

# **Donna Independent School District**

## **A.M. Ochoa Elementary**

### **2019-2020 Goals/Performance Objectives/Strategies**



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# Goals

**Goal 1: \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.**

**Performance Objective 1:** A. M. Ochoa Elementary will focus on instructional improvement resulting in all students meeting goals for all accountability measures.

Applies to all content instructional areas - Reading/ELA, Writing, Mathematics, Science, and Social Studies.

Applies to District, State (STAAR, EOC, TELPAS, IStation, PBMAS) and Federal/NCLB (AYP). Teachers will be provided with incentives for STAAR testing.

**Evaluation Data Source(s) 1:** Teachers will be provided with incentives through out the school year.


**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Teachers will use the district curriculum and instruction guide as their primary source of instructional direction for all subject areas. Pre-Las and LAS Links testing.		Campus Principal and Curriculum Specialists.	Increased number of students meeting or exceeding STAAR standards per core content area.				
<b>Funding Sources:</b> Title I (211) - 1000.00							
2) Develop, implement, and monitor daily instructional schedules to ensure all subject areas are taught everyday the appropriate allocated minutes and implement and monitor required lesson plans for Reading, ELA, Writing, Math, Science, and Social Studies		Campus Principal and Curriculum Specialists. District Strategists	Increased student performance as measured by District and State assessments.  Daily Walkthroughs with feedback if necessary.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
3) Obtain and provide program manipulatives, models, consumable, non-consumable materials and any other classroom instructional materials or resources for all core content areas and all student populations. Obtain and provide programs; books; games for consequences; mixed emotion; social skills; classroom behavior. A variety of games for students on how to cope with behavior in the classroom and to help them with mental health.		Campus administration	Inventory aligned to core curriculum materials and purchase orders. Increased percentage of all students meeting District, State, and Federal Standards (STAAR, TELPAS, IStation, & PBMAS). Classroom instruction				
<b>Funding Sources:</b> Title III (263) - 428.00, State Comp.(164) - 12402.00							
4) System Safeguard Strategy Provide research based staff development aligned to performance data measured by District, State, and Federal accountability indicators to include: job embedded training (common departmental planning), response to intervention (RTI), data utilization, technology, core state adopted textbooks, supplemental programs, research based strategies for ELLs, research based instructional strategies for CCRS, classroom management, and discipline (teaching)for appropriate behavior.		Campus Administration Head Teachers Counselor	Professional Development District Plan, training agendas, and sign-ins. Increased instructional effectiveness and student performance as measured by grades and state assessment outcomes, decreased at risk learners, decrease in referrals, and decrease in behavior referrals. 2017 Multidisciplinary Conference on Child Abuse Tip of Texas Counseling Institute				
5) Monitor implementation of best instructional practices presented during professional development and all staff training.		Campus Administration Teachers	Lesson Plans, walkthroughs, classroom visits, progress monitor documentation and student academic outcomes.				
6) System Safeguard Strategy Improve supports to struggling learners by improving interventions, resources, and training, and articulate those interventions in documented meetings, lessons, parent contacts, team meetings, data analysis, tutorials, and revolving follow up.		Campus Administration Teachers Support Staff	Decreasing number of struggling students requiring tutoring and or intervention.				
7) Implement district initiatives such as Guided Reading, 5E Model, Anchor Charts, Word Walls, Vocabulary Development, Interactive Notebooks, Literacy Stations, Technology, Journals, Software, Accelerated Reading, Student Portfolios, Kagan Strategies, Sing Spell Read & Write, Sheltered Instruction, and College Readiness Activities.		Campus Administration Head Teacher Classroom Teacher Head Teacher Kinder through 5th Grade	Walkthroughs and Increased student performance as measured by district and state assessments.				
<b>Funding Sources:</b> Title III (263) - 700.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
8) A. M. Ochoa Elementary will use the standards based grading system provided by the district. All teachers will identify the standard associated with the posted grade. Reteach/recovery guidelines will be reviewed/implemented with all teachers and will be monitored by administrators. Teachers will be provided with interactive boards, computers and laptops; document cameras, tablets for use in the classrooms.		Campus Administration Teachers	Electronic Gradebook				
