

# Galena Park Independent School District

## Galena Park Elementary School

### 2019-2020 Campus Improvement Plan

Accountability Rating: B



**Board Approval Date:** August 26, 2019

# Mission Statement

Galena Park Elementary fosters a community of life-long learners by providing an environment that builds self worth, integrity, and respect for diversity while striving for academic and social excellence.

## Vision

Galena Park Elementary puts students first and empowers them to embrace learning, achieve their personal best, and build their emotional, social, and physical well-being.

## Campus Profile

### History

Galena Park Elementary is an established school and has been serving the community of Galena Park for 87 years. In that time, there have been eight principals at this campus. A new school building opened for the 2018-2019 school year.

### Enrollment and Student Attendance

Enrollment for the 2018-2019 school year reached 599 students (average enrollment of 591 students). The average daily attendance for students has remained consistently above 97%. ADA for the 2018-2019 school year was 97.58%.

### School Profile

Galena Park Elementary's student population consists of 90.5% Hispanic, 4.5% African American, and 4.4% Anglo American students. Economically disadvantaged students make up 88.6% of the student population. The school also serves a population of 52.7% ELL students and 12.7% mobility rate.

## **Where We Are**

Galena Park Elementary is currently serving 591 students in grades Pre-K through 5th Grade. The students are approximately 90% Hispanic and 88% economically disadvantaged. On state assessments, the school is performing close to the state average. Student discipline has remained consistent for the last five years. Teacher retention has remained at about 90%. Student attendance has been consistent at approximately 97.5%.

## **Where We're Going**

Galena Park Elementary will focus on continuing to adjust to the changing testing standards, as well as delivering all new curriculum as presented. Galena Park Elementary will continue to implement the One-Way Dual Language program for all ELL students. This program will be implemented through fifth grade for the 2019-2020 school year.

## **Survey Data**

We had a total of 46 staff members complete the Needs Assessment Survey. There were several areas that the staff feels more focus needs to be placed on next year. Reading and Writing were listed as the top priorities for staff development trainings along with ways to increase student engagement in the classroom. Consistent school-wide procedures were addressed in addition to a need to increase parental involvement.

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# Comprehensive Needs Assessment

Revised/Approved: May 21, 2019

## Demographics

### Demographics Summary

GPE provides a supportive and caring environment for all learners. Given our community's high percentage of ELLs and economically disadvantaged students, we need to ensure that all of our teachers are ESL-certified. Additionally, our Early Childhood teachers need to receive extensive EC training to lessen the gap between our incoming students and those of more affluent neighborhoods. Clearer as well as more expedited guidelines have to be set for our SPED identification process. Our students also have to be provided with more experiences outside the classroom to increase their limited background knowledge.

### Demographics Strengths

- Strengths
  - Great special ed teachers
  - Follow district policy
  - Always least restrictive environment
  - Atmosphere
  - Cares for the entire child
  - GPE community
  - Boys Club/Girls club/Robotics/Art Club/Soccer
  - High school mentors/UIIL/STEM
  - Teacher planning
  - Plethora of trainings

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** More ELL Training is needed for all teachers. **Root Cause:** GPE has a high ELL population.

**Problem Statement 2:** Vertical alignment opportunities are needed between grade levels. **Root Cause:** There is a need for greater consistency among grade levels.

**Problem Statement 3:** More opportunities are needed for teachers to collaborate and plan. **Root Cause:** Teachers need more time to plan lessons for diverse learners.

**Problem Statement 4:** Students require differentiated instruction, vocabulary building, and an increase in background knowledge. **Root Cause:** GPE has a high ELL and economically disadvantaged population.

**Problem Statement 5:** There is a need for more timely identification of students with special needs. **Root Cause:** Teachers need more information on processes and procedures for available resources.

**Problem Statement 6:** There is a need for more opportunities for field trips. **Root Cause:** Children are not exposed to different experiences/cultures/life outside of Galena Park.

**Problem Statement 7:** There is a need for PK and K attendance to be higher. **Root Cause:** Parents may think that PK and K are not critical to student success.

**Problem Statement 8:** There is a need to improve attendance in chronically absent students. **Root Cause:** There are a number of students with 15 or more absences the last few years.

# Student Academic Achievement

## Student Academic Achievement Summary

Overall, we feel that there should be alignment in all content areas. Teachers should be able to build on instruction from year to year. There should be an increase in rigor across the board. We should not be lowering our instruction to the students that are struggling. We should be teaching to our higher students while giving our lower students the extra support they need. We need to identify our struggling students early on and not wait until they are in upper grades, by this time their learning gap has gotten too big to fill. We need to work on helping our students make connections in all content areas and helping them build vocabulary, not just finding words in a dictionary and writing the definition, but actually using the words and proving that they understand the meaning in the way that they are using them.

## Student Academic Achievement Strengths

Math is a strength on campus. There seems to be fewer gaps in students in Math than in other subjects. Our dual language students have performed better than our mainstream English students. Teachers conference with students on a regular basis in regards to their grades and assessment goals. Students keep track of their progress on a tracking sheet in appropriate grade levels. Teachers are strong in data analysis and using data to drive instruction.

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** GPE staff needs to work towards better vertical alignment in all content areas. **Root Cause:** GPE students must see connections from one grade level to the next.

**Problem Statement 2:** GPE staff needs to work towards critical writing in all grades and all subjects. **Root Cause:** GPE staff grade levels must set end of year writing goals with monthly product checks.

**Problem Statement 3:** GPE staff needs to identify students needing intervention early on. **Root Cause:** There is a need for proper data collection, conferences with the previous teacher, and grades that reflect student ability.



# School Processes & Programs

## School Processes & Programs Summary

We are doing a good job of offering different activities for students to participate in after school. We must refine our breakfast in class program. Consistent implementation of the writing process is critical beginning from K-3. The campus could benefit from an after school program such as 21<sup>st</sup> Century.

## School Processes & Programs Strengths

Instruction is protected with the master schedule. There are no interruptions as it allows for a large block of sustained time. Teachers have ample Balanced Literacy resources. We have a strong anti-bully/anti-drug message with all grades. Teachers participate in campus Instructional Rounds with each other. The campus has clear and realistic goals. Fundamental 5 is implemented with fidelity on campus. Coaches support teachers with small group instruction consistently. The Boys/Girls Club provides students with great opportunities for social learning. The campus Stem/Robotics program is one of the best in the district. Students have the opportunity to participate in Art Club, Honor Choir, Big Brother/Sisters. We've begun to get more support from our dads with the Watch Dogs program. We're excited to begin the Brighter Bites community program this year!

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** GPE staff needs more consistency with the implementation of the writing process in K-5. **Root Cause:** Proficient writers have higher levels of achievement and opportunities for success post elementary.

**Problem Statement 2:** GPE students need to be more proficient with technology. **Root Cause:** Students aren't challenged enough to reach all expectations with technology.

**Problem Statement 3:** GPE students need positive character reinforcement. **Root Cause:** Students need consistent exposure to character building programs.

# Perceptions

## Perceptions Summary

We must find ways to increase our parental involvement at school events and support at home to reinforce desired outcomes. More support is needed to support our inexperienced teachers. Safety needs to continue to be a priority on campus.

## Perceptions Strengths

Teacher retention is a strength on campus. GPE has a low teacher turnover rate. Parents perceive GPE as a great climate for students that focuses on student social/emotional development as well as academics.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** GPE must educate our parents on the STAAR test and parent portal. **Root Cause:** Parents are unfamiliar with the different levels of STAAR scoring (Approaches, Meets, and Masters) and examples of questions on the test.

**Problem Statement 2:** GPE needs to ensure all points of entry are secured, especially exterior gates. **Root Cause:** Exterior gates are left unlocked at times.

**Problem Statement 3:** GPE must increase parental involvement at school events and support at home. **Root Cause:** Turnout at campus events and overall support at home is mediocre.

# Priority Problem Statements

**Problem Statement 1:** Vertical alignment opportunities are needed between grade levels.

**Root Cause 1:** There is a need for greater consistency among grade levels.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Students require differentiated instruction, vocabulary building, and an increase in background knowledge.

**Root Cause 2:** GPE has a high ELL and economically disadvantaged population.

**Problem Statement 2 Areas:** Demographics

**Problem Statement 3:** GPE staff needs to work towards better vertical alignment in all content areas.

**Root Cause 3:** GPE students must see connections from one grade level to the next.

**Problem Statement 3 Areas:** Student Academic Achievement

**Problem Statement 4:** GPE staff needs to work towards critical writing in all grades and all subjects.

**Root Cause 4:** GPE staff grade levels must set end of year writing goals with monthly product checks.

**Problem Statement 4 Areas:** Student Academic Achievement

**Problem Statement 5:** GPE staff needs to identify students needing intervention early on.

**Root Cause 5:** There is a need for proper data collection, conferences with the previous teacher, and grades that reflect student ability.

