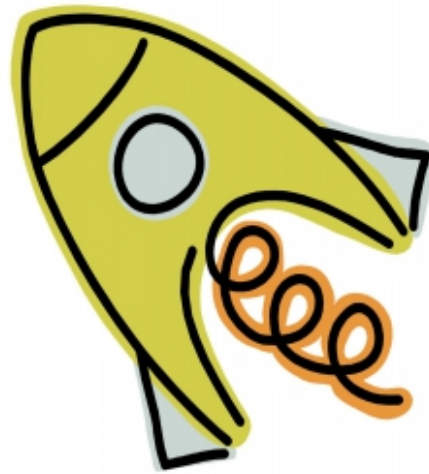# Weslaco Independent School District

A.N. Rico Elementary

2017-2018 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Science

Mission Statement

Together, the parents, community leaders and We, the teachers and staff, commit to develop the whole child by addressing individua needs and providing appropriate academic and social support by:

- Ensuring Academic Excellence;
- Enabling Individuals;
- Encouraging Leadership;
- Establishing the Foundation for Social Growth

Vision

Our Vision is to create a positive learning environment where students are empowered to discover their strength and become positive leaders.

Value Statement

We will operate together as a learning community by demonstrating:

- Mutual Respect
- Respectful Listening
- Collaboration
- Cooperation

Comprehensive Needs Assessment

Demographics

Demographics Summary

Our school is named after Antonio Noe "Tony"Rico, the former superintendent of the Weslaco Independent School District who served from 1974 to 1990. A. N. (Tony) Rico Elementary School was opened in the fall of 1994 and celebrated its grand opening in the spring of 1995 with the appearance of Vice-President Al Gore and his Yale college roommate, actor Tommy Lee Jones. Rico serves a large rural area of northeast Weslaco, Texas, where kindergarten through fifth grade students enjoy all the amenities of an excellent education. The Texas Education Agency agrees: Rico Elementary has earned the TEA's "Exemplary" or "Recognized" rating for exceptional performance since state testing began.

A.N. (Tony) Rico Elementary is located 8 miles north of the Mexican Boarder. Currently Rico has a population of 817 students of which 100% are Hispanic and 0% are white. Of those students 85% are Economically Disadvantaged and 77% are At-Risk. Other demograpic information inculdes 39% Limited English Profecient, 7% Special Education, 4% Gifted and Talented and 2% Migrant.

The first principal of the school from the beginning to the end of the 1998 school year was Velda Correa, who was recognized nationally in a January 1997 article in *Reader's Digest* reprinted from the Houston *Chronicle*. In the article Correa stated, "It doesn't matter if you have the richest campus or the poorest, it's what you do with what you've got." That philosophy