

Alief Independent School District

Liestman Elementary

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

Liestman believes that success in the 21st century requires that students receive training in: effective communication techniques, teamwork skills, and identifying real life problems and solutions. (revised 10/2017)

Vision

Liestman Elementary promotes an innovative learning environment that prepares students to be college and career ready. (revised 10/2017)

Value Statement

As a professional learning community, we value integrity, positive communication, accountability, differences, and relationships.

Table of Contents

Goals	4
Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.	4
Goal 2: Alief ISD will improve student preparation for college and career.	16
Goal 3: Alief ISD will maintain a safe and orderly environment.	20
Goal 4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.	25
Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.	29
Comprehensive Support Strategies	35

Goals

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 1: The student attendance rate will increase from 96% to 97% by May 2019.

Evaluation Data Source(s) 1: Attendance data, attendance intervention plans, School-Parent conference forms

Summative Evaluation 1:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 1) Students with excessive absences and tardies will be identified; will have an attendance intervention plan developed; conferences and home visits will be scheduled with parents (A 1,4,6).		Teachers, All Administrators, Carmen Colon-Attendance Clerk	S's attendance rate will improve every marking period.				
Funding Sources: Local - 0.00							
Critical Success Factors CSF 1 CSF 4 2) Students will be recognized and given incentives to improve attendance rate.		ABC, Administrators, Teachers	S's attendance rate will improve every marking period.				










Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 2: Reading/Writing- All students will score 5% points higher or more on CCAs, DCAs, and STAAR tests by May of 2019 as compared to May of 2018.

Evaluation Data Source(s) 2: 18 - 19 CCA/DCA and 2019 STAAR test results; ISIP reports; student writing samples, CWT's

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) K-4 ELA teachers will close the achievement gap by providing rigorous, differentiated whole/small group reading and writing instruction through effective lesson planning and through the implementation of best practices. (ELA: 4, 5, 9)</p>	2.4, 2.6	All administrators/ELA Specialists: C. Haller (SCE), Y. Shorter (SCE)	Anecdotal records, ISIP data, and achievement tests will demonstrate student growth every 9 weeks;				
Funding Sources: Local - 2000.00							
<p>Comprehensive Support Strategy Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Students will utilize technology based reading programs, such as Achieve 3000 and Istation to assist with ongoing assessment and remediation of skills</p>	2.4, 2.5, 2.6	All administrators Reading Interventionists Teachers	-Students will make 1 year's worth of reading growth -Demonstrate 5% growth on achievement tests -Demonstrate growth within bands from start to finish(lessons completed)				
Funding Sources: Local - 2000.00							
<p>Targeted Support Strategy Critical Success Factors CSF 1</p> <p>3) Teachers will increase the utilization of vocabulary and word study in their lessons and work with Specialist to become more aware of vocabulary strategies that will help students gain a better understanding of content vocabulary.</p>	2.4, 2.5, 2.6	ELA Specialist	Increase in test scores (CCA) STAAR writing				

Critical Success Factors CSF 1 CSF 4 CSF 5 4) Liestman will host a Literacy Night to celebrate reading and writing and to provide parents with tools and information that can help their child improve literacy skills.	2.4	ELA Specialists Teachers	Good reading habits will be celebrated and parents will leave with strategies that they can use to help develop literacy skills.				
Targeted Support Strategy Critical Success Factors CSF 1 5) Six Traits: Use of Mentor Texts: provide teachers with knowledge, expertise, best practices that will assist in the writing process.	2.4, 2.6	ELA Specialist Teachers	-CCA results -STAAR writing Exam -Verbal and written correspondence with teacher on a daily basis				
Targeted Support Strategy Critical Success Factors CSF 1 6) Integration of writing across all contents	2.4	ELA Specialist Teachers	-Journal writing -STAAR writing test -Written responses on daily and major test				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.








Performance Objective 3: ELL kinder: 83% all English language learners will progress at least one Proficiency level as measured on OIPT in Spring of 2019 as compared to Spring of 2018.

ELL 1st grade: 59% all English language learners will progress at least one Proficiency level as measured on OIPT in Spring of 2019 as compared to Spring of 2018.