**Problem Statement 5 Areas:** Student Academic Achievement

**Problem Statement 6:** GPE staff needs more consistency with the implementation of the writing process in K-5.  
**Root Cause 6:** Proficient writers have higher levels of achievement and opportunities for success post elementary.  
**Problem Statement 6 Areas:** School Processes & Programs

**Problem Statement 7:** GPE needs to ensure all points of entry are secured, especially exterior gates.  
**Root Cause 7:** Exterior gates are left unlocked at times.  
**Problem Statement 7 Areas:** Perceptions

**Problem Statement 8:** GPE must increase parental involvement at school events and support at home.  
**Root Cause 8:** Turnout at campus events and overall support at home is mediocre.  
**Problem Statement 8 Areas:** Perceptions

**Problem Statement 9:** More ELL Training is needed for all teachers.  
**Root Cause 9:** GPE has a high ELL population.  
**Problem Statement 9 Areas:** Demographics

**Problem Statement 10:** GPE students need to be more proficient with technology.  
**Root Cause 10:** Students aren't challenged enough to reach all expectations with technology.  
**Problem Statement 10 Areas:** School Processes & Programs

**Problem Statement 11:** GPE must educate our parents on the STAAR test and parent portal.  
**Root Cause 11:** Parents are unfamiliar with the different levels of STAAR scoring (Approaches, Meets, and Masters) and examples of questions on the test.  
**Problem Statement 11 Areas:** Perceptions

**Problem Statement 12:** There is a need for PK and K attendance to be higher.

**Root Cause 12:** Parents may think that PK and K are not critical to student success.

**Problem Statement 12 Areas:** Demographics

**Problem Statement 13:** There is a need to improve attendance in chronically absent students.

**Root Cause 13:** There are a number of students with 15 or more absences the last few years.

**Problem Statement 13 Areas:** Demographics

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Running Records results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education/non-special education population including discipline, progress and participation data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

- School safety data

### **Employee Data**

- Staff surveys and/or other feedback
- Professional development needs assessment data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate

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

- Organizational structure data
- Budgets/entitlements and expenditures data

# Goals

## Goal 1: Galena Park Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

**Performance Objective 1:** Provide regular communication/recognition for students, parents, staff and campuses.

**Evaluation Data Source(s) 1:** The school will provide the monthly "Buzz" to update parents on school events and dates. Weekly emails and callouts are made by school administration. The school website is updated on a regular basis to provide additional information. The school marquee will be updated weekly to provide pertinent information.

**Summative Evaluation 1:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue this objective next year. Exclude from CIP.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide Monthly Buzz to parents on upcoming events.		Assistant Principal Counselor School Secretary	Monthly Buzz sent home monthly in Wednesday folders				
2) Provide weekly emails and callouts to parents in English and Spanish.		Principal School Secretary	Callout delivered every Sunday at 5:30 PM				
3) Provide the weekly Buzz to GPE staff members.		Principal Principal Secretary	Weekly Buzz emailed to staff of GPE at the end of each week				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
4) Update the GPE website.		Counselor	Website updated to reflect current school information				
5) Update the GPE marquee weekly to provide pertinent information.		Principal School Secretary	Keep parents up to date on short term campus events.				
<b>Problem Statements:</b> Perceptions 3							
= Accomplished      = Continue/Modify      = No Progress      = Discontinue							

**Performance Objective 1 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 1:** Galena Park Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

**Performance Objective 2:** Teach safety practices and protocols to students and staff.

**Evaluation Data Source(s) 2:** Conduct staff trainings on the emergency operations plan. Conduct the following drills in the fall and the spring: Lockout, Shelter in Place, Weather Drill, Reverse Evacuation, and Lockdown. Conduct monthly fire drills.

**Summative Evaluation 2:** Exceeded Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 2:** Continue this objective next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Update crisis plans and train staff during August Staff Development.		Crisis chairperson	Staff follows all crisis procedures				
<b>Problem Statements:</b> Perceptions 2							
2) The campus will complete two tornado, lockdown, lockout, shelter in place, and reverse evacuation drills per year (at the beginning of each semester).		Assistant Principal Crisis Team	After action report Efficient and safe outcomes				
3) The campus will conduct a campus intruder awareness drill.		District security office	Completion of successful drill				
4) Conduct security audits throughout the year.		Crisis Chairperson Principal Assistant Principal	Pass security audit				
<b>Problem Statements:</b> Perceptions 2							
5) Crisis management team in place for students in need.		Counselor, Assistant Principal, LSSP	Staff will follow crisis procedures				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
6) Staff completes District Online Safety Course.		Principal Assistant Principal	100% Staff completion of course				
<b>Problem Statements:</b> Perceptions 2							
7) The campus will follow recommendations and procedures from the campus PBIS team in order to maintain a safe and secure environment.		Principal Assistant Principal PBIS Team Members	Safe and efficient school procedures.				
<b>Problem Statements:</b> Perceptions 2							
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 2 Problem Statements:**

Perceptions
<b>Problem Statement 2:</b> GPE needs to ensure all points of entry are secured, especially exterior gates. <b>Root Cause 2:</b> Exterior gates are left unlocked at times.

**Goal 1:** Galena Park Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

**Performance Objective 3:** Continue a coordinated Health/Wellness program.

**Evaluation Data Source(s) 3:** Expose all children to wellness program components.

**Summative Evaluation 3:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 3:** Continue parts, but revise some strategies to leave out of plan.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Review lunch menu with students daily during announcements and discuss health benefits of offered meals and send the menu home monthly.		Classroom Teachers	More students eating in the cafeteria and making healthy choices				
2) Provide healthy information on hallway bulletin boards, including weekly health announcements, promote physical activity through "Moving Mondays".		Nurse	Students making healthy choices and being active.				
3) Complete annual Fitness gram for all students in grades 3-5.		PE Coach	Completion of Fitness Gram				
4) Campus Wellness committee will maintain the campus wellness plan.		Nurse, PE coach, teachers	Adequate campus wellness plan				
5) Nutrition lesson from outside source during specials for all students.		School Nurse	Students receive information on healthy eating choices.				
6) Implement the "Brighter Bites" curriculum lessons throughout the year as part of the school-wide program.		Counselor Nurse Classroom Teachers	100% compliance with the Brighter Bites requirements.				
<b>Problem Statements:</b> Perceptions 3							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May

**Performance Objective 3 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 1:** Galena Park Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

**Performance Objective 4:** Create a healthy environment so staff and students thrive and are productive.

**Evaluation Data Source(s) 4:** Provide recognition for staff and students to improve morale. Promote safety, healthy eating and physical activity with staff and students.

**Summative Evaluation 4:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 4:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Foundations Team will continue to train teachers and staff to make the campus safe and efficient.		Principal Assistant Principal Foundations Team	Foundations and Building Developmental Assets implemented and utilized according to surveys and observation.				
2) Offer various peer leadership positions such as Flag Corp and Safety Patrol for 5th Grade Students.		Science Specialist Counselor	Building Leadership Skills				
<b>Funding Sources:</b> 199 - Local - 200.00							
3) Table top drills will be held with the crisis intervention team each school year to determine disaster readiness.		Crisis chairperson Principal Assistant Principal	Completion of successful drill				
4) The counselor will provide training and lessons for classroom teachers in Character Education and make daily announcements about Character Education.		Counselor, teachers	Effective Character Education program, newsletters, student work				
5) Monthly character awards will be held to recognize students in each class.		Principal Assistant Principal Counselor Teachers	Increased student awareness about character traits				
<b>Funding Sources:</b> 199 - Local - 50.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
6) Provide teachers with monthly recognition of efforts (Teacher and Para of the month, morale builders, etc).		Principal Assistant Principal Principal's Secretary	Higher staff morale				
<b>Funding Sources:</b> 199 - Local - 500.00							
= Accomplished      = Continue/Modify      = No Progress      = Discontinue							

**Goal 1:** Galena Park Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

**Performance Objective 5:** Ensure our students and staff have 21st century technology and equipment so performance is at a maximum.

**Evaluation Data Source(s) 5:** Schedule showing when all students were given instruction and have access to instructional technology tools.

