</p>	<p>Principal Asst. Principal Instructional Specialist Counselor Teachers</p>	<p>Students will feel motivated to attend school on a daily basis, be on time, get good grades, and meet their AR goals.</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 500.00, 199 - General Fund: Basic Instruction (PIC 11) - 2800.00</p>							
<p><b>Critical Success Factors</b> CSF 3 CSF 4 CSF 5 CSF 6</p> <p>4) A. T. Dovalina will provide all extra-curricular teams with the opportunity to fundraise monies to support their club goals and expenses.</p>	<p>2.5, 3.1, 3.2</p>	<p>Principal Asst. Principal Instructional Specialist Counselor Teachers Support Staff</p>	<p>Students will be provided with the opportunity to engage with community and fundraise monies that will support their extra-curricular club goals.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							







**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 8:** Dovalina Elementary will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 15 to 7.

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

**Summative Evaluation 8:**







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will implement programs to prevent bullying/gang activity and provide a drug-free environment that is conducive to student learning and safety.</p>	2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Campus Security Support Staff	Students will be provided with a "bully free zone" environment that will nurture their learning and ensure their safety.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 2:** Dovalina Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 9:** Dovalina Elementary will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary by increasing transition activities from 1 to 2.

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

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 4 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will establish a collaborative partnership with Webb County Head Start and Christen Middle School and establish informational meetings and campus tours to help students and parents transition from home to PK3 and from 5th gd to 6th grade.</p>	2.6, 3.1, 3.2	Principal Asst. Principal Instructional Specialist Teachers Counselors Head Start Personnel	Families and students will receive pertinent information that facilitate their transition from home to PK3 and from 5th grade to middle school.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							



**Goal 3: Dovalina Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives**

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

Number of parents and community members participating in Site-Based Decision Making committees will increase from 3 to 6,

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 2 to 4.

Increase the number of positive social media postings by a minimum of 15%.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) A.T. Dovalina will maintain and nourish parental partnerships, community agency collaborations, and provide decision making opportunities for parents and community members through advisory committees, SBDM, LPAC, RTI, ARDs, and parent meetings.</p>	3.1, 3.2	Principal Asst. Principal Parent Liaison Counselor Teachers	Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and community donations/grants that benefit our students received.				
Funding Sources: 482 - Dr. Hochman Grant Fund - 926.00, 180 - E-Rate Fund - 120495.00, 224 - IDEA - Part B: Formula Fund - 65322.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 14655.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>2) A. T. Dovalina will purchase general supplies and provide parents and community with pertinent information through parent conferences/meetings, campus notes, campus website, phone calls, school messenger, parent portal, marquee, twitter, grade level, newsletter, and during report card night.</p>	2.6, 3.1, 3.2	Principal Asst. Principal Parent Liaison Counselor Teachers Librarian	Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and information to better help meet the social, behavioral, and academic needs of our students.				

**Goal 3:** Dovalina Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives







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

Parent volunteers will increase from 55 to 100.

Volunteer Hours will increase from 1889 to 4000.

**Evaluation Data Source(s) 2:** Volunteer Report

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will encourage parental involvement and participation through campus holiday activities, special events, music programs, book fairs, extended library hours, reading nights, campus beautification committee, and HEB meetings.</p>	2.5, 3.1, 3.2	Principal Asst. Principal Parent Liaison Counselor Teachers Librarian	Parents will be provided with opportunities to help their children maximize their intellectual growth and academic achievement of students.				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 7</p> <p>2) A. T. Dovalina will recruit and retain parent volunteers and community members to serve as mentors and role models by having parental informational booths, career day, junior achievement day, Read Across America Week, WOYC, Red Ribbon Week, Sports, Flu Clinic, etc.</p>	2.5, 3.1, 3.2	Principal Asst. Principal Parent Liaison Counselor Teachers Librarian	Parents and community members will be provided with opportunities to volunteer help our students maximize their intellectual growth and academic achievement of students.				
<p>  = Accomplished            = Continue/Modify            = Considerable            = Some Progress            = No Progress            = Discontinue         </p>							