	<b>Funding Sources:</b> Title I (211) - 3000.00						
9) Develop, implement, and monitor a literacy plan where every student is provided the support, personalized instruction, and resources to guarantee reading on level or make a 2 years growth in reading level if student is below grade level.		Campus Principal Classroom Teachers Media Specialist	IStation Think Through Math Reading Levels STAAR academic outcomes				
10) Develop a campaign to encourage students to come to school regularly and stay in school through enhanced attendance, completion, and dropout prevention efforts.		Campus Principal Attendance Helper  Counselor Teachers	Texas Academic Performance Report: Attendance and dropout percentages. Six Weeks District attendance reports.				
	<b>Funding Sources:</b> Local (199) - 1000.00, Student Activity 865 - 700.00						
11) Ensure the district's program for English Language Learners (ELLs) is research based, responsive to the needs of students, designed, implemented, supported, and monitored for impact on student learning.		Campus Administration Teachers	Increased enrollment numbers in programs.				
12) Determine advanced academic courses to be offered at every school and expand opportunities for dual credit and advanced placement.		Campus Administration Teachers	Increased enrollment numbers in courses.				
13) Create more opportunities for students to participate in enrichment programs such as technology, extracurricular, student clubs.		Campus Administration Teachers	Increased enrollment numbers in programs.				
	<b>Funding Sources:</b> Student Activity 865 - 1459.50						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
14) Determine and use student assessment instruments to monitor progress by aligning purpose, parameters, and effective number of assessments and district shall design and use a variety of assessment approaches in determining the effectiveness of the planned and written curriculum, the taught curriculum, and instructional programs.		Campus Administration Teachers	Assessment Reports STAAR Imagine Math Istation Benchmarks/Bundles				
15) System Safeguards to meet federal accountability requirements will be implemented, monitored, and reviewed for each subject area and or student group where requirements were not met.		Campus Principal Teachers	Increased performance in area addressed.				
16) Students will be recognized for academic performance, daily attendance and appropriate behavior. To promote improvement in academic achievement at the end of the year.		Campus Administration Counselors PEIMS/Attendance Clerk	6 weeks assessments 6 weeks academic celebrations 6 weeks behavior celebrations 6 weeks attendance reports				
<b>Funding Sources:</b> Local (199) - 2750.00, Student Activity 865 - 1459.50							
17) Recognize students for their improvement and reading achievements.		Campus Administration Media Specialist Media Specialist Clerk Teachers	6 weeks report of number of words read 6 weeks AR report Istation Reports				
<b>Funding Sources:</b> Local (199) - 1500.00							
18) The counseling department will provide guidance classes.		Campus Administration Counselor Counselor's Clerk	Student over all well being will improve.				
19) Teachers will be provided with incentives through out the school year for educational purposes. Testing grade level students will be provided with STAAR shirts.		Administration	Every six weeks and STAAR testing				
<b>Funding Sources:</b> Student Activity 865 - 1000.00							
20) Tutors will be hired to give additional support to students who are not performing on grade level.		Campus Administration	Report cards, informal and formal assessments.				
<b>Funding Sources:</b> Title I (211) - 3176.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
21) Provide opportunities for students to attend author, illustrators and motivational speakers' assemblies and book fairs for the promotion of reading and books.		Campus Principal Librarian Library Clerk	Student reading levels will improve.				
	<b>Funding Sources:</b> Local (199) - 500.00						
22) Materials and items needed to expand the library collection, and also to maintain library.		Librarian Librarian Clerk	Students will be exposed to a variety of genres.				
	<b>Funding Sources:</b> Title I (211) - 1000.00, Local (199) - 3550.00						
23) Provide opportunities for staff to attend staff development, webinars trainings offered by Region One Services, state and national conferences, Heinemann,etc for professional development and implementation of best practices.		Campus Administration	Innovative and up-to-date to implement teaching and management strategies.				
	<b>Funding Sources:</b> Teacher/Principal (255) - 600.00, Local (199) - 100.00						
							




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**Performance Objective 2:** Bilingual/ESL: A. M. Ochoa Elementary will increase the percentage of ELLs progressing one performance level to 51%, increase the percentage of ELLs reaching Advanced High within the first 4 years of enrollment in US schools to 16%, and increase the percentage of ELLs at Advanced High after the fifth year of enrollment in US schools to 30%.