**Summative Evaluation 5:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 5:** Continue strategies but remove from plan.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Campus TIS will ensure that all students participate in a yearly internet safety unit.		TIS, principal	Completion of Internet safety unit				
2) Campus TIS will train teachers for ITG goals and student technology project expectations.		TIS, Principal	At least 85% of staff completion				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							



## Goal 2: Galena Park Elementary will provide information and opportunities to assist students in preparing for college and careers.

**Performance Objective 1:** Provide K-12 students with multiple college and career awareness opportunities.

**Evaluation Data Source(s) 1:** Copies of fliers sent home detailing these events: College Mondays (spotlighting a college campus over the announcements) and Career Day.

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 1:** Continue with the objective.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All students will participate in Career Day activities in the Fall and Spring Semester.	3.2	Administrators Teachers Counselor	Students have the confidence in their own success to feel prepared for the next level in education.				
<b>Funding Sources:</b> 285 - Title IV - 300.00							
2) All students will participate in College Month activities.		Administrators Teachers Counselor	To prepare students for college and participation in College Application Month Activities (November).				
3) Students will be encouraged to wear a college spirit shirt on the first Monday of each month (College Mondays).		Principal Assistant Principal Counselor	Exposing students to different potential colleges and universities.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 2:** Galena Park Elementary will provide information and opportunities to assist students in preparing for college and careers.

**Performance Objective 2:** Increase success rate of students achieving college and career readiness indicators.

**Evaluation Data Source(s) 2:** Increase in the number of students participating in activities.

**Summative Evaluation 2:** Met Performance Objective

**Next Year's Recommendation 2:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Students will have the opportunity to attend College Night.		Administrators Teachers Counselor	To prepare students for college.				
2) The school will post teacher college information outside of classroom doors.		School Secretary Teachers	Promotion of colleges to students				
3) Disaggregate ongoing assessment data for indentifying high acheiving students and recommending for possible GT testing.		Administrators Teachers Specialists	Identification and tracking of high achieving students.				
4) Pullout groups for high achieving students will increase the amount of Meets & Masters levels STAAR scores.		Administrators Teachers Specialists	High percentage of Meets and Masters levels on STAAR.				
5) Provide opportunities for high achieving students to compete against other students with similar achievement levels (Academic Meet).		Teachers Academic Meet Coordinator GT cadre	Improved results at the Academic Meet				
<b>Funding Sources:</b> 199 - Local - 500.00							
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 2:** Galena Park Elementary will provide information and opportunities to assist students in preparing for college and careers.

**Performance Objective 3:** Provide comprehensive counseling to students.

**Evaluation Data Source(s) 3:** Lesson plans and group assignments for the guidance program.

**Summative Evaluation 3:** Exceeded Performance Objective

**Next Year's Recommendation 3:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Educate students on bullying, motivation, interpersonal skills, goal setting, cross cultures, and career awareness.		Counselor	Increased student self esteem and educational potential				
2) Provide educational programs such as Red Ribbon Week and bully prevention programs that increase drug awareness and promote safety to all students.		Counselor	Participation in Red Ribbon program. Decreased number of bullying incidents.				
3) Conduct assemblies with classes/grade levels.		Counselor	Improved awareness				
<b>Funding Sources:</b> 199 - Local - 100.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

### Goal 3: Galena Park Elementary will ensure student growth in the tested areas.

**Performance Objective 1:** Meet or exceed the state average in all tested areas.

**Evaluation Data Source(s) 1:** In the current year, GPE will meet the targeted areas for state accountability in all three Domains in addition to increases from the previous year's scores.

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Campus Instructional Coaches and the campus interventionist will provide instructional assistance, staff development and data analysis	2.4	Instructional Coaches Interventionist	Monitor after District Assessments, and Unit tests				
2) Provide teachers with necessary staff development in needed areas.	2.4, 2.6	Principal Assistant Principal Specialists	Evidence of use in lesson plans and in observations.				
<b>Funding Sources:</b> 285 - Title IV - 3000.00, 199 - Bilingual - 2500.00, 199 - Local - 5200.00							
3) Disaggregate test data from prior 3 years and assess for gaps and strengths in student groups	2.6	Principal Assistant Principal Instructional Specialists Teachers	Data disaggregated and used by campus in planning.				
4) Asses students and monitor progress in all subjects on DA's.	2.6	Principal Assistant Principal Teachers Specialists	Improvement of performance on DA				
5) Use I-Ready and I-station in grades K-5. Provide incentives for students who reach their growth goal in the acceleration plan.	2.6	Teachers Specialists	Sign in sheets and schedule for events to reward students for progress on their Istation goals.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
6) Purchase additional materials for teachers to utilize with their students to increase student performance in the areas of Reading, Writing, Math, and Science.	2.4, 2.6, 2.6	Principal Specialists Teachers	District Assessment scores, STAAR results and student growth.				
	<b>Funding Sources:</b> 285 - Title IV - 2500.00, 199 - Bilingual - 1200.00						
7) Implement common STAAR strategies for all grade levels.		Principal Assistant Principal CIC's	Vertical Alignment with testing strategies				
	<b>Problem Statements:</b> Demographics 2 - Student Academic Achievement 1, 2						
8) Weekly team planning will increase teacher preparedness and effectiveness.		CIC's Grade Level Chairs Principal Assistant Principal	Planning minutes				
9) Facilitate peer observations during instructional rounds		Principal Assistant Principal CIC's	Improved teaching strategies and alignment				
10) Grade Levels will meet quarterly to vertically align with other grade levels.		Grade Level Chairs CIC's	Vertical alignment among consecutive grade levels				
	<b>Problem Statements:</b> Demographics 2 - Student Academic Achievement 1						
11) Hold STAAR orientation meetings for parents. Provide an SSI, STAAR meeting to inform parents of state requirements for students in 5th grade.	3.2	Principal Assistant Principal Teachers	High parent participation and awareness Sign-in sheet				
	<b>Problem Statements:</b> Perceptions 1 <b>Funding Sources:</b> 199 - Local - 400.00						
<b>Additional Targeted Support Strategy</b> 12) Provide tutorials for students not meeting standard in K-5, including tutorials to target increased Meets and Masters percentages and for additional targeted support areas.	2.4, 2.4, 2.5, 2.6, 2.6	Principal CIC's Teachers SPED Teachers	Improved student performance				
	<b>Funding Sources:</b> 199 - Bilingual - 5000.00, 285 - Title IV - 5700.00, 000 - Grant Funds - 9300.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
13) Serve students identified with dyslexia.	2.6	Campus Interventionist Teachers	Improved student reading performance				
<b>Problem Statements:</b> Student Academic Achievement 3							
14) Utilize technology such as student computers, IPADs, Chromebooks, and interactive panels in all classrooms for learning stations		Teachers	Improved student academic performance and technological proficiency				
<b>Problem Statements:</b> School Processes & Programs 2							
15) Assess Kinder-2nd Grade with BASS instruments at the BOY, MOY, EOY to determine students reading levels.	2.6	Specialists Kinder-2nd Teachers					
16) Assess Kinder-2nd Grade students with frequent letter identification/running record checks as determined by RTI level (Tier 1=Monthly, Tier 2= twice a month, Tier 3= three times a month).	2.6	Classroom Teachers CIC's	Successful tracking of student progress.				
<b>Problem Statements:</b> Student Academic Achievement 3							
17) GPE will implement a PK-5 vertically aligned writing plan with specific EOY expectations for each grade level.	2.4, 2.5, 2.6	Principal Assistant Principal CIC's Classroom Teachers	Students becoming more proficient in their writing abilities with the plan continuing from one year to the next.				
<b>Problem Statements:</b> Student Academic Achievement 1, 2							
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 1 Problem Statements:**

Demographics
<b>Problem Statement 2:</b> Vertical alignment opportunities are needed between grade levels. <b>Root Cause 2:</b> There is a need for greater consistency among grade levels.
Student Academic Achievement
<b>Problem Statement 1:</b> GPE staff needs to work towards better vertical alignment in all content areas. <b>Root Cause 1:</b> GPE students must see connections from one grade level to the next.

### Student Academic Achievement

**Problem Statement 2:** GPE staff needs to work towards critical writing in all grades and all subjects. **Root Cause 2:** GPE staff grade levels must set end of year writing goals with monthly product checks.

**Problem Statement 3:** GPE staff needs to identify students needing intervention early on. **Root Cause 3:** There is a need for proper data collection, conferences with the previous teacher, and grades that reflect student ability.

### School Processes & Programs

**Problem Statement 2:** GPE students need to be more proficient with technology. **Root Cause 2:** Students aren't challenged enough to reach all expectations with technology.