ELL 2nd-4th: 65% of all English language learners will progress at least one Proficiency level as measured on TELPAS in Spring of 2019 as compared to Spring of 2018.

Evaluation Data Source(s) 3: OIPT tests, Student PLD rubrics, TELPAS 2019 results, CWT's

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) ESL Teachers will use SIOF methodology to support English Language Development or Second Language Development (DL) (Focus: Lesson preparation, lesson delivery, and interactions) (SLE: 2,3)</p>		ESL Lead Teacher, ELD Interventionist, ESL/Bilingual/DL Teachers, District ESL/Bilingual Specialist, Administrators, Kinder Aides- D. Avellaneda (SCE), Net Monsanto, Ana Espaderos (Dual Language)	Students in 2nd- 4th will increase one TELPAS proficiency level by 2019. Kinder students will increase one letter on OIPT by 2019 1st grade students will increase one letter on OIPT by 2019				
Funding Sources: Local - 2000.00, State Comp Ed - 0.00							
2) Liestman will host Second Language Nights to celebrate 2nd language acquisition and to provide parents with tools and information that can help their child improve English and Spanish skills.		Teachers; ESL Specialist and Interventionist; Administrator	Learning a second language will be celebrated and parents will leave with strategies that they can use to help develop language skills.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							








Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 4: Science- All students will score 5% points or higher on CCAs and DCAs by May of 2019 as compared to 2018.

Evaluation Data Source(s) 4: CCAs, DCA's, CWT's

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Science teachers will close the achievement gap by providing rigorous, differentiated whole group instruction through effective lesson planning.</p>		Science Specialist/ Administrators	Increase in achievement in science performance				
Funding Sources: Title I - 2500.00							
<p>Critical Success Factors CSF 1</p> <p>2) Science teachers will integrate interactive word walls and Thinking Maps into daily instruction. (ES: 22, 23, 24)</p>		Science Specialist; Science Lead Teachers; Administrators	Increase in achievement in science performance				
Funding Sources: Local - 2500.00							
<p>Critical Success Factors CSF 1</p> <p>3) Science teachers will implement Claims Evidence and Reasoning strategy into science instruction. (ES:21, 24)</p>		Science Specialist; Science Lead Teachers; Administrators	Increase in achievement in science performance				
Funding Sources: Local - 2500.00							
<p>4) Science teachers will integrate reading comprehension strategies and 6 + 1 Traits of Writing into science instruction. (ES: 23, 24, ELA: 8)</p>		Science and ELA Specialists; Science Lead Teachers; Administrators,	Increase in achievement in science performance				
Funding Sources: Local - 2500.00							
<p>5) Science teachers will demonstrate integration of STEM, Project Based Learning (PBL), and/ or meaningful use of technology applications and resources to improve scientific literacy. (ES: 6, 8, 12, 13)</p>		Science Specialist; Science Lead Teachers; Administrators	Increase in achievement in science performance				
Funding Sources: Local - 2500.00							









6) Liestman will host a Family Night to celebrate S.T.E.M skills and to provide parents with tools and information that can help their child improve knowledge of 21st century science, technology, engineering, and math skills.		Science/Technology/ Math Specialists; Administrators	Positive attitude towards S.T.E.M will be encouraged and parents will leave with strategies that they can use to help develop 21st century skills in their children.				
Funding Sources: Local - 2500.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 5: Social Studies- All students will score 5% points or higher on CCAs and DCAs by May of 2019 as compared to 2018.

Evaluation Data Source(s) 5: CCA's, DCA's, CWT's

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 1) Teachers will integrate the use DBQ's, word walls, thinking maps, and library resources into social studies instruction. (SS: 6, 7)	2.4, 2.5, 2.6	Social Studies Specialists Teachers	Increase achievement in social studies performance on CCA's and DCA				
	Funding Sources: Local - 2000.00						
Critical Success Factors CSF 1 CSF 2 CSF 7 2) Social Studies teachers will close the achievement gap by providing rigorous, differentiated whole group instruction through effective lesson planning.		ELA/Social Studies Speicalists	Increase in achievement in social studies performance				
	Funding Sources: Local - 2000.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 6: Technology- At least 90% of classrooms will demonstrate integration of digital learning by May 2019.