**Goal 4: Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.**

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

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Campuses will increase the number of employee appreciation activities from 15 to 25.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will provide all staff members with state and district (Employee Handbook) required professional development emphasizing customer service and a nurturing positive campus culture.</p>	2.5, 3.1, 3.2	Principal Asst. Principal Instructional Specialist Librarian Counselor Teachers Support Staff	All campus staff members will be courteous to students, parents, and visitors and provide customer service that makes students, parents, and visitors feel welcomed thus meeting their needs.				
<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>2) A. T. Dovalina will praise all staff members on their accomplishments by providing them with treats, breakfast, luncheons, parties, donations, cook-outs, appreciation displays, and appreciation celebrations throughout the school year.</p>	2.5	Principal Asst. Principal Instructional Specialist Librarian Counselor Teachers Support Staff	Students will be instructed by teachers who feel appreciated and happy to come to work and reap the benefits of effective and efficient teachers.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** Dovalina Elementary will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal and district performance mandates, operations and initiatives, as reviewed annually by District Level Administration.

Maintain the number of PEG campuses at 0.

Maintain the number of IR Campuses at Zero (0)

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

Decrease the number of Additional Targeted Support campuses from 5 to 3.

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

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

**Evaluation Data Source(s) 2:** TAPR Reports  
PBMA Reports

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will develop organization structures to implement district and state mandates by organizing committees and monitoring PLCs that support state and district initiatives and operations (i.e. TTESS, SLO, TELPAS, LPAC, ARDS, Fundamental 5, STAAR, etc).</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Librarian Counselor Teachers Support Staff	Students will receive instruction in a campus with organized structures that follow state and district mandates.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina leadership team will monitor state and district mandates weekly, monthly, and yearly through classroom observations, PLC dialogue, grade level data analysis, internal staff compliance reports and state performance reports (school report card, distinction reports, and TAPR).</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Librarian Counselor Teachers Support Staff	Students will receive instruction in a campus with organized structures that follow state and district mandates.				

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

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Increase Teacher Retention Rate  
from 76% to 90%.







Increase the % of Teacher scoring an Proficient in all domains on T-TESS  
from 98% to 100%.

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS  
from 100% to 100%.

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

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will develop, retain, and support teachers by attending job fairs and providing teachers and staff with staff development, TTESS evaluation feedback, opportunities for leadership roles (extra-curricular activities), instructional support (supplies, TAMIU block students, tutors, TXBESS mentors, etc), modeling of lessons, and recognitions including appreciation activities.</p>	2.5	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	Students will receive instruction from highly qualified teachers who will support student emotional, academic, and behavioral needs.				

<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina teachers and staff will collaborate and plan during PLCs (during the week or Saturdays) to vertically and horizontally align curriculum, instruction, and analyze assessment data emphasizing on instructional rigor and relevance needed in instruction to meet state assessment standards for all (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) students.</p>	<p>2.4, 2.5, 2.6</p>	<p>Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff</p>	<p>Students will receive rigorous and relevant instruction from highly qualified teachers who will prepare all students to meet local, state, and federal assessment standards.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

LISD will maintain FIRST Rating.

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

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







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

**Evaluation Data Source(s) 4:** Budget Reports  
Corrective Action Plans

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will strategically allocate funds to purchase instructional consumables, manipulatives, reading materials, technology equipment, copier rental/maintenance and comply with operational utility costs (water/sewage, telephone, sanitation services, dust/mop services, electricity, etc).</p>	2.5, 2.6	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	Students and staff will be provided with instructional and operational support to obtain positive academic outcomes.				
<p><b>Critical Success Factors</b> CSF 1</p> <p>2) A. T. Dovalina will conduct instructional textbook and library book inventory to decrease number of textbook and library books lost.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	Students will be provided with needed instructional textbooks and have access to a variety of library books.				