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

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Teachers will use sheltered instruction strategies for all ELLs to ensure positive academic performance using classroom set of authentic literature.		Campus Administration Bilingual Department	Weekly lesson plans Weekly walk-throughs				
2) Students will be serviced by bilingual tutors in their L1, and provide after school tutorial		Campus Administration Bilingual Tutor	Success on state assessments 6 weeks report cards 3 weeks progress reports				
3) Teachers will be provided with staff development which will allow for best practices in the classroom for language development.							



100% = Accomplished    → = Continue/Modify    0% = No Progress    X = Discontinue

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 3:** Bilingual/ESL: Facilitate K-2 Reading Level Monitoring. Increase educators' awareness of language, literacy, and content interdependence.

**Evaluation Data Source(s) 3:** Istation, Eduphoria (Workshop and AWARE), Master Schedules, TELPAS, PBMAS

**Summative Evaluation 3:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 4:** Library Services: The Library Services Department will facilitate the purchase of and monitor usage of key literacy programs utilized in the district, including Accelerated Reader and myON for grades Pre-K-8th.

**Evaluation Data Source(s) 4:** MyOn purchase, AR purchase, reports





**Summative Evaluation 4:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 5:** Special Education: A. M. Ochoa Elementary will improve its overall rating component in the T.E.A.'s Determination Report from a 3 to a 2 with a focus on student discipline and academic performance.

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

**Summative Evaluation 5:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Provide supplemental reading programs to assist students with reading difficulties (Language Live, Rewards, Rave-O) including dyslexia. Provide math programs for students in the classroom.		Campus Administration Special Education Teacher Inclusion Teacher	Increase in reading performance				
2) Recognize student academic performance.		Campus Administration Teachers	Raise student academic performance 6 Weeks Academic Celebrations 6 weeks Awards Assemblies				
3) Provide Special Education Teacher and Inclusion Teacher with materials and supplies for students with special needs.		Life Skills Teacher, Inclusion Teacher and Campus Administrators	Teacher Supply Request Form Requisitions Purchase Orders				
<b>Funding Sources:</b> IDEA (224) - 600.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 6:** Migrant: A. M. Ochoa Elementary will reduce the academic performance gap between the Migrant population and the Non-migrant population in the content areas by an average of 50%.

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

**Summative Evaluation 6:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Offer supplemental instruction to Elementary School migrant students by offering: Extended day tutoring in core content areas; extended day STAAR tutorials; supplemental instructional support by a teacher for migrant first grade students who are performing below the expected level of development and collaborate with parents on ways to support students' skill development at home. Instructional support will be provided outside the regular instructional time individually or small groups at least 1-2 times per week and will include engaging, age appropriate activities to target school readiness		Campus Administration Teachers	Progress Reports; Benchmark and Campus Assessments; Proposals for Tutorials				
2) Provide support services to migrant students in all grade levels participating during class instruction or in the before, during and after school tutorial program to include transportation, nutritionally approved snacks and instructional supplies.		Campus Administration	Title I C funds, buses				
<b>Funding Sources:</b> Migrant (212) - 472.00							
3) Recognize migrant students for academic achievement, attendance and behavior.		Campus Administration	6 weeks assessments 6 weeks behavior celebrations 6 weeks attendance reports				
							

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**Performance Objective 7:** Physical Education: A. M. Ochoa Elementary will require the Fitnessgram physical fitness assessment to be administered to 90% of all students enrolled in P.E. unless a student qualifies for valid exemption as per Fitnessgram testing policies.