Evaluation Data Source(s) 6: CWT's

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Teachers will use the following practices in classroom instruction: Schoology, Padlet, BYOD, Edmodo, Twitter, Google classroom, webpages updated w/resources and calendar, Plickers, Kahoot, weekly Tech Tips and Newsletter, and other interactive technologies. (TEC: 6, 7, 8)</p>		<p>Technology Specialist; Library Media specialist; Technology Leadership Team, Tech Aide- K. Vaughn (SCE)</p>	Increase in learner engagement and achievement				
Funding Sources: State Comp Ed - 0.00							
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 7: Math: (K-4) All students will score 5% points or higher on MIF Tests, DCAs, and STAAR test by May 2019 as compared to 2018.

Evaluation Data Source(s) 7: MIF tests, DCAs, STAAR

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 1) Math teachers will close the achievement gap by providing rigorous, differentiated whole/small group instruction through effective Planning Protocol. (AA: 4)		Math Specialists Math Teachers (PK-4) Administrators	Increase in student achievement in math performance. The curriculum is being taught with rigor and fidelity.				
	Funding Sources: State Comp Ed - 2500.00						
Critical Success Factors CSF 1 CSF 4 2) Students requiring additional math assistance will receive support through the math program i-Ready (web-based), pull-out intervention, and tutorials.		Administrators Math Interventionist Math Specialists	Increase in student achievement in math performance.				
	Funding Sources: Local - 2500.00						
Critical Success Factors CSF 1 CSF 2 CSF 4 3) Math teachers (K-4) will implement Mathematical Discourse throughout their lessons.		Math Specialists Math Teachers (K-4)	For the teachers and students to build shared understanding of mathematical ideas by analyzing and comparing their approaches and arguments.				
	Funding Sources: Local - 2500.00						
Critical Success Factors CSF 1 CSF 5 4) PK teachers will monitor student progress through CLI from wave 1 to wave 3 to make instructional decisions.		Math Specialist PK Teachers	Students are expected to make a positive trend of growth among waves.				
	= Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 8: Special Education: 80% of REACH students will demonstrate mastery of IEPs on STAAR Alternative Assessment by April 2018.

Evaluation Data Source(s) 8: STAAR ALT performance data








Summative Evaluation 8:

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 9: Intervention: 50% of all students receiving Tier 3 intervention will demonstrate a 5% increase in iStation Reading by the end of May 2019 compared to September 2018.

Evaluation Data Source(s) 9: Monthly Overall Reading score on iStation reading results will reflect steady growth of Tier 3 students.

Summative Evaluation 9: Some progress made toward meeting Performance Objective










Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Interventionists will close the achievement gap by providing pull-out intervention services to Tier 3 students from KG - 2nd Grades for Reading & Math.	2.6	Interventionists	Increase in student achievement in Reading & Math.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 10: Library: By April 2019, yearly book circulation will be 10% higher than school year 17-18.

Evaluation Data Source(s) 10: Destiny circulation reports, AR quiz reports, participation numbers in various reading incentive programs

Summative Evaluation 10: Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Targeted Support Strategy PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 1) Training students and teachers to use the new Destiny software	2.4, 2.5, 2.6	Elsa Acosta	Increase in student usage of available resources, print and digital (books, ebooks, and databases)				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 3 CSF 4 2) Flexible library hours, including before school and after school	2.4, 2.5, 2.6	Elsa Acosta Carol Kitt	Increase students benefit from the extra time the library will be open, by circulating more books, AR quiz taking, assistance with reading, vocabulary, and homework				
Funding Sources: ASP Fund - 2500.00							
Critical Success Factors CSF 1 CSF 2 CSF 4 3) Software usage by students- AR	2.4, 2.5, 2.6	Elsa Acosta Carol Kitt	Increase reading of books that will result in increase of vocabulary and reading stamina.				
Funding Sources: Local - 3000.00							
Critical Success Factors CSF 1 CSF 2 CSF 4 4) Reading Incentive Programs	2.4, 2.5, 2.6	Elsa Acosta Carol Kitt	Students participation in programs such as Bluebonnet Books and Battle of the Books.				
Funding Sources: Local - 1500.00							
Critical Success Factors CSF 1 CSF 4 5) Offer a variety of books to promote reading and support the need in primary English levels (K-2), updated non-fiction for Science and Social Studies, revised bilingual framework, and dual-language program.	2.4, 2.5, 2.6	Elsa Acosta	Increase the quantity of appropriate books and replace dated ones to satisfy the need of English K-2 new books, beginner-chapter fiction, 3rd & 4th fiction, Non-Fiction, and Spanish books.				
Funding Sources: Local - 4000.00, Title I - 1500.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 1: Alief ISD will close the achievement gap to ensure that all students reach their academic potential.