<p><b>Critical Success Factors</b> CSF 6 CSF 7</p> <p>3) A. T. Dovalina will work with Division of Operations to address capital improvement plan needs on campus (i.e. security camera, electric marquee, stage curtains, painting jobs, basketball court, canopies, benches, traffic signs, administrative and teacher furniture, storage cabinets, etc.)</p>	<p>2.5, 2.6</p>	<p>Principal Asst. Principal</p>	<p>Teacher and students will work and learn in a facility that meets their academic, emotional, physical, and behavior needs.</p>				
<p><b>Critical Success Factors</b> CSF 3 CSF 4 CSF 5 CSF 6</p> <p>4) A. T. Dovalina will follow and implement budget guidelines to open clubs and coordinate fundraisers that will meet the goals of each club.</p>	<p>2.5, 2.6, 3.1</p>	<p>Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff</p>	<p>Teachers and students will have an opportunity to open an extracurricular club and fundraising opportunities.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

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

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

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

**Summative Evaluation 5:**

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The number of workman's compensation claims will decrease from 3 to 0.

The number of employees that participate in district health and wellness initiatives will increase from 90% to 100%.

Increase the number of students getting the flu shot from 260 to 280.

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

**Summative Evaluation 6:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative		Summative	
				Nov	Mar	June	Aug

<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>1) A. T. Dovalina will provided breakfast in the classroom to students in PK3-K, breakfast grab-n-gos to students in 1st-5th grade, and family style lunches for students in PK3-K.</p>	2.4, 2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	All students will be provided a nutritious breakfast and lunch to improve their focus on academics and not hunger.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>2) A. T. Dovalina will provide nutritional snacks to all students in all grade levels through our Fruits and Vegetable program and implement our district's coordinated school health and physical activities initiatives as recommended by the district's healthy advisory council.</p>	2.4, 2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	All students will be provided a nutritious snacks to improve their focus on academics and not hunger.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>3) A. T. Dovalina will provide staff, students and parents with nutritional classes, health fairs, sport events, and insurance information as well as supporting them by implementing special diets for students that require it.</p>	2.4, 2.5, 2.6, 3.1	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Support Staff	Students and parents will be encouraged to live a healthy lifestyle by making informed decisions on physical activities and food choices.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>4) A. T. Dovalina nurse will coordinate annual flu vaccine clinics and custodians will purchase general supplies needed to deter cold and flu outbreaks in classrooms.</p>		Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Custodian Nurse Support Staff	Students and parents will be provided with opportunities to obtain the flu shot and decrease their absences due to cold/flu symptoms.				
<p align="center"><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>5) A. T. Dovalina nurse will provide staff presentations, classroom presentations, parent presentations, and coordinate community speakers that address hygiene, flu, puberty, lice, healthy life styles and choices, and campus nursing procedures and required trainings (CPR/First Aid, blood borne pathogens, AED, etc).</p>	2.6, 3.1, 3.2	Principal Asst. Principal Instructional Specialist Teachers Counselor Librarian Custodian Nurse Support Staff	Students and parents will be encouraged to live a healthy lifestyle by making informed decisions on physical activities and food choices.				

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

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The number of work orders will decrease from 200 to 175.

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

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will provide a clean and sanitary classroom conducive to student learning by purchasing maintenance supplies, submitting work orders to maintain school equipment functional, address removal and/or replacement of damaged goods, improve our facility appearance, and paying operational costs.</p>	2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Custodians	Students will be able to work in a clean and sterile environment with functional equipment and beautified campus.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 122714.00, 199 - General Fund: Operating Variable (PIC 99) - 62.00							
<p><b>Critical Success Factors</b> CSF 4 CSF 6 CSF 7</p> <p>2) A. T. Dovalina will provide a 21st century classroom environment conducive to learning by providing and/or removing functional instructional equipment, office operational equipment, and providing training on usage of office equipment (i.e. copier).</p>	2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Support Staff	Teachers will have immediate access to functional academic equipment and front office equipment (i.e. copier).				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 6153.00							
<p><b>Critical Success Factors</b> CSF 4 CSF 6 CSF 7</p> <p>3) A. T. Dovalina will conduct furniture and equipment inventory in classroom, front office, libraries, offices, gymnasium, music room, etc (i.e. furniture, computer equipment, office equipment, library equipment, etc).</p>	2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Custodian Support Staff	Teachers and students will be provided with classroom furniture and equipment that is functional and available to assist them reach their academic goals.				