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

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Collect fitness data for all students at all campuses enrolled in PE/Health using FITNESSGRAM.		Campus Administration P.E. Coach	Fitnessgram pre- and post- tests in 6th grade Fitnessgram data (annual) in grades 3-12				
2) Continue implementation of CATCH curriculum (on the list of state-approved curricula) for PE/Health at all elementary campuses		Campus Administration P. E. Coach	Lesson plans Online Curriculum Fitnessgram pre- and post- tests in 6th grade Fitnessgram data (annual) in grades 3-12				
<b>Funding Sources:</b> Local (199) - 500.00							
3) Maintain a 45:1 ratio in PE/Health courses to ensure safety and monitoring of the students.		Campus Principals Human Resources	Campus grade level daily membership count				
4) Maintain up-to-date PE/Health timelines in online Curriculum Collaborative aligning state standards and district-adopted curricula.		P. E. Coach	Weekly Lesson Plans				
							

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**Performance Objective 8:** Drop Out Prevention: A. M. Ochoa Elementary will increase the attendance rate from 95.1 to 95.6 for all students.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Conduct 6 wk. attendance audits Study trends to target populations and maintain accurate records. Parental recognition/certificates.		Campus administration Intake/attendance dept. Truancy Officers McKinney-Vento Dept.	Improved ADA Six wks attendance rates Annual ADA rate. Post in Ochoa web page and Town Crier.				
2) Follow district written protocol to address truancy and attendance trends.		Campus Administration PEIMS Clerk	Send out weekly warning letters, weekly court filings, meetings with truant students				
3) Formation of campus based attendance committee. Committee assess needs, plans, and views reports.		Campus Administration Attendance Clerk/PEIMS Attendance committee/Teachers	daily attendance reports, six weeks district report Committee meets regularly to plan and monitor attendance results and make adjustments as needed.				
4) Ensure campuses inform parents on attendance rules, promotion and truancy. Attendance posters visible in key areas of school.		Campus Administration Teachers PIEMS clerk and attendance helper (attendance rules)	Student Code of Conduct Parent Phone Calls Parental Meetings Sign In Sheets Home Visits periodic news letter				
5) Examine attendance records and follow up on student absences and truancy		Campus Administration PEIMS Clerk	Truancy Court Records Campus Referrals Parent phone calls				


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
6) Campus Incentive Program: Traveling attendance trophy per grade level. Treats Dances Movie		Campus Administration PEIMS Clerk Teachers Attendance Committee	Improve attendance Student ownership of attendance				

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**Performance Objective 9:** A. M. Ochoa Elementary will ensure that 97% of all Gifted/Talented students will meet the state standards on all areas of STAAR.

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

**Summative Evaluation 9:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Elementary students will be provided with opportunities for GT students to work together in flexible groupings and use inquiry and discovery through TPSP, Robotics, and NASA projects of study during Academic Elective periods.		Campus Administration Teachers Information Media Specialist	Classroom Observation Lesson Plans				
2) Students will be provided opportunities to participate in high level extracurricular activities such as spelling bee and UIL		Campus Administration UIL Coaches Spelling Bee Coaches	Generated and paid requisitions				
3) GT Elementary will participate in summer reading program. Teachers will differentiate instruction and enhance academic opportunities for students using standard performance projects.		Information Media Specialist, Classroom Teachers, and Administration	List of books assigned Student summer report and student projects.				
<b>Funding Sources:</b> GT (168) - 2233.00							
4) G/T identified students are provided the opportunity to accelerate instruction by taking credit by exam/exam for acceleration		Campus Administration Teacher	Student needs, grades, teacher nomination or campus admin nomination				
							



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**Performance Objective 10:** Nutrition/Food Services: A.M. Ochoa will provide nutritional meals to 100% of all PK-5th grade students to support academic success.