Performance Objective 11: GT: By December 31, 2018, teachers having GT students in their classrooms will have completed the initial 30-hour training. By May 15, 2019, teachers having GT students in their classrooms will have completed the 6-hr update training.

Evaluation Data Source(s) 11: Teachers' PD hour records

Summative Evaluation 11: Some progress made toward meeting Performance Objective








Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 1) Identified GT students will receive pull-out services to meet state GT requirements.	2.4, 2.5, 2.6, 3.1	Elsa Acosta Yoli Saud	State GT pull-outs (independent research and products) requirements will be met (3 hours weekly for the entire school year).				
Funding Sources: ASP Fund - 5000.00, Local - 750.00							

Goal 2: Alief ISD will improve student preparation for college and career.

Performance Objective 1: Students in kinder through fourth will learn about career clusters and college and trade schools.

Evaluation Data Source(s) 1: Planning and tracking of events, along with pictures will be used to document objective.

Summative Evaluation 1:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 6 1) Activities that will support this objective include: bulletin boards, career day, and future Fridays (1x per month). (AVID: 5; FAME 1; PASS 12)		21st Century Committee	Students will be able to discuss career clusters and ask questions.				
Funding Sources: Local - 0.00							
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							







Goal 2: Alief ISD will improve student preparation for college and career.

Performance Objective 2: Students will develop a growth mindset through year-round, school-wide planned activities that focus on character development, community service, and leadership.

Evaluation Data Source(s) 2: Student performance data (Report Cards, Honors, Attendance, Discipline) will demonstrate positive growth.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 6</p> <p>1) Students will participate in clubs and organizations. (some clubs will be opened to all students and some clubs will specifically target students). (ASP 5; PASS 12))</p>		Club sponsors; Karina Bonilla	Student data sources will demonstrate positive growth.				
Funding Sources: Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>2) Selected students will participate in Action Based Learning. (MISC 1; HPW 2, 3, 4)</p>		Ernesto Ramos, ABL Coordinator	Student achievement data will demonstrate positive growth.				
Funding Sources: Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>3) Students will participate in Fun Fridays upon meeting 9 weeks academic, attendance, and behavior goals. (PASS 11; SELA 7)</p>		Above and Beyond Committee, Jayne Williams, Assistant Principal	Student participation numbers will demonstrate consistent increases between each 9 weeks.				
Funding Sources: Local - 0.00							
<p>4) Students will be recognized for their achievements and growth through 9 weeks Honor Ceremonies. (PASS 11)</p>		Team Leaders, Assistant Principals, Karina Bonilla, Karen Vaughn	Student participation numbers will demonstrate consistent increases between each 9 weeks.				
Funding Sources: Local - 0.00							
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>5) Students will participate in Enrichment Activities that support creativity, innovation, critical thinking, problem solving, communication, and collaboration skills. (PASS 9, 11)</p>		Elective Team; Noe Galindo, Principal	Student surveys will demonstrate improvement in attitude towards school and improvement in achievement.				
Funding Sources: Local - 0.00							

<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>6) 2nd grade students will receive E-Color training. This training will provide students with information about individual strengths and weakness. This information will be used to set personal goals. (PD 7, 8)</p>		<p>Noe Galindo, Principal; Elective Team</p>	<p>Students performance and engagement will increase as demonstrated by attendance, behavioral, and academic data every 9 weeks.</p>				
<p>Funding Sources: Title I - 0.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Alief ISD will improve student preparation for college and career.

Performance Objective 3: Students will participate in educational field trips that support the extension and application of learning to real world settings and tie in career clusters.