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

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from 25 to 22.

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

**Summative Evaluation 8:**







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) A. T. Dovalina will implement 2018-2019 Budget administrative regulation staffing ratio found on pg. 67 of the district's budget handbook.	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Support Staff	Teacher and students will have a 22:1 ratio in PK3-4th grade classrooms.				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 CSF 7</p> 2) A. T. Dovalina will create a master schedule that will address the needs of trailblazing students as well as all other student subgroups that will need instructional intervention and acceleration.	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Support Staff	Students will receive instruction based on their instructional needs and provide all student subgroups with academic interventions and acceleration.				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> 3) A. T. Dovalina will implement SLOs, evaluate staff prior year TTESS performance to grant TTESS waivers as approved by human resources, and review support staff evaluation results.	2.4, 2.5, 2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Support Staff	Students academic progress will be monitored through SLO performance and TTESS teacher evaluations to ensure they are receiving rigorous and relevant instruction.				

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 9:** Dovalina Elementary will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

**Evaluation Data Source(s) 9:** STAAR Data

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b>            CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will evaluate local and state assessment data to establish support structures for all student (ELL, Sp. Ed, At-Risk, Eco. Dis., Homeless, GT, and 504/Dyslexia) subgroups.</p>	2.4, 2.6	Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Support Staff	All student subgroups will be provided with support structures that will promote positive academic performance outcomes.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							









**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

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

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

**Summative Evaluation 10:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) A. T. Dovalina will provide all staff with customer service training to promote a supportive and service driven culture for all campus students, parents, staff, and visitors.</p>	3.1	Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Support Staff	Students, parents, staff, and visitors will feel welcomed and supported when serviced by campus staff.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 4:** Dovalina Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.







**Performance Objective 11:** Dovalina Elementary will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from 3 to 5.

The teacher passing rate on certification attempts will increase from 50% to 100%.

**Evaluation Data Source(s) 11:** Certification Reports

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 6 CSF 7</p> <p>1) A. T. Dovalina will work alongside Human Resources to promote, encourage, and increase the number of teachers meeting certification expectations.</p>		Principal Asst. Principal Instructional Specialist Counselor Teachers Librarian Support Staff	Students will receive instruction from highly qualified teachers who are fully bilingual certified.				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

# State Compensatory

## Budget for Anita T. Dovalina Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$1,257,562.00
199-12	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$71,641.00
199-23	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$149,990.00
199-31	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$30,565.00
199-32	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$6,494.00
199-33	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$59,537.00
199-36	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$5,200.00
211-11	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$100,919.00
199-11	6129 Salaries or Wages for Support Personnel	\$17,204.00
199-12	6129 Salaries or Wages for Support Personnel	\$21,230.00
199-23	6129 Salaries or Wages for Support Personnel	\$20,389.00
199-32	6129 Salaries or Wages for Support Personnel	\$4,636.00
199-51	6129 Salaries or Wages for Support Personnel	\$102,604.00
211-11	6129 Salaries or Wages for Support Personnel	\$22,365.00
211-33	6129 Salaries or Wages for Support Personnel	\$18,486.00
211-61	6129 Salaries or Wages for Support Personnel	\$22,857.00
199-23	6139 Employee Allowances	\$648.00
211-11	6141 Social Security/Medicare	\$1,788.00
211-33	6141 Social Security/Medicare	\$268.00
211-61	6141 Social Security/Medicare	\$331.00
199-11	6141 Social Security/Medicare	\$17,445.00