**Evaluation Data Source(s) 10:**

**Summative Evaluation 10:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 11:** Nursing/Health Services: A.M. Ochoa will ensure that 90% of all students enrolled will be screened for Vision, Hearing, Scoliosis and Acanthosis Nicrigans and ensure that 95% of all student's immunizations are up to date before submitting Annual Immunization report in October.

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

**Summative Evaluation 11:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) The district will partner with the University of Texas Rio Grande Border Health Office to be a part of Creating Healthy Eating Choices for Kids (CHECK) Plus Grant at the elementary level. 4th grade students will be involved in promoting initiatives which will focus on a nutritional balance diet for school-age children and their parents. With the (CHECK), each campus will need to purchase seeds, seedlings, dirt, landscape items, and other gardening supplies needed. To culminate the project the district will hold an end of project community garden celebration to include a fruit and vegetable feast with the students and parents.		Principal and Facilitator	<p>Campuses will take pictures of the gardens as the progress.</p> <p>A log of student participation will be kept.</p> <p>Campuses will maintain a sign in sheet of students participating.</p> <p>At the end of the year, students will be expected to inherit healthy eating habits over their life time.</p>				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 12:** Risk Management: A.M. Ochoa will ensure that there is an effective Emergency Operations Plan in place by first six weeks.

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

**Summative Evaluation 12:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 13:** Insurance: The District will ensure that 100% of all employees, students, and facilities have insurance coverage during the full contract period.

**Evaluation Data Source(s) 13:**

**Summative Evaluation 13:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 14:** Police Department: A.M. Ochoa will decrease the number of cases that fall under the mandatory DAEP each year by increasing the visibility and proximity to students.

**Evaluation Data Source(s) 14:**

**Summative Evaluation 14:**

**Goal 1:** \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The district will implement a balanced literacy program in early childhood education that will result in more students reading on or above grade level.

**Performance Objective 15:** A.M. Ochoa will focus on instructional improvement resulting in all students meeting goals for all accountability measures. Reading/ELA, Writing, Mathematics, Science, and Social Studies. (STAAR, TELPAS, PBMAS and others).

**Evaluation Data Source(s) 15:**

**Summative Evaluation 15:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Counseling Department: The District will provide an allowance for Red Ribbon Awareness. Counselor will use allocated money to provide students with Red Ribbon Awareness Incentives.		Campus Administrators Counselor	Increase attendance and good behavior. Create awareness and make healthy choices.				

**Goal 2: \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.**

**Performance Objective 1:** The percentage of students in grades 3-5 who achieve meets and/or masters performance level on the STAAR exam will increase from 26% to 33%. The percentage of students in grades 6-8 who achieve meets and/or masters performance level on the STAAR increase from 29% to 36%. The percentage of students in grades 9-12 who achieve meets and/or masters performance level on the STAAR will increase from a 41% to a 45%.

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

**Summative Evaluation 1:**

**Goal 2: \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.**

**Performance Objective 2:** Advanced Academics: Goal/Objective for GT students achieving the MEETS and MASTERS grade level standard on STAAR.

**Evaluation Data Source(s) 2:** Report Cards, District BMs, STAAR Results

**Summative Evaluation 2:**

**Goal 2: \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance level on the STAAR exam will increase.**

**Performance Objective 3:** Special Education: Goal/Objective for Special Education students achieving the MEETS and MASTERS grade level standard on STAAR.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

**Goal 2: \*A.M. Ochoa Elementary will create an inviting educational climate that enhances learning and academic performance for all students so that they may excel in all areas of education and meet state and federal passing standards. The percentage of students who achieve meets and/or masters performance**

level on the STAAR exam will increase.

**Performance Objective 4:** Bilingual/ESL Education: Increase the number of students identified as LEP students achieve the MEETS and MASTERS grade level standard on STAAR/EOC.

**Evaluation Data Source(s) 4:** Achieve 3000, STAAR/EOC, TELPAS, Student Schedules

**Summative Evaluation 4:**

**Goal 3: \*A.M. Ochoa Elementary will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.**

**Performance Objective 1:** The percentage of students being prepared for graduation and college will increase each year.