### Perceptions

**Problem Statement 1:** GPE must educate our parents on the STAAR test and parent portal. **Root Cause 1:** Parents are unfamiliar with the different levels of STAAR scoring (Approaches, Meets, and Masters) and examples of questions on the test.

**Goal 3:** Galena Park Elementary will ensure student growth in the tested areas.

**Performance Objective 2:** Provide instructional support and high quality curriculum and resources

**Evaluation Data Source(s) 2:** In the current year, GPE will meet the targeted areas for state accountability in all three Domains in addition to increases from the previous year's scores.

**Summative Evaluation 2:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 2:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide current math manipulatives & instructional materials to teachers for use with students.	2.4, 2.5, 2.6, 2.6	Administrators Specialists	Increased instructional outcomes				
<b>Funding Sources:</b> 199 - Local - 500.00							
2) Ensure I-station usage in all K-5 classrooms.	2.6	Administrators CIC's	Students meeting minimum goals for minutes				
<b>Problem Statements:</b> Student Academic Achievement 3							
3) Ensure weekly grade level planning with CIC utilizing district curriculum corner resources.	2.6	CIC Adminsitrators	Lessons aligned across grade levels				
4) Monitor assessment data and desaggrerate information.	2.6	Administrators Teachers CIC's	Increased scores				
5) The teachers and coaches will provide classroom small group instruction.	2.6	CIC's Teachers	Closing student performance gaps				
6) Provide weekly Science Lab for all 4th and 5th grade students.	2.6	Science Specialist Teachers	Increased scores in all Science objectives.				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
7) K-3 teachers will access the Science Lab at least every two weeks.	2.6						
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 2 Problem Statements:**

Student Academic Achievement
<b>Problem Statement 3:</b> GPE staff needs to identify students needing intervention early on. <b>Root Cause 3:</b> There is a need for proper data collection, conferences with the previous teacher, and grades that reflect student ability.

**Goal 3:** Galena Park Elementary will ensure student growth in the tested areas.

**Performance Objective 3:** Build instructional capacity through coaching, professional development, and academies

**Evaluation Data Source(s) 3:** In the current school year, teachers will increase their base of knowledge which will result in higher student achievement.

**Summative Evaluation 3:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 3:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide instructional coaching to classroom teachers including new or struggling teachers.	2.6	CIC's	Increased instructional outcomes and teacher performance				
2) Provide staff development on implementation of current instructional strategies including Fundamental Five, differentiation, and small group instruction.	2.6	CIC's	Increased instructional outcomes and student performance				
<b>Problem Statements:</b> Demographics 4 - Student Academic Achievement 1, 2 <b>Funding Sources:</b> 199 - Local - 50.00							
3) Teachers will have the opportunity to participate in learning walks conducted throughout the school year.	2.6	Principal Assistant Principal Teachers	Greater exposure to different instructional techniques and strategies.				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 3 Problem Statements:**

Demographics
<b>Problem Statement 4:</b> Students require differentiated instruction, vocabulary building, and an increase in background knowledge. <b>Root Cause 4:</b> GPE has a high ELL and economically disadvantaged population.

## Student Academic Achievement

**Problem Statement 1:** GPE staff needs to work towards better vertical alignment in all content areas. **Root Cause 1:** GPE students must see connections from one grade level to the next.

**Problem Statement 2:** GPE staff needs to work towards critical writing in all grades and all subjects. **Root Cause 2:** GPE staff grade levels must set end of year writing goals with monthly product checks.

**Goal 3:** Galena Park Elementary will ensure student growth in the tested areas.

**Performance Objective 4:** Provide technology support to all tested areas

**Evaluation Data Source(s) 4:** In the current year, teachers and students will be able to utilize campus technological resources to improve academic performance.

**Summative Evaluation 4:** Exceeded Performance Objective

**Next Year's Recommendation 4:** Continue next year with more virtual components.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) TIS will work with students and train teachers in technology and software	2.4, 2.6	TIS	Increased student and teacher proficiency with technology usage				
<b>Problem Statements:</b> School Processes & Programs 2							
2) Schedule classes for weekly computer lab sessions.	2.4, 2.6	TIS Teachers	Consistent usage of campus technology resources				
<b>Problem Statements:</b> School Processes & Programs 2							
3) TIS will work with teachers and students to help with various projects that are required by the district.		TIS Teachers	Students producing and saving documents for presentations				
<b>Problem Statements:</b> School Processes & Programs 2							
4) TIS will model how to incorporate technology into instruction	2.6	TIS	Teachers will increase the amount of technology used in the classroom				
<b>Problem Statements:</b> School Processes & Programs 2							
5) Update and maintain technology resources throughout the school.		TIS	Efficiency and accuracy of usage with computer applications				
<b>Funding Sources:</b> 199 - Local - 2000.00							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May

**Performance Objective 4 Problem Statements:**

School Processes & Programs
<b>Problem Statement 2:</b> GPE students need to be more proficient with technology. <b>Root Cause 2:</b> Students aren't challenged enough to reach all expectations with technology.

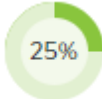







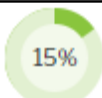







## Goal 4: Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 1:** GPE will enhance the quality of fine arts programming.

**Evaluation Data Source(s) 1:** Program and competition results.

**Summative Evaluation 1:** Met Performance Objective

**Next Year's Recommendation 1:** Continue but modify strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Continue to have a quality music program that includes music fundamentals, singing, dancing, and other theatrical activities.	2.5	Music Teacher	Programs held to spotlight students' success				
2) GPE Honor Choir will perform at least once off campus.	2.5	Music Teacher	Spotlighting students in the Honor Choir				
3) Students will attend art class weekly and learn the basics of art and expression.	2.5	Art Teacher	Students successfully expressing themselves through art work.				
<b>Funding Sources:</b> 199 - Local - 1000.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Goal 4:** Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 2:** Offer multiple enrichment and extra-curricular opportunities available for students.

**Evaluation Data Source(s) 2:** Quantity of enrichment and extra-curricular opportunities provided by GPE.

**Summative Evaluation 2:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 2:** Continue but modify for next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) 4th-5th grade students will participate in the annual Academic Meet competition.	2.5	Academic Meet Coordinator GT Cadre GT teachers	Top three finishes in events				
	<b>Funding Sources:</b> 199 - Local - 200.00						
2) Students will participate in GPE honor choir	2.5	Music Teacher	Participation in school and district programs				
3) Opportunities will be provided for students to excel outside the classroom including: spelling bee, fast on facts, geography bee, prose & poetry, etc.	2.5	T. Brown de Perez CIC's	Events held				
	<b>Funding Sources:</b> 199 - Local - 350.00						
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 4:** Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 3:** Provide all elementary students with PE, Music, and Art weekly.

**Evaluation Data Source(s) 3:** Schedule for specials rotations.

**Summative Evaluation 3:** Met Performance Objective

**Next Year's Recommendation 3:** Continue but remove from CIP for next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Students will rotate through the following classes at least once during specials time (PE twice): PE, Music, Art, and Library		Specials Teachers	Program outcomes				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							



**Goal 4:** Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 4:** Offer a wide variety of extracurricular student clubs.

**Evaluation Data Source(s) 4:** Participation in student clubs.

**Summative Evaluation 4:** Met Performance Objective

**Next Year's Recommendation 4:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Opportunities for students in 5th grade to participate in GPE's robotics program	2.5, 2.5	K. Washington	Events held				
	<b>Funding Sources:</b> 199 - Local - 300.00						
2) Opportunities for students in 4th and 5th grade to participate in Art Club	2.5, 2.5	Art teacher	Program participation				
	<b>Funding Sources:</b> 199 - Local - 100.00						
3) Opportunities for 5th grade students to participate in the Safety Patrol	2.5, 2.5	K. Washington	Program participation				
	<b>Funding Sources:</b> 199 - Local - 100.00						
4) Opportunity for 4th & 5th Grade students to participate in the Boys and Girls Club.	2.5, 2.5	Principal B. Lloyd T. Surratt R. Arrazolo K. Brady C. Pichon	High participation of students in clubs.				
	<b>Funding Sources:</b> 199 - Local - 350.00						
5) Opportunity for 5th Grade qualifying students to participate in the National Elementary Honor Society.	2.5	Counselor Principal	20-30 5th grade students who qualify.				
	<b>Funding Sources:</b> 199 - Local - 75.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May

**Goal 4:** Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 5:** Introduce students to fitness and life activities through physical education courses and programs.