Evaluation Data Source(s) 3: Evidence that demonstrates success includes: 1 field trip per grade level, and visible post learning/application of learning by students

Summative Evaluation 3:



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 5 CSF 6 1) Students will participate in field trips.		Team Leaders; Noe Galindo, 21st Century Committee	Evidence that demonstrates success includes: 1 field trip per grade level; post learning by students;				
Funding Sources: Local - 0.00							

Goal 3: Alief ISD will maintain a safe and orderly environment.

Performance Objective 1: Monthly grade level guidance lessons will target academic, emotional, and social skills.

Evaluation Data Source(s) 1: Istation, i-Ready, behavior contracts (BIPs), needs assessment, discipline data

Summative Evaluation 1:



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 6 1) Counselor/Social Worker will plan out targeted guidance lessons for classes and students based on discipline data, teacher requests, and student referrals. (PASS 9, 13)		Karina Bonilla, Counselor; Sadie Sullivan-Davis, Social Worker (CIS)	Decrease negative behavior in the classroom setting and increase in positive reinforcements.				
Funding Sources: Title I - 915.00							
							

Goal 3: Alief ISD will maintain a safe and orderly environment.

Performance Objective 2: Targeted students will improve their academic skills through goal setting in reading and math by May 2018.

Evaluation Data Source(s) 2: Evidence of success will be measured through INOVA data that demonstrates that targeted students are moving at least 1 tail and 1 color from left to right.

Summative Evaluation 2:








Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 4 CSF 6 1) Students with academic needs will be identified using DMAC, and Report Card data. (AA 4, RTI 13)		Karina Bonilla, Teachers, Math and Reading Specialists; club sponsors	50% of targeted students will move from left to right				
Funding Sources: Title I - 915.00							
							

Goal 3: Alief ISD will maintain a safe and orderly environment.

Performance Objective 3: Implement Restorative Circles to reduce behaviors that result in a reduction of office referrals by 5% by May of 2019.

Evaluation Data Source(s) 3: Monthly offense data in the area of physical aggression towards others will demonstrate a steady decrease of incidents.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 6 1) On-going professional development in the area of bullying prevention will be provided for school staff, parents, and students. (PASS 13)		Karina Bonilla; Sadie Sullivan-Davis; Jayne Williams, AP, ABC and FAME committee	1) Monthly discipline data will demonstrate steady decrease. 2) 2015 K-12 Insight survey by staff, student, and parent survey responses will indicate improvement in the areas of bullying, harassment, and physical aggression.				
	Funding Sources: Title I - 915.00						
Critical Success Factors CSF 1 CSF 4 CSF 6 2) Teachers will teach students CHAMPS and Boystown Rules to maximize learning time and reinforce safe behaviors in building. (PASS 7 & 13).		All Teachers, Above and Beyond Committee, Jayne Williams	1) Monthly discipline data will demonstrate steady decrease. 2) 2015 K-12 Insight survey by staff, student, and parent survey responses will indicate improvement in the areas of bullying, harassment, and physical aggression.				
	Funding Sources: Local - 0.00						
Comprehensive Support Strategy Critical Success Factors CSF 4 CSF 6 3) Teachers will also teach students how to use STOP-THINK-PLAN (conflict resolution) to decrease instances of bullying, harassment, and physical aggression. (PASS 8, 9) Teachers will use Circle Time and Restorative Practice to decrease misbehavior in the classroom		All Teachers, Admin, and Above and Beyond	Monthly discipline data				
	Funding Sources: Title I - 0.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

Goal 3: Alief ISD will maintain a safe and orderly environment.

Performance Objective 4: Targeted students will receive psycho-social support to reduce incidents of bullying, harassment, and physical aggression.

Evaluation Data Source(s) 4: Students will demonstrate a decrease in incidents involving bullying, harassment, and physical aggression.

Summative Evaluation 4:








Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>1) A behavior interventionist will work with targeted students using counseling and prevention methodology and resources. (PASS: 3, 16; PD 8)</p>		Noe Galindo Kimberly Moreno (SCE)	Reduction of incidents by targeted students				
Funding Sources: Title I - 4060.00, State Comp Ed - 2000.00							

Goal 3: Alief ISD will maintain a safe and orderly environment.

Performance Objective 5: Target homeless students by providing support via counselor and CIS worker with various resources of support while in transition.