**Evaluation Data Source(s) 1:** Career Week & Counselor Sessions

**Summative Evaluation 1:**

**Goal 3:** \*A.M. Ochoa Elementary will create an instructional environment that will enhance the learning and academic performance of all students and increase the percentage of graduates demonstrating college/career/military readiness.

**Performance Objective 2:** Advanced Academics: The percentage of students taking GT Identification Assessments will increase from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 2:** CogAt

**Summative Evaluation 2:**

**Goal 4: \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.**


**Performance Objective 1:** Expenditures: A.M. Ochoa Elementary will expect 100% of all allocated funds in all campuses and supporting departments to allocate their expenditures based on a Comprehensive Needs Assessment developed by its various leadership teams.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Teacher/Office supplies, Provide funds to purchase office supplies as well as , technology supplies, equipment of furniture for the testing grades. Provide refreshments and materials for all trainings and meetings. Replace out dated technology equipment, two way radios, etc., and provide and utilize the use of projectors; color printers; and scanners for instruction. Staff developments and work stations will be provided teachers and staff		Staff Administration Head Secretary	Teacher supply request form Requisitions Purchase Orders				
	<b>Funding Sources:</b> Local (199) - 4740.00, Title I (211) - 1939.00, Title III (263) - 600.00, State Comp.(164) - 3000.00						
2) Student and Employee Travel Expenses including transportation, fees, and meals.		Campus Principal	Travel Paperwork Quotes				
	<b>Funding Sources:</b> State Comp.(164) - 1208.00, Local (199) - 4800.00, Student Activity 865 - 1219.00						
3) Contracted Services		Campus Administration	Sign In Sheets Staff development handouts				
4) Operating Leases		Campus Principal					
	<b>Funding Sources:</b> Local (199) - 12740.00						
5) Fixed Assets		Campus Principal					
6) Reading Materials - Such as teacher reference books for various content areas.Reading materials will be provided for Staff Development.		Campus Administration Media Center Specialist Counselor Lead Teachers	Purchase Orders - Follet Solutions purchase Orders-Barnes and Noble				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
7) Staff members will be provided the opportunity to attend Region One/Staff Development/Conferences to improve their specific area. Administration will have opportunity to attend TEPSA Conference		Campus Principal	Training Certificate				
	<b>Funding Sources:</b> Local (199) - 290.00, Teacher/Principal (255) - 1938.00, State Comp.(164) - 923.00, Title IV 289 - 600.00						
8) Miscellaneous Operating Expense		Campus Principal					
9) Replace damaged or missing textbooks.		Campus Administration					
	<b>Funding Sources:</b> Local (199) - 100.00						
10) Consulting Services		Campus Administration	Implementation of learned strategies in classroom instruction.				
			Lesson Plans				
11) Informational Media Center Fees and Dues		Campus Principal Media Specialist					
12) Maintenance and Operations		Campus Principal	Well maintained campus				
13) A. M. Ochoa will provide uniform/clothing assistance for students in need.		Campus Administration Counselors Nurse	Clothing Applications Purchase Orders				
	<b>Funding Sources:</b> Title I (211) - 1000.00						
14) Administration will provide awards and incentives for staff appreciation and recognition through out the year.		Administration	fullfilling of purchase orders staff retention				
	<b>Funding Sources:</b> Faculty Account 897 - 1509.00, Coke Activity Account 899 - 220.00						
							

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 2:** A. M. Ochoa Elementary will maintain a 100% highly qualified status for the staffing requirements of the No Child Left Behind Act (NCLB).

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

**Summative Evaluation 2:**

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 3:** A. M. Ochoa Elementary will comply with 100% of requirements under Title IX of the Education Amendments of 1972.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 4:** The A. M. Ochoa Elementary Custodial personnel will ensure that 100% of all facilities are cleaned to an optimal hygiene level and maintain an environment that is conducive for learning at least 2 time per day.