**Evaluation Data Source(s) 5:** Program implementation.

**Summative Evaluation 5:** Met Performance Objective

**Next Year's Recommendation 5:** Continue but modify the strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Implementation of "Moving Mondays"	2.5	Nurse	Promotion of student movement and activity				
2) Complete annual Fitness gram for all students in grades 3-5.	2.5	T. Brooks	Completion of Fitness Gram				
3) Fifth Grade students will participate in the District Olympiad in May.	2.5	PE Coach	Successful participation of students.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 4:** Galena Park Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage their participation.

**Performance Objective 6:** Continue to produce, support, and recognize high quality athletic achievements by teams and individuals.

**Evaluation Data Source(s) 6:** Events held.

**Summative Evaluation 6:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 6:** Continue but remove from CIP

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide opportunities for students to participate in organized, team-oriented physical events: Field Day/Olympiad	2.5	PE Coach	Events held and increase participation in activities				
	<b>Funding Sources:</b> 199 - Local - 700.00						
2) Recognition of students by the PE coach for sportsmanship and teamwork at the end of year awards.	2.5	PE Coach	Fostering better teamwork and sportsmanship among students.				
	<b>Funding Sources:</b> 199 - Local - 100.00						
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

## Goal 5: Galena Park Elementary will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

**Performance Objective 1:** Ensure students and parents understand the importance of attending school regularly and completing high school.

**Evaluation Data Source(s) 1:** In this school year, the student attendance percentage will remain above 97%.

**Summative Evaluation 1:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue next year but alter some strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Parent contact to improve student attendance (warning letters).	3.1	Administrators Teachers Counselor PEIMS Clerk	Student attendance is 97% or higher				
2) Send "The Buzz" parent newsletter monthly to keep parents informed of campus events.	3.1	Principal Assistant Principal Counselor	All students will receive a copy of "The Buzz" to take home.				
3) Offer incentives who have perfect or improved attendance every six weeks (including free dress passes, incentives, etc).	3.1	Administrators Teachers Counselor	Increased student attendance (specifically chronically absent students).				
<b>Funding Sources:</b> 461 - Campus Activity Funds - 1500.00							
4) Provide end of year awards for perfect attendance	3.1	Teachers Principal PEIMS Clerk	Increased student attendance				
<b>Funding Sources:</b> 199 - Local - 100.00							
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 5:** Galena Park Elementary will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

**Performance Objective 2:** Develop intervention strategies and provide support to campuses to improve attendance, graduation, retention and drop-out rates.

**Evaluation Data Source(s) 2:** Strategies will be implemented to improve absence percentages for the chronically absent.

**Summative Evaluation 2:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 2:** Continue next year

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Hold attendance conferences with parents of students with high absentee rates	3.1	Principal Counselor PEIMS Clerk	Improved attendance over 90% for identified students				
<b>Problem Statements:</b> Perceptions 3							
2) Send end of fall semester letters for students with attendance percentages lower than 90% (at risk of lower than 90% for the year)	3.1	Principal Counselor PEIMS Clerk	Improved attendance for students with attendance percentages lower than 90% for the fall semester.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Performance Objective 2 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 5:** Galena Park Elementary will have a 96.5% or higher student attendance rate and a 97% or higher staff attendance rate.

**Performance Objective 3:** Implement strategies to monitor and increase staff attendance.

**Evaluation Data Source(s) 3:** For the current school year, staff attendance percentages will be monitored weekly with the end of year percentage of at least 97%.

**Summative Evaluation 3:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 3:** Continue next year and alter some strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide EOY perfect attendance prizes.		Principal Principal's Secretary	Staff attendance of at least 97% for the year				
<b>Funding Sources:</b> 199 - Local - 200.00							
2) Recognize staff members with perfect attendance for the nine weeks at monthly assembly and provide lunch		Principal School Secretary	Staff attendance of at least 97% for the year				
<b>Funding Sources:</b> 199 - Local - 600.00							
3) Provide staff with weekly attendance percentages for staff members and recognition of 100% groups (Weekly Buzz)		Principal School Secretary Principal's Secretary	Staff attendance of at least 97% for the year				
4) Provide team/group with highest attendance percentage for the nine weeks with incentive (lunch)		Principal School Secretary Principal's Secretary	Improved staff attendance				
<b>Funding Sources:</b> 199 - Local - 500.00							
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

## Goal 6: Galena Park Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 1:** Enhance the relationship between the district and its partners.

**Evaluation Data Source(s) 1:** Increased business partner support and involvement.

**Summative Evaluation 1:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Maintain relationships with business partners in the community in order to continue meeting the needs of students	3.1, 3.2, 3.2	Principal Counselor	Business partner support and involvement				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							



**Goal 6:** Galena Park Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 2:** Increase parental involvement opportunities.

**Evaluation Data Source(s) 2:** Parent attendance and participation in campus events

**Summative Evaluation 2:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 2:** Continue next year

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) During the month of October GPE and the school counselor will host donuts for dads.	3.1, 3.2, 3.2	Counselor	Increased involvement				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 285 - Title IV - 200.00						
2) During the month of May GPE and the school counselor will host muffins for moms.	3.1, 3.2, 3.2	Counselor	Increased involvement				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 285 - Title IV - 200.00						
3) Opportunity for GPE Grandparents to participate in Grandparent's Breakfast.	3.1, 3.2, 3.2	Counselor	High percentage of grandparents in attendance.				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 285 - Title IV - 200.00						
4) Open house and school orientation to share school expectations, STAAR requirements, school compact and Title I requirements.	3.1, 3.2, 3.2	Principal Assistant Principal Grade level teams	Parent awareness and follow through				
	<b>Problem Statements:</b> Perceptions 1, 3 <b>Funding Sources:</b> 199 - Local - 200.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Offer a Spring Family Night which teaches basic/interactive strategies for ELA, Math, and Science.	3.1, 3.2, 3.2	CIC's Grade level teams	Parent participation, awareness and follow-through				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 199 - Local - 400.00						
6) Offer technology classes for the parents to attend learning about different ways to help their child.	3.1, 3.2, 3.2	Counselor	Parent attendance and evaluation				
	<b>Problem Statements:</b> Perceptions 1, 3						
= Accomplished      = Continue/Modify      = No Progress      = Discontinue							

**Performance Objective 2 Problem Statements:**

Perceptions
<b>Problem Statement 1:</b> GPE must educate our parents on the STAAR test and parent portal. <b>Root Cause 1:</b> Parents are unfamiliar with the different levels of STAAR scoring (Approaches, Meets, and Masters) and examples of questions on the test.
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 6:** Galena Park Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 3:** Provide multiple communication channels with parents, students, and the community.

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

**Summative Evaluation 3:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 3:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) All parent communication will be provided in English and Spanish.	3.1, 3.2	School Secretary Teachers Principal Assistant Principal	Increased involvement				
	<b>Problem Statements:</b> Perceptions 3						
2) Post parental involvement opportunities on the campus website along with campus information.	3.1, 3.2	Counselor	Increased involvement				
	<b>Problem Statements:</b> Perceptions 3						
3) Train staff annually with "Family Friendly Schools".	3.1, 3.1, 3.2, 3.2	Counselor	Welcoming school atmosphere				
	<b>Problem Statements:</b> Perceptions 3						
4) Survey parents annually with customer satisfaction survey.	3.1	Office	Survey results.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Our campus will conduct PTA meetings.	3.1, 3.1, 3.2, 3.2	Principal Assistant Principal PTA Board Members Teachers	Survey results.				
	<b>Problem Statements:</b> Perceptions 3						
6) Provide a monthly calendar and newsletter to inform parents of scheduled events and activities	3.1, 3.1, 3.2, 3.2	Assistant Principal Counselor	Parent attendance and involvement				
	<b>Problem Statements:</b> Perceptions 3						
7) Inform the community of school dates and events by posting information on the marquee. (Title I Component 6)	3.1, 3.2	Principal School Secretary	Parents and community members involvement				
	<b>Problem Statements:</b> Perceptions 3						
8) Maintain communication by offering parent conferences to discuss student progress in order to keep them abreast of their student's academic status.	3.1	All teachers	Parental awareness and intervention				
	<b>Problem Statements:</b> Perceptions 3						
9) Offer a beginning-of-the-year parent night (Meet the Teacher) for students in every grade level in order to meet the teacher and discuss behavioral and academic expectations at the beginning of school. (Title I Component 6)	3.1, 3.1, 3.2, 3.2	Principal Teachers	Parental awareness and intervention				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 199 - Local - 100.00						
10) Improve communication by providing parents with updated teacher websites.	3.1	Classroom teachers	Parental awareness and intervention				
	<b>Problem Statements:</b> Perceptions 3						
11) Recruit parent volunteers through parental involvement meetings (Pastries with the Principal)	3.1, 3.2, 3.2	Principal and counselor	Number of hours volunteered and returning volunteers				
	<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 199 - Local - 300.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
12) Provide a Spanish- speaking liaison at all meetings in order to translate, recruit and maintain volunteers and active parental involvement.	3.1, 3.2	Principal Teachers	Participation and involvement of Hispanic population in the volunteer program				
<b>Problem Statements:</b> Perceptions 3							
= Accomplished      = Continue/Modify      = No Progress      = Discontinue							

**Performance Objective 3 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 6:** Galena Park Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 4:** Maintain compliance with all Title 1 parent involvement requirements.