199-12	6141 Social Security/Medicare	\$1,039.00
199-23	6141 Social Security/Medicare	\$296.00
199-31	6141 Social Security/Medicare	\$443.00
199-32	6141 Social Security/Medicare	\$94.00
199-33	6141 Social Security/Medicare	\$863.00
199-36	6141 Social Security/Medicare	\$74.00
199-51	6141 Social Security/Medicare	\$1,488.00
199-11	6142 Group Health and Life Insurance	\$101,400.00
199-12	6142 Group Health and Life Insurance	\$4,287.00
199-23	6142 Group Health and Life Insurance	\$4,287.00
199-31	6142 Group Health and Life Insurance	\$2,144.00
199-32	6142 Group Health and Life Insurance	\$425.00
199-33	6142 Group Health and Life Insurance	\$4,287.00
199-51	6142 Group Health and Life Insurance	\$17,148.00
211-11	6142 Group Health and Life Insurance	\$10,718.00
211-33	6142 Group Health and Life Insurance	\$4,287.00
211-61	6142 Group Health and Life Insurance	\$4,287.00
199-31	6143 Workers' Compensation	\$106.00
199-32	6143 Workers' Compensation	\$23.00
199-33	6143 Workers' Compensation	\$208.00
199-36	6143 Workers' Compensation	\$15.00
199-51	6143 Workers' Compensation	\$2,457.00
211-11	6143 Workers' Compensation	\$429.00
211-33	6143 Workers' Compensation	\$64.00
211-61	6143 Workers' Compensation	\$80.00
199-11	6143 Workers' Compensation	\$4,435.00
199-12	6143 Workers' Compensation	\$249.00
199-23	6143 Workers' Compensation	\$71.00

199-32	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$833.00
199-33	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$4,311.00
199-51	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$8,428.00
199-11	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$130,897.00
199-12	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$6,443.00
199-23	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$16,252.00
199-31	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$3,494.00
199-11	6145 Unemployment Compensation	\$410.00
199-12	6145 Unemployment Compensation	\$23.00
199-23	6145 Unemployment Compensation	\$7.00
199-31	6145 Unemployment Compensation	\$10.00
199-32	6145 Unemployment Compensation	\$2.00
199-33	6145 Unemployment Compensation	\$19.00
199-51	6145 Unemployment Compensation	\$34.00
211-11	6145 Unemployment Compensation	\$39.00
211-61	6145 Unemployment Compensation	\$7.00
211-23	6146 Teacher Retirement/TRS Care	\$200.00
211-33	6146 Teacher Retirement/TRS Care	\$6.00
211-61	6146 Teacher Retirement/TRS Care	\$2,354.00
199-11	6146 Teacher Retirement/TRS Care	\$52,486.00
199-12	6146 Teacher Retirement/TRS Care	\$2,703.00
199-23	6146 Teacher Retirement/TRS Care	\$459.00
199-31	6146 Teacher Retirement/TRS Care	\$1,389.00
199-32	6146 Teacher Retirement/TRS Care	\$221.00
199-36	6146 Teacher Retirement/TRS Care	\$198.00
199-51	6146 Teacher Retirement/TRS Care	\$2,309.00
211-11	6146 Teacher Retirement/TRS Care	\$13,731.00
<b>6100 Subtotal:</b>		<b>\$2,345,128.00</b>