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

**Summative Evaluation 4:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Provide supplies and materials to ensure that facilities are well maintained (wax, paint etc.)		Melissa Smith	Well maintained campus and inviting campus.				
<b>Funding Sources:</b> Local (199) - 820.00							

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 5:** A.M. Ochoa Elementary will improve technology inventory accuracy to 90% and meet at least 85% of the stated objectives in the District's Technology Plan.

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

**Summative Evaluation 5:**

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 6:** A. M. Ochoa Elementary will ensure that campus order requests will be completely processed and delivered on a weekly basis.

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

**Summative Evaluation 6:**

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 7:** A. M. Ochoa Elementary will comply with 100% of requirements under Title IX of the Education Amendments of 1972.

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

**Summative Evaluation 7:**

**Goal 4:** \*A.M. Ochoa Elementary will continue to follow sound fiscal and managerial practices to provide a highly qualified staff, appropriate resources, technology, and well-maintained facilities to promote increased student achievement.

**Performance Objective 8:** A.M. Ochoa Elementary will improve technology inventory accuracy to 90% and meet at least 85% of the stated objectives in the District's Technology Plan.

**Evaluation Data Source(s) 8:**

**Summative Evaluation 8:**

**Goal 5: \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.**

**Performance Objective 1:** Nutrition/Food Services: A.M. Ochoa will provide nutritional meals to 100% of all PK-5th grade students to support academic success.

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

**Summative Evaluation 1:**

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 2:** Nursing/Health Services: A.M. Ochoa will ensure that 90% of all students enrolled will be screened for Vision, Hearing, Scoliosis and Acanthosis Nicrigans and ensure that 95% of all student's immunizations are up to date before submitting Annual Immunization report in October.

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

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) The district will partner with the University of Texas Rio Grande Border Health Office to be a part of Creating Healthy Eating Choices for Kids (CHECK) Plus Grant at the elementary level. 4th grade students will be involved in promoting initiatives which will focus on a nutritional balance diet for school-age children and their parents. With the (CHECK), each campus will need to purchase seeds, seedlings, dirt, landscape items, and other gardening supplies needed. To culminate the project the district will hold an end of project community garden celebration to include a fruit and vegetable feast with the students and parents.		Principal and Facilitator	<p>Campuses will take pictures of the gardens as the progress.</p> <p>A log of student participation will be kept.</p> <p>Campuses will maintain a sign in sheet of students participating.</p> <p>At the end of the year, students will be expected to inherit healthy eating habits over their life time.</p>				
<b>Funding Sources:</b> Title I (211) - 75.00, Aetna/Check Plus Grant (480) - 285.00							

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 3:** Risk Management: A.M. Ochoa will ensure that they have an effective Emergency Operations Plan in place by first six weeks.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 4:** Insurance: The District and A.M. Ochoa will ensure that 100% of all employees, students, and facilities have insurance coverage during the full contract period.

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

**Summative Evaluation 4:**

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 5:** Police Department: A.M. Ochoa will decrease the number of cases that fall under the mandatory DAEP each year by increasing the visibility and proximity to students.

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

**Summative Evaluation 5:**

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 6:** A.M. Ochoa will focus on instructional improvement resulting in all students meeting goals for all accountability measures: Reading/ELA, Writing, Mathematics, Science, and Social Studies. (STAAR, TELPAS, PBMAS & other)

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

**Summative Evaluation 6:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Counseling Department: The District will provide an allowance for Red Ribbon Awareness. Counselor will use allocated money to provide students with Red Ribbon Awareness Incentives.		Campus Administrators Counselor	Increase attendance and good behavior. Create awareness and make healthy choices.				
<b>Funding Sources:</b> Title IV 289 - 5322.00							

**Goal 5:** \*A.M. Ochoa Elementary will provide students and all stakeholders with a safe and nurturing school environment that supports academic success and provides meaningful and relevant learning experiences that inspire creativity, character development, and critical thinking inclusive of all student populations.