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

**Summative Evaluation 4:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 4:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Ensure that all Title 1 parental involvement requirements are met and improve the parent/school partnership.	3.1	Principal Counselor	Increased positive impact from the parent/school partnership				
<b>Problem Statements:</b> Perceptions 3							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Performance Objective 4 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> GPE must increase parental involvement at school events and support at home. <b>Root Cause 3:</b> Turnout at campus events and overall support at home is mediocre.

**Goal 6:** Galena Park Elementary will provide opportunities for parental/community involvement and business partnership.

**Performance Objective 5:** Create a system to monitor our business partners

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

**Summative Evaluation 5:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 5:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Create a list of local businesses and potential business partners.		Principal Counselor School Secretary	Relationships with local businesses				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

## Goal 7: Galena Park Elementary will ensure high quality staff is employed.

**Performance Objective 1:** Ensure all employees are provided professional development to increase and support job performance and staff retention.

**Evaluation Data Source(s) 1:** In the current school year, all professional staff will participate in staff development.

**Summative Evaluation 1:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide staff development in the areas of differentiation, ELL strategies, vertical alignment, reading and writing small group instruction, and campus procedures.		Principal CIC's	Increased student achievement				
	<b>Problem Statements:</b> Demographics 1, 2, 4 - Student Academic Achievement 2 <b>Funding Sources:</b> 285 - Title IV - 200.00						
2) Provide training to teachers who teach English language learners to improve lesson planning, delivery and reflection.		Principal CIC's	Increased student achievement and English language proficiency				
	<b>Problem Statements:</b> Demographics 1						
3) Provide staff development regarding changes in state accountability system including information pertaining to accommodations, modifications, scaffolding, and the use of sheltered instruction strategies.		Principal	Increased student achievement.				
	<b>Problem Statements:</b> Demographics 1						
4) Provide opportunities for teachers to attend staff development in needed areas and/or areas addressed on the staff needs assessment.	2.6	Principal	Increased teacher performance and student achievement				
	<b>Funding Sources:</b> 285 - Title IV - 3000.00, 199 - Bilingual - 2500.00, 199 - Local - 4700.00						



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Administration will share instructional information to all teachers and desaggregate data during data meetings.		Principal Assistant Principal Teachers CIC's	Professional development				
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 1 Problem Statements:**

Demographics
<b>Problem Statement 1:</b> More ELL Training is needed for all teachers. <b>Root Cause 1:</b> GPE has a high ELL population.
<b>Problem Statement 2:</b> Vertical alignment opportunities are needed between grade levels. <b>Root Cause 2:</b> There is a need for greater consistency among grade levels.
<b>Problem Statement 4:</b> Students require differentiated instruction, vocabulary building, and an increase in background knowledge. <b>Root Cause 4:</b> GPE has a high ELL and economically disadvantaged population.
Student Academic Achievement
<b>Problem Statement 2:</b> GPE staff needs to work towards critical writing in all grades and all subjects. <b>Root Cause 2:</b> GPE staff grade levels must set end of year writing goals with monthly product checks.

**Goal 7:** Galena Park Elementary will ensure high quality staff is employed.

**Performance Objective 2:** Provide enhanced leadership development for employees.

**Evaluation Data Source(s) 2:** Increase in the number of members on the leadership team.

**Summative Evaluation 2:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 2:** Continue but modify strategy for next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Enhance the number of staff on the campus leadership team.		Principal Assistant Principal	Greater leadership capacity in staff				
<b>Funding Sources:</b> 199 - Local - 150.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Goal 7:** Galena Park Elementary will ensure high quality staff is employed.

**Performance Objective 3:** Create an on-boarding process to introduce new staff to District/GPE culture, goals, and programs.

**Evaluation Data Source(s) 3:** Train new teachers through district/campus staff developments to the procedures and protocols.

**Summative Evaluation 3:** Met Performance Objective

**Next Year's Recommendation 3:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide new staff members with a mentor or buddy on campus to assist them with support, encouragement, and assistance during their first and second year.		Principal Lead Mentor	High morale for new staff and retention.				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Goal 7:** Galena Park Elementary will ensure high quality staff is employed.

**Performance Objective 4:** Recruit and retain highly qualified staff.

**Evaluation Data Source(s) 4:** Maintain a staff retention rate of 95% or better.

**Summative Evaluation 4:** Significant progress made toward meeting Performance Objective

**Next Year's Recommendation 4:** Continue next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Maintain compliance with all highly qualified requirements (100%).		Principal	100% highly qualified				
2) Make sure that all new teachers are properly certified and encourage certification in shortage areas including ESL.		Principal	Increase in certifications in the areas of need.				
3) Meet with district HR department to ensure that compliance directives are followed.		Principal	100% highly qualified				
4) Participate in GPISD Job Fair.		Principal Assistant Principal	Fill any openings with highly qualified staff				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

# Goal 8: Galena Park Elementary will provide superior operational services to best support student and staff success.

**Performance Objective 1:** Evaluate current assets and develop plan to repair and/or replace equipment in a timely manner.

**Evaluation Data Source(s) 1:** Maintain 100% compliance with the district operating plan and guidelines.

**Summative Evaluation 1:** Met Performance Objective

**Next Year's Recommendation 1:** Continue next year but modify strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Follow the campus plan for replacement of equipment		Principal Principal's Secretary	Execution of the campus 5 year replacement plan to ensure equipment is safe and up to district expectations				
2) Provide money handling training to staff that will be handling funds.		Principal Principal Secretary	100% compliance with district procedures.				
3) All funds are verified by financial clerk and are secured and deposited as soon as possible.		Principal Principal Secretary	No fiscal irregularities				
4) Ensure that all funds are allocated properly and reflect campus instructional needs.		Principal Principal Secretary	Funds are properly allocated; CPAC minutes				
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Goal 8:** Galena Park Elementary will provide superior operational services to best support student and staff success.

**Performance Objective 2:** Achieve high customer satisfaction by providing excellent customer service to both internal and external customers.

**Evaluation Data Source(s) 2:** Parent and staff surveys will indicate that GPE provides excellent customer service.

**Summative Evaluation 2:** Met Performance Objective

**Next Year's Recommendation 2:** Continue but modify the strategies for next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Train the office staff with good customer techniques.		Campus Administrators	Positive survey results				
2) Collect data from staff and parent surveys.		Principal Assistant Principal	High customer satisfaction				
<b>Funding Sources:</b> 199 - Local - 100.00							
= Accomplished                 = Continue/Modify                 = No Progress                 = Discontinue							

**Goal 8:** Galena Park Elementary will provide superior operational services to best support student and staff success.

**Performance Objective 3:** Ensure an efficient and effective use District resources, in order to best support students and staff.

**Evaluation Data Source(s) 3:** Fiscal and Operational Reports will show budget expenses are logged in and documented 100% of the time.

**Summative Evaluation 3:** Met Performance Objective

**Next Year's Recommendation 3:** Continue but modify strategies.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Review the campus budget each month with principal secretary.		Principal Principal's secretary	Good stewardship of district resources and balanced budget				
2) Ensure the proper allocation of funds to reflect campus instructional and operational needs.		Principal Principal's Secretary	Fiscal responsibility and good stewardship of school funds				
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

## Goal 9: Galena Park Elementary will achieve a 97.7% or higher student attendance rate, utilizing the \$2,144.00 Attendance Incentive Plan allotment (plus \$250 bonus bucks).

**Performance Objective 1:** Increase student attendance percentage to 97.8% or higher for the 2nd 6 Weeks Period (from 97.74% in 18-19).