<b>6200 Professional and Contracted Services</b>		
199-11	6249 Contracted Maintenance & Repair	\$13,508.00
199-12	6249 Contracted Maintenance & Repair	\$840.00
199-51	6249 Contracted Maintenance & Repair	\$805.00
199-51	6255 Utilities - Locally Defined	\$9,889.00
199-51	6259 Utilities	\$97,981.00
199-11	6264 Rentals - Copy Machine - Locally Defined	\$6,153.00
<b>6200 Subtotal:</b>		<b>\$129,176.00</b>
<b>6300 Supplies and Services</b>		
199-51	6317 Supplies for Maintenance and/or Operations - Locally Defined	\$62.00
199-11	6329 Reading Materials	\$500.00
199-12	6329 Reading Materials	\$1,037.00
199-11	6339 Testing Materials	\$1,500.00
199-11	6399 General Supplies	\$6,789.00
199-23	6399 General Supplies	\$6,000.00
199-36	6399 General Supplies	\$400.00
199-52	6399 General Supplies	\$100.00
211-11	6399 General Supplies	\$455.00
<b>6300 Subtotal:</b>		<b>\$16,843.00</b>
<b>6400 Other Operating Costs</b>		
211-13	6411 Employee Travel	\$4,000.00
211-23	6411 Employee Travel	\$1,600.00
199-36	6412 Student Travel	\$1,200.00
199-11	6494 Reclassified Transportation Expenses	\$300.00
199-36	6494 Reclassified Transportation Expenses	\$2,000.00

199-36	6499 Miscellaneous Operating Costs	\$500.00
199-11	6499 Miscellaneous Operating Costs	\$800.00
199-31	6499 Miscellaneous Operating Costs	\$300.00
<b>6400 Subtotal:</b>		<b>\$10,700.00</b>

**Personnel for Anita T. Dovalina Elementary School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Ernesto Martinez	Science Lab Manager	State Comp	1
Estefania Sanchez	Computer Lab Manager	State Comp	1
Hector Luna	Attendance Officer	State Comp	.20
Martha Garcia	Library Assistant	State Comp	1
Melina Roman	PK3 Teacher	State Comp	1
Minerva Torres	PK4 Teacher	State Comp	1
Nelly Vazquez	PK4 Teacher	State Comp	1
Roberto Veloz	PK4 Teacher	State Comp	1
Rosa Vasquez	Counselor	State Comp	1
San Juana Benavides	Teacher Aide	State Comp	1
Santiago Gutierrez	PK3 Teacher	State Comp	1



# Title I Schoolwide Elements

## ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

### 1.1: Comprehensive Needs Assessment

Our students were able to show exemplary academic performance and growth in 3rd, 4th, and 5th grade in all content areas. Our overall scores for all subjects was an 87% at approaches, 56% at meets, and 27% at masters. Our students performed an 88%/59%/30% in Reading, a 90%/56%/29% in Math, an 80%/53%/7% in Writing and an 85%/56%/25% in Science. These scores garnished our campus 6 state distinctions for Reading, Math, Science, Post-Secondary Readiness, Closing the Gap, and Student Growth. We celebrate all the accomplishments the Wildcats made but remain focused on Writing and in 3rd grade Reading. We show areas of improvement in meets and masters performance levels for these two contents. Our campus received an overall letter rating of an "A" and ranked #1 across the district as indicated by TEA performance report.

## ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

### 2.1: Campus Improvement Plan developed with appropriate stakeholders

Our campus improvement plan committee consists of administration, counselor, librarian, instructional specialist, a representative of each grade level, and a community business representative. All members meet periodically to prioritize our campus needs as well as brainstorm creative solutions to our campus challenges.

### 2.2: Regular monitoring and revision

Our campus improvement plan is monitored and revised every six weeks once student assessment scores are obtained and changes to instructional and curricular are needed.

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

Community members are kept abreast of our campus performance through various communication methods. Communication of our campus performance is provided to them in two languages (English and Spanish) as well as in a simplified language.

### 2.4: Opportunities for all children to meet State standards

All our students subgroups are provided with opportunities to reach their academic potential. All students are provided with rigorous and relevant instruction that builds upon their background knowledge and experiences. Students are provided with interventions, tutorials, and acceleration of instruction throughout the school addressing their individual academic needs.

### **2.5: Increased learning time and well-rounded education**

Our campus believes in the development of the whole child and provide extra curricular opportunities for participation. Our extra curricular opportunities include sports, chess, cheerleading, library club, and national honor society.