Evaluation Data Source(s) 5: District reports and school PEIMS data

Summative Evaluation 5:



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) 1) Counselor and CIS worker will work with families of homeless students to provide resources that will address their needs. H6, H7</p> <p>2) Counselor and CIS worker will inform staff of how to make referrals and work with students in the classroom. H12, H15</p>		<p>Karina Bonilla- counselor Sadie Sullivan- CIS worker CYS worker Noe Galindo- Principal</p>	<p>Inform staff of homeless students, so they can understand their needs academically</p> <p>Provide adequate resources for living (vouchers: supplies, uniforms, rental), psycho-social counseling (individual and group), mental health referrals, food (Backpack Buddies)</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 1: 100% of all teachers who work with ELL students will be ESL certified by May of 2018.

Evaluation Data Source(s) 1: The SBEC report will demonstrate that 100% of teachers who work with ELL students are ESL certified.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) AISD will provide professional development that prepares teachers for the ESL test. (PD 1; SELA 4)		Malena Magallon, ESL Lead; Noe Galindo, Principal	100% of targeted teachers will obtain ESL certification.				
Funding Sources: Local - 0.00							
							

Goal 4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 2: Teachers will engage in professional development activities including PLC, Peer Coaching, and extended planning days for the purpose of analyzing student performance data, curriculum planning, and professional growth.

Evaluation Data Source(s) 2: Teachers will reflect and provide feedback regarding the effectiveness of PLC and extended planning days using open discussions and surveys.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>1) Teachers will participate in planned professional development through out the year and in 3 reviews (BOY, MOY, EOY) with embedded opportunities for feedback regarding the effectiveness of time spent on analysis of performance data, curriculum planning, and professional growth. (CPT 1,2,3) (E-Colors, How to teach it, Learn it, Love It, Empowering Writers Expository Workshop, Lower Elementary Intervention Workshop, 31st Annual R.T. Garcia Early Childhood Winter Conference). (EC 1; PD 2, 7, 8, 9)</p>		Instructional Leadership Team, Administrative Leadership Team	Survey results from teachers will reflect positive opinions about the effectiveness of professional development.				
Funding Sources: Local - 65000.00, Title I - 14410.00							
<p>Critical Success Factors CSF 3 CSF 6 CSF 7</p> <p>2) Teachers and staff will participate in various book studies that address: wellness, high performing teams and growthmindset. Protocols will be used in PLCs to explore ideas and application of strategies.</p>		Admin (McKenzie, Williams, Galindo)	School staff will read, reflect, and apply new learning to self improvement and student/adult performance. .				

Goal 4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 3: First year teachers will receive support through out the year.

Evaluation Data Source(s) 3: All first year teachers will return for year 2.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 7</p> <p>1) Teachers will participate in monthly mentor meetings, coaching and feedback from mentors, and observation visits to master teachers' classrooms. (PD 1)</p>		Mireya Lara, Assistant Principal; Mentors	All first year teachers will return for year 2.				
Funding Sources: Local - 0.00							

Goal 4: Alief ISD will recruit, develop, and retain highly qualified and effective personnel.

Performance Objective 4: Administrators will engage in professional development including workshops, conferences, self-studies, webinars.

Evaluation Data Source(s) 4: Evidence of registration, participation certificates, reflection sheets, personal goals

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Attending Professional Development to increase overall leadership quality.</p>		Noe Galindo, Rasolyn McKenzie, Jayne Williams	Increase the knowledge of administrators				
Funding Sources: Title I - 0.00							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 1: Liestman will plan for and host at least 5 Family Nights during the 2018-2019 school year.

Evaluation Data Source(s) 1: Sign in sheets

Summative Evaluation 1:









Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) FAME committee will meet on a monthly basis to brainstorm, identify, and plan family school events. Family events will be displayed on bulletin boards. (FAME 1, 2)</p>		<p>Family Liaison- Perla Rivera; Assistant Principals- Rasolyn McKenzie/Jayne Williams, and FAME committee</p>	<p>An increase in family engagement at school -family events will demonstrate that the strategy is working. Evidence includes: agendas, sign-in sheets, data collection forms, and district reports.</p>				
Funding Sources: Title I - 4175.00							
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 2: Liestman will provide Academic Support during the 2018-2019 school year.