**Evaluation Data Source(s) 1:** Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

**Summative Evaluation 1:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 1:** Continue but modify for CIP next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Attendance Data reviewed by the attendance committee to formulate plan and determine needs		J. Rocha R. Arrazolo L. Garcia	Determining which students to focus on for growth				
2) Have the attendance Initiative plan approved by the CPAC		J. Rocha	CPAC Approval to move forward				
3) Goal setting and communication of goals/incentives for chronically absent students (conferences or letters), including their parents and teachers.		J. Rocha R. Arrazolo	Students and Parents are aware of previous absence history.				
<b>Problem Statements:</b> Demographics 7, 8							
4) Provide incentives to targeted students from list who had two or fewer absences in the 2nd 6 weeks or perfect attendance. (Pickles, Popcorn, and Drink Party)	2.6	J. Rocha R. Arrazolo L. Garcia L. Quintanilla	Rewarding improved or perfect attendance				
<b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 200.00							



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
5) Provide "My Attendance Rocks" Bracelets for targeted students who meet their goal and perfect attendance students.	2.6	J. Rocha R. Arrazolo L. Garcia I. Quintanilla	Improved attendance for the 2nd 6 weeks.				
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 200.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Performance Objective 1 Problem Statements:**

Demographics
<b>Problem Statement 7:</b> There is a need for PK and K attendance to be higher. <b>Root Cause 7:</b> Parents may think that PK and K are not critical to student success.
<b>Problem Statement 8:</b> There is a need to improve attendance in chronically absent students. <b>Root Cause 8:</b> There are a number of students with 15 or more absences the last few years.

**Goal 9:** Galena Park Elementary will achieve a 97.7% or higher student attendance rate, utilizing the \$2,144.00 Attendance Incentive Plan allotment (plus \$250 bonus bucks).

**Performance Objective 2:** Increase student attendance percentage to 97.6% or higher for the 3rd 6 Weeks Period from 96.97% in 18-19).

**Evaluation Data Source(s) 2:** Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

**Summative Evaluation 2:** Met Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 2:** Continue but modify for CIP next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Parent conferences with students with below 90% attendance or RaaWee list.		J. Rocha R. Arrazolo L. Garcia	Making parents aware of current absences and their impact.				
<b>Problem Statements:</b> Demographics 7, 8							
2) Provide pizza and a drink for students on target list who have shown growth during 1st semester (7 or fewer absences) and perfect attendance students.	2.6	L. Garica R. Arrazolo I. Quintanilla	Rewarding students for improvement or perfect attendance.				
<b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 400.00							
3) Provide "Awesome Attendance" Tags for targeted students meeting their goal and students with perfect attendance.	2.6	J. Rocha R. Arrazolo L. Garcia I. Quintanilla					
<b>Problem Statements:</b> Demographics 7, 8							
<b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 100.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Performance Objective 2 Problem Statements:**

## Demographics

**Problem Statement 7:** There is a need for PK and K attendance to be higher. **Root Cause 7:** Parents may think that PK and K are not critical to student success.

**Problem Statement 8:** There is a need to improve attendance in chronically absent students. **Root Cause 8:** There are a number of students with 15 or more absences the last few years.

**Goal 9:** Galena Park Elementary will achieve a 97.7% or higher student attendance rate, utilizing the \$2,144.00 Attendance Incentive Plan allotment (plus \$250 bonus bucks).

**Performance Objective 3:** Increase student attendance percentage to 97.5% or higher for the 4th 6 Weeks Period (from 97.15% in 18-19).

**Evaluation Data Source(s) 3:** Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

**Summative Evaluation 3:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 3:** Continue but modify for CIP next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide donuts and a drink for students on target list who have 2 or fewer absences and perfect attendance students.	2.6	R. Arrazolo L. Garcia I. Quintanilla	Improved attendance in the 4th 9 weeks				
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 200.00							
2) Provide "My Attendance Rocks" Tags for targeted students meeting their goal and perfect attendance students.	2.6	J. Rocha R. Arrazolo L. Garcia I. Quintanilla					
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 100.00							
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Performance Objective 3 Problem Statements:**

Demographics
<b>Problem Statement 7:</b> There is a need for PK and K attendance to be higher. <b>Root Cause 7:</b> Parents may think that PK and K are not critical to student success.

## Demographics

**Problem Statement 8:** There is a need to improve attendance in chronically absent students. **Root Cause 8:** There are a number of students with 15 or more absences the last few years.

**Goal 9:** Galena Park Elementary will achieve a 97.7% or higher student attendance rate, utilizing the \$2,144.00 Attendance Incentive Plan allotment (plus \$250 bonus bucks).

**Performance Objective 4:** Increase student attendance percentage to 97.4% or higher for the 5th 6 Weeks Period (from 97.03% in 18-19).

**Evaluation Data Source(s) 4:** Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

**Summative Evaluation 4:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 4:** Continue but modify for CIP next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide ice cream and a drink for students on target list who have 2 or fewer absences and perfect attendance students.	2.6	R. Arrazolo L. Garcia I. Quintanilla	Improved attendance for the 5th 6 weeks.				
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 200.00							
2) Provide "Outstanding Attendance" Tags for targeted students meeting their goal and perfect attendance students.	2.6	J. Rocha R. Arrazolo L. Garcia I. Quintanilla					
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 100.00							
= Accomplished                = Continue/Modify                = No Progress                = Discontinue							

**Performance Objective 4 Problem Statements:**

Demographics
<b>Problem Statement 7:</b> There is a need for PK and K attendance to be higher. <b>Root Cause 7:</b> Parents may think that PK and K are not critical to student success.

## Demographics

**Problem Statement 8:** There is a need to improve attendance in chronically absent students. **Root Cause 8:** There are a number of students with 15 or more absences the last few years.

**Goal 9:** Galena Park Elementary will achieve a 97.7% or higher student attendance rate, utilizing the \$2,144.00 Attendance Incentive Plan allotment (plus \$250 bonus bucks).

**Performance Objective 5:** Increase student attendance percentage to 97.3% or higher for the 6th 6 Weeks Period (from 97.07% in 18-19).

**Evaluation Data Source(s) 5:** Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

**Summative Evaluation 5:** Significant progress made toward meeting Performance Objective

**Targeted or ESF High Priority**

**Next Year's Recommendation 5:** Continue but modify for CIP next year.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Feb	May
1) Provide pizza and a drink for students on target list who have shown growth during 2nd semester (7 or fewer absences) and perfect attendance students.	2.6	R. Arrazolo L. Garcia I. Quintanilla	Improved attendance in the 6th 6 weeks.				
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 400.00							
2) Provide Perfect Attendance Drawstring bags for students who have had perfect attendance for the whole year.	2.6	J. Rocha R. Arrazolo L. Garcia I. Quintanilla					
<b>Problem Statements:</b> Demographics 7, 8 <b>Funding Sources:</b> 199 - Attendance Incentive Allocation - 400.00							
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Performance Objective 5 Problem Statements:**

Demographics
<b>Problem Statement 7:</b> There is a need for PK and K attendance to be higher. <b>Root Cause 7:</b> Parents may think that PK and K are not critical to student success.



## Demographics

**Problem Statement 8:** There is a need to improve attendance in chronically absent students. **Root Cause 8:** There are a number of students with 15 or more absences the last few years.

# State Compensatory

## Personnel for Galena Park Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Grace Saenz	TIS		
Kaneice Washington	Science Specialist		
LaKeisha Sanderson	4-5 Math/Science CIC		
Olga Morris	Bilingual Interventionist		
Rachel Mallory	TIS		

# Title I Schoolwide Elements

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

### 1.1: Comprehensive Needs Assessment

Part of our CNA was developed on 5/21/19 utilizing the data from a staff survey. The other components were developed by four campus committees on 2/15/19. Teachers were divided into teams of four different committees that corresponded to the ESSA categories. Committees reviewed data pieces and determined campus needs based on these information sources. Their needs assessment was turned into the CPAC.