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

Our campus provides students with individual, prescriptive instruction based on their academic needs. Each students data analysis is compiled and used to drive our instruction, interventions, and acceleration needs.

## **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

### **3.1: Develop and distribute Parent and Family Engagement Policy**

Our campus parent and family engagement policy is one of inclusion and welcome all parents to become parent volunteers. We have an open door policy and various parental initiatives that invite parents to participate in computer and ESL classes, campus events, parental guidance classes, and read 3 classes. Our district parent and family engagement policy is distributed yearly and work to increae parental numbers on a yearly basis.

### **3.2: Offer flexible number of parent involvement meetings**

Parents will be provided with flexible meeting times during their day to accommodate their daily work schedules. In effort to encourage increase of parental involvement times of events, classes, and meetings our campus will be providing opportunities for parents to engage at different times during the day.

## Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alma Cruz	Technology Tech	Title One	1
Diana Cassiano	Parental Liaison	Title One	1
Esteban Gonzalez	CEI Lab Manager	Title One	1
Eva Lopez	Bilingual Strategist	Title One	.17
Gabriela Banda	Instructional Specialist	Title One	1
Maria Padilla	Teacher Aide PK4	Title One	1
Martha Gonzalez	Health Assistant	Title One	1

## 2018-2019 Campus Improvement Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Alma Gonzalez	Administration
Non-classroom Professional	Gabriela Banda	Instructional Specialist
Non-classroom Professional	Beth Tijerina	Librarian
Classroom Teacher	Minerva Torres	PK 3 & 4 Representative
Classroom Teacher	Veronica Pichardo	K Representative
Classroom Teacher	Maria Larralde	1st Gd Representative
Classroom Teacher	Roberto Veloz	2nd Gd Representative
Classroom Teacher	Kristina Zepeda	3rd Gd Representative
Classroom Teacher	Selene Espinoza	4th Gd Representative
Classroom Teacher	Viviana Vidal	5th Gd Representative
Classroom Teacher	Everardo Torres	PE/Music Representative
Parent	Eduardo Torres	-
Community Representative	Filiberto Banda	Community Representative
Administrator	Melissa Leza	Asst. Principal

# Campus Funding Summary

<b>180 - E-Rate Fund</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	1	E-Rate		\$120,495.00
<b>Sub-Total</b>					\$120,495.00
<b>199 - General Fund: Basic Instruction (PIC 11)</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	General Supplies	199-11-6399-00-123-9-11-000	\$6,789.00
1	1	1	Bid Items	199-11-6399-99-123-9-11-INS	\$6,651.00
1	1	5	Payroll		\$1,668,224.00
1	1	6	Library Books	199-12-6329-20-123-9-11-000	\$1,037.00
1	1	6	Alexandria	199-12-6249-00-123-9-11-LIC	\$840.00
2	7	1	Student Travel	199-11-6494-00-123-9-11-000	\$300.00
2	7	3	Incentives and Awards	199-11-6499-44-123-9-11-000	\$2,000.00
2	7	3	STAAR Snacks	199-11-6499-00-123-9-11-000	\$800.00
4	7	2	Copier Rental	199-11-6264-00-123-9-11-000	\$6,153.00
<b>Sub-Total</b>					\$1,692,794.00
<b>199 - General Fund: Operating (PIC 99)</b>					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	General Supplies Admin		\$6,000.00
1	1	8	General Supplies	199-36-6399-00-123-9-99-000	\$400.00
1	1	8	Transportation	199-36-6494-00-123-9-99-000	\$2,000.00
2	7	2	Payroll		\$530,857.00
2	7	2	Counselor General Supplies	199-31-6399-00-123-9-99-000	\$200.00
2	7	2	General Safety Radios		\$200.00
2	7	3	Incentives and Awards	199-36-6499-44-123-9-99-000	\$500.00
4	7	1	Janitorial		\$805.00