**Performance Objective 7:** A. M. Ochoa Elementary will reduce the performance gap between the Migrant population and the Non-Migrant population in the content areas by 50%.

**Evaluation Data Source(s) 7:** PBMAS  
STAAR

**Summative Evaluation 7:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Identify migrant students zoned to A. M. Ochoa Elementary.		Campus Administrator Counselor Migrant Recruiters Migrant Dept.	COEs				
<b>TEA Priorities</b> Build a foundation of reading and math 2) Determine the individual needs for instructional and support services and coordinate programs as needed.	2.4, 2.6						
3) Within 60 days of the school year identify eligible migratory children ages 3-5 in Ochoa Elementary and determine their educational needs.		Campus Admin Counselor Migrant Department	Students 3-5 receiving educational services				
<b>TEA Priorities</b> Build a foundation of reading and math 4) Offer supplemental instruction to migrant students performing below grade level in grades 3-5 in STAAR and for migrant students reading below grade level in grades K-2. Supplemental instruction will be after school/Saturday tutorials and/or services by an External tutor.	2.4, 2.5, 2.6	Campus Admin Campus Teachers	Migrant students performing on grade level				
<b>Funding Sources:</b> Migrant (212) - 4200.00							



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June

**Goal 6: \*A.M. Ochoa Elementary will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.**





**Performance Objective 1:** A. M. Ochoa Elementary will increase the number of parent/community volunteers by 5% and increase the parent attendance by 10% at district meetings/events each year.

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

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
1) Review, revise, and disseminate parental involvement policy with parents in accordance with Title I requirements.		Campus Principal Parent Educator	Parental Sign In Sheets Agendas				
2) Review, Revise, and implement, school /parent compacts at each campus to develop a strong school/family partnership.		Campus Prinicpal Parent Educator	Parental Sign In Sheets Agenda				
3) Hold Parent Learning Academies (PLA) to provide parents with information about Title I requirements and state/district policies and procedures. ie. speakers, open dialogue, district resources, workshops, etc.		Campus Principal Parent Educator	Parental Sign In Sheets Agenda				
4) Identify and provide assistance and support to parents of struggling students so they may improve in areas of academics, attendance, and discipline.		Campus Principal Counselor Parent Educator	Student rosters Comprehensive Assessment Review Minutes, Parent contact lists, Sign-in sheets, Meeting Agendas				
5) Build parents' capacity by providing them with training and workshops in a variety of topics throughout the year such as: Nutrition classes, computer classes, ESL classes, GED classes, parent workshops, Math Symposium, etc. (snacks will be provided for trainings and workshops)		Parental Educator	Parent Sign In Sheet Meeting Agendas Program Evaluations				
<b>Funding Sources:</b> Title I (211) - 300.00							
6) Provide parents with information on Title I program and requirements at the district level and at each campus.		Campus Principal Parent Educator	Parental Sign In Sheets Meeting Agenda				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Sept	Dec	Mar	June
7) Provide parental involvement meetings to disseminate information on: Student achievement, school performance, curriculum programs, federal program requirements, parents' rights, and needs assessments for Title I Programs. examples of parental involvement meetings: parent night, report card night, parent workshops, after school festivals Father/Daughter, Mother/Son, Grandparents day, Mufins with Mom, Donuts with Dad		Campus Principal Parental Educator	Parental Sign In Sheets Meeting Agendas				
8) Recognize parent volunteers for their service and support throughout the year.		Campus Principal Parental Educator Teachers Students	Pictures Parental Sign In Sheets				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

**Goal 6:** \*A.M. Ochoa Elementary will collaborate with parents, community members, and staff to promote continuous success for all students through an effective planning and advisory process.

**Performance Objective 2:** CLPAC: A. M. Ochoa Elementary will maintain 100% of the required members in both District and Campus Level Planning and Advisory Committees to oversee all improvement activities at least 5 times per year.

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

**Summative Evaluation 2:**