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

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

Michael Crouch	3rd Grade Math	mcrouch@galenaparkisd.com	Classroom Teacher	Edit	Delete
Brian Lloyd	4th Grade Math	blloyd@galenaparkisd.com	Classroom Teacher	Edit	Delete
Tina Lumpkin	1st Grade	tlumpkin@galenaparkisd.com	Classroom Teacher	Edit	Delete
Cynthia Luna	Kindergarten	cluna@galenaparkisd.com	Classroom Teacher	Edit	Delete
Carolina Obregon	Pre-K	cobregon@galenaparkisd.com	Classroom Teacher	Edit	Delete
Lilia Sharp	2nd Grade	lsharp@galenaparkisd.com	Classroom Teacher	Edit	Delete
Aidaded Rocha	Business Representative	N/A	Business Representative	Edit	Delete
Shonna Jenkins	Parent	n/a	Parent	Edit	Delete
Janis Gaul	District Representative	jpgaul@galenaparkisd.com	District-level Professional	Edit	Delete
Jaime Rocha	Principal	jrocha@galenaparkisd.com	Administrator	Edit	Delete
Rosa Arrazolo	Counselor	rarrazol@galenaparkisd.com	Non-classroom Professional	Edit	Delete
Jonathan Foster	Teacher	jfoster@galenaparkisd.com	Classroom Teacher	Edit	Delete
Angela Gardner	Teacher	agardner@galenaparkisd.com	Classroom Teacher	Edit	Delete
Luis Reveles	Teacher	lreveles@galenaparkisd.com	Classroom Teacher	Edit	Delete
Kyrie Brady	Teacher	kbrady@galenaparkisd.com	Classroom Teacher	Edit	Delete

Cambrian Pichon	Teacher	cpichon@galenaparkisd.com	Classroom Teacher	Edit Delete
Lynzi Montemayor	Teacher	lmontemayor@galenaparkisd.com	Classroom Teacher	Edit Delete
Maria Gaspar	Teacher	mgaspar@galenaparkisd.com	Classroom Teacher	Edit Delete
Britney Hamberg	Teacher	bhamberg@galenaparkisd.com	Classroom Teacher	Edit Delete
Adriana Sanchez	Teacher	asanchez@galenaparkisd.com	Classroom Teacher	Edit Delete
Yuly Paez	Teacher	ypaez@galenaparkisd.com	Classroom Teacher	Edit Delete
Mayra Martinez	Teacher	mmartinez@galenaparkisd.com	Classroom Teacher	Edit Delete
Anaai Hernandez	Parent	Unknown	Parent	Edit Delete
Veronica Garcia	Business	velizatx37@gmail.com	Business Representative	Edit Delete
Irma Ramos	Community Rep.	iljramos@gmail.com	Community Representative	

Committee teams met to discuss the needs in each one of their categories. Based on data pieces and survey information, committees came up with root causes and problem statements. They analyzed performance objectives for each goal and the strategies that went along with them based on the problem statements and root causes.

## 2.2: Regular monitoring and revision

The CIP will be monitored at least quarterly and discussed at every CPAC meeting; 9/26/19, 2/6/20, 4/16/20, and 5/21/20 to review, revise, and monitor the CIP. If there are any edits necessary, the decisions will go through the CPAC for approval.

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

The CIP will be available to parents in the front office (Eng/Span). A link to the main parts of the CIP will also be available on the campus website. The goals of the CIP are also available in English and Spanish.

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

As stated in the campus mission and vision statements, students are put first at GPE. Therefore, **all** students will be afforded every opportunity to be successful through daily activities, before, during, & after school intervention and opportunities to engage in extracurricular activities.

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

GPE will create a master schedule that maximizes every instructional minute and that at least the minimum required minutes for all content areas are allotted for each class. Teachers will ensure all lessons are planned and prepared to maximize instructional time. After

school tutorials and Saturday tutorials will be offered to all students. Students will attend Music, Art, PE, and Library to ensure a well-rounded education to hone and develop their other talents. Extra-curricular activities will be available for students including, but not limited to: boys club, girls club, art club, honor choir, robotics, safety patrol, Elementary Academic Meet, and National Elementary Honor Society.

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

All student progress is monitored closely. Through RTI and At-Risk identification, student progress is checked throughout the year. Aside from district assessments, teachers utilize ongoing formal and informal assessment to check student progress.

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

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

The school/parent compact along with a calendar of the year's events will be handed out to parents during report card conferences after the first nine weeks.

The Parent and Family Engagement Policy was reviewed and approved on, **April 24, 2019** by the following members:

Reviewed by:

Rosa Arrazolo, Counselor

Shonna Jenkins, parent

Alma Peña, parent

Rosa Franco, parent

Approved by the PTA on April 24, 2019.

The policy will be distributed to parents during report card conferences in October. The policy can be found in the front office and on the campus website in both **English and Spanish**.

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

GPE offers several opportunities for parental involvement meetings throughout the year. Aside from GPE sponsored events, our campus

PTA also hosts meetings. The first semester includes: Meet the Teacher, Open House, Report Card Conferences, Red Ribbon Week, Donuts with Dads, Grandparents Breakfast, Family Night, and parent volunteer opportunities. In the spring there are report card conferences, Muffins with Moms, Family Night, and parent volunteer opportunities.

Parent involvement meetings will be offered throughout the year and include the following:

- PTA Meetings: Oct. 23 (5:00 pm); Nov. 20 (5:00 pm); Dec. 18 (5:00 pm); March 25 (5:00 pm); Apr. 29 (5:00 pm)
- Pastries with the Principal (2nd Thursday of every month; 9:00 am)
- Parent conferences (teacher conference times and Saturday, October 26, 2019 @ 8:00-10:00 a.m.)
- Grandparents' Breakfast; September 6, 2019
- WATCH DOGS Kickoff; October 3, 2019
- Family Movie Night; October 18, 2019
- Parent conferences (teacher conference times and Saturday, October 26, 2019 @ 8:00-10:00 a.m.)
- Fall Festival on October 26, 2019
- GPE Health Fair; November 7, 2019
- Parent CPR Training; November 14, 2019
- Family Night; February 11, 2020

# Demographics

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Coach	Soraida Morales	CIC
Classroom Teacher	Sarah DeLeon	Teacher
Classroom Teacher	Cambrian Pichon	Teacher
Classroom Teacher	Myrna Godina	Teacher
Classroom Teacher	Denise Murff	Teacher
Classroom Teacher	Michael Crouch	Teacher
Classroom Teacher	Christina Ewell	Teacher
Coach	Adriana Sanchez	CIC
Classroom Teacher	Taylor Surratt	Teacher
Classroom Teacher	Teresa Brown de Perez	Teacher

# Student Achievement

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Jaime Rocha	Principal
Classroom Teacher	Lizabeth Salinas	Teacher
Classroom Teacher	Ana Rojas	Teacher
Classroom Teacher	Whitney Holmelin	Teacher
Classroom Teacher	Olga Campos	Teacher
Classroom Teacher	Veronica Lopez	Teacher
Classroom Teacher	Maria Gaspar	Teacher
Interventionist	Olga Morris	Interventionist
Classroom Teacher	Angela Gardner	Teacher
Classroom Teacher	Cesar Godina	Classroom Teacher-5th



# Processes & Programs

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Laurie Crockett	Assistant Principal
Classroom Teacher	Cynthia Luna	Teacher
Classroom Teacher	Kyrie Brady	Teacher
Classroom Teacher	Bianca Kerr	Teacher
Classroom Teacher	Mayra Martinez	Teacher
Classroom Teacher	Brian Lloyd	Teacher
Classroom Teacher	Britney Hamberg	Teacher
Coach	Lakeisha Sanderson	Coach
Specialist	Kaneice Washington	Specialist
Classroom Teacher	Laura Gaul	Teacher
Classroom Teacher	Shirley Allen	Teacher

# Perceptions

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Coach	Kiley Munslow	Coach
Classroom Teacher	Luis Reveles	Teacher
Classroom Teacher	Tina Lumpkin	Teacher
Classroom Teacher	Susana Herrera	Teacher
Classroom Teacher	Lilia Sharp	Teacher
Classroom Teacher	Lynzi Montemayor	Teacher
Classroom Teacher	Emily Creel	Teacher
Librarian	Diana Resendez	Librarian
Classroom Teacher	Tamatha Martinez	Teacher
Classroom Teacher	Jatzury Rodriguez	Teacher

## 2019-2020 CPAC Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Business Representative	Aida Rocha	Business
Parent	Shonna Jenkins	Parent
Community Representative	Veronica Garcia	Community Member
Community Representative	Irma Ramos	Community Member
Parent	Anaaí Hernandez	Parent
District-level Professional	Robert Seibert	District Representative
Counselor	Rosa Arrazolo	Counselor
Classroom Teacher	Angela Gardner	Special Ed. Teacher
Classroom Teacher	Luis Reveles	Classroom Teacher-Kinder
Classroom Teacher	Kyrie Brady	Classroom Teacher-1st
Classroom Teacher	Cambrian Pichon	Classroom Teacher-3rd
Classroom Teacher	Maria Gaspar	Classroom Teacher-5th
Classroom Teacher	Britney Hamberg	Classroom Teacher-5th
Coach	Adriana Sanchez	Coach
Coach	LaKeisha Sanderson	Coach
Classroom Teacher	Denise Murff	Classroom Teacher-2nd
Classroom Teacher	Alicia Salazar	Classroom Teacher-4th
Administrator	Jaime Rocha	Principal
Administrator	Laurie Crockett	Administrator
Paraprofessional	Irene Quintanilla	Paraprofessional