Evaluation Data Source(s) 2: Sign in sheets

Summative Evaluation 2:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) Academic events will include: STEM night, Literacy night, MIF nights (1st and 2nd), STAAR writing, STAAR night math/reading, and Pre-k transition/Kinder round up, and Dual Language night. (FAME 2; ES 6)</p>		Noe Galindo, Principal; Assistant Principals- Jayne Williams/Rasolyn McKenzie, APs; ILT; Lead Teachers	Flyers; webpage, calendars, callouts, Chippergrams, Sign-in sheets, Twitter				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Parents will have access to computers, laptops, and printers that will support the implementation of the academic support classes (technology and how to support your child with homework).</p>	3.2	Parent Center Liaison-Perla Rivers, Assistant Principals-Rasolyn McKenzie/Jayne Williams	Sign-in sheets				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 3: All parents will have access to computers in the Family Center to register students during registration and use by the Family Engagement Center.

Evaluation Data Source(s) 3: Parent registration and Family Engagement Center survey

Summative Evaluation 3:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) All parents will have access to computers in the Family Center to complete school and district surveys, use schoology, and respond to dojo message from teachers.</p>		Admin- Noe Galindo, Jayne Williams, Rasolyn McKenzie Family Engagement Coordinator- Perla Rivera	Parent registration and Family Engagement Center survey				
Funding Sources: Title I - 0.00							
<p>Critical Success Factors CSF 5</p> <p>2) Liestman parents will have access to use the computers and printers in the Family Engagement Center to register students online throughout the school year.</p>							
<p>Critical Success Factors CSF 5</p> <p>3) Liestman parents will have access to use the computers and printers in the Family Engagement Center during the day at the parent computer workshops.</p>							
							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 4: Liestman will recruit community volunteers to increase volunteer hours by 5% during the 2018-2019 school year.

Evaluation Data Source(s) 4: VIPS data will show an average of 10+ volunteer hours per week.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Liestman will actively recruit volunteers through bi-monthly newsletter, web-page, call outs, recommendations, and word of mouth. (FAME : 9, 11)</p>		<p>Family Center Liaison-Perla Rivera, Assistant Principals- Rasolyn McKenzie/Jayne Williams.</p>	Evidence includes VIPS data				
Funding Sources: Title I - 0.00							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 5: Liestman will host monthly principal/parent meetings to discuss school-home related issues.

Evaluation Data Source(s) 5: Attendance will increase from one meeting to another.

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) Principal will meet with parents once per month for 40 minutes to discuss student performance issues, parenting issues, and community issues. The format will be roundtable. (FAME: 3, 8, 14)</p>		Principal, Family Liaison, School Secretary	On-going conversations and actions that provide input and feedback. Agendas and sign-in sheets will provide evidence of on-going work.				
Funding Sources: Title I - 0.00							
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Furniture NS supplies will be purchased to provide a welcoming family center/reception area / and foyer.</p>		Maria Salinas, Secretary; Assistant Principals-Rasolyn Mckenzie/Jayne Williams	Feedback from K-12 Insight Survey				
Funding Sources: Title I - 0.00							

Goal 5: Alief ISD will continue to build positive relationships with all stakeholders.

Performance Objective 6: Liestman will sponsor family events throughout the year to build relationships between families and the school. The events are to include Alief Proud, Parent Teacher Home Visits, Family Engagement Week, Muffins with Moms, Donuts with Dads, Grandparents Day, Father Daughter Dance.

Evaluation Data Source(s) 6: Data used to support effectiveness of strategy will include sign in sheets.

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 5 CSF 6 1) Events include: Doughnuts w/ Dads, Muffins for Moms, father/daughter dance, and Family Nights		McKenzie, AP Perla Rivera, Family Liason Teachers, Specialist	Family Engagement				

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	2	2	Students will utilize technology based reading programs, such as Achieve 3000 and Istation to assist with ongoing assessment and remediation of skills
3	3	3	Teachers will also teach students how to use STOP-THINK-PLAN (conflict resolution) to decrease instances of bullying, harassment, and physical aggression. (PASS 8, 9) Teachers will use Circle Time and Restorative Practice to decrease misbehavior in the classroom