4	7	1	Water		\$9,889.00
4	7	1	Sanitation		\$2,431.00
4	7	1	Electricity		\$97,981.00
4	7	1	Janitorial Supplies		\$11,608.00
<b>Sub-Total</b>					\$662,871.00
<b>199 - General Fund: Special Education (PIC 23)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	General Supplies	199-11-6399-00-123-9-23-000	\$74.00
1	1	3	Payroll		\$324,110.00
<b>Sub-Total</b>					\$324,184.00
<b>199 - General Fund: Bilingual (PIC 25)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1	General Supplies	199-11-6399-00-123-9-25-000	\$10,792.00
1	1	7	Payroll		\$69,389.00
1	1	7	Payroll Tutors	199-11-6129-00-123-9-25-TUT	\$24,300.00
1	2	1	Testing Materials	199-11-6339-00-123-9-25-000	\$1,500.00
<b>Sub-Total</b>					\$105,981.00
<b>199 - General Fund: GT (PIC 21)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	GT Supplies	199-11-6399-00-123-9-21-000	\$200.00
<b>Sub-Total</b>					\$200.00
<b>199 - General Fund: Operating Variable (PIC 99)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	8	Student Travel	199-36-6412-00-123-9-99-000	\$1,200.00
2	7	2	General Supply Safety	199-52-6399-00-123-9-99-000	\$100.00
2	7	2	Incentives and Awards	199-31-6499-44-123-9-99-000	\$300.00
4	7	1	Mop Supplies		\$62.00
<b>Sub-Total</b>					\$1,662.00

<b>199 - General Fund: Bilingual Pre K (PIC 35)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	Payroll		\$4,533.00
<b>Sub-Total</b>					\$4,533.00
<b>199 - General Fund: Basic Instruction PreK (PIC 32)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	Payroll		\$155,499.00
<b>Sub-Total</b>					\$155,499.00
<b>199 - General Fund: SCE Pre K (PIC 34)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	3	Payroll		\$155,499.00
<b>Sub-Total</b>					\$155,499.00
<b>199 - General Fund: SCE (PIC 30)</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	1	General Supplies	199-11-6399-123-9-30-000	\$41,667.00
1	1	7	Payroll		\$140,176.00
1	1	7	Contracted Maintenance & Services	199-11-6249-00-123-9-30-000	\$13,508.00
1	1	7	Payroll Tutorials	199-11-6119-20-123-9-30-000	\$36,000.00
1	1	7	Reading materials		\$500.00
1	1	7	Library Books		\$500.00
<b>Sub-Total</b>					\$232,351.00
<b>211 - ESEA Title I: Improving Basic Program</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
1	1	4	Region One Workshops	211-23-6239-00-123-9-30-000	\$200.00
1	1	4	Teacher Travel	211-13-6411-00-123-9-30-000	\$4,000.00
1	1	4	Administration Travel	211-23-411-00-123-9-30-000	\$1,600.00
1	1	4	PK4 Salaries	211-11-6129-00-123-9-32-PK4	\$23,745.00
1	2	2	Payroll		\$204,920.00

1	2	2	Toner	211-11-6399-99-123-9-30-000	\$455.00
<b>Sub-Total</b>					\$234,920.00
<b>224 - IDEA - Part B: Formula Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	1	1	IDEA Fund 224		\$65,322.00
<b>Sub-Total</b>					\$65,322.00
<b>255 - ESEA II, A Training &amp; Recruiting</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	1	1	Title 255		\$1.00
<b>Sub-Total</b>					\$1.00
<b>263 - LEP Bilingual Program Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	1	1	Immigrant Fund 263		\$14,655.00
<b>Sub-Total</b>					\$14,655.00
<b>482 - Dr. Hochman Grant Fund</b>					
<b>Goal</b>	<b>Objective</b>	<b>Strategy</b>	<b>Resources Needed</b>	<b>Account Code</b>	<b>Amount</b>
3	1	1	Hochman Grant		\$926.00
<b>Sub-Total</b>					\$926.00
<b>Grand Total</b>					\$3,771,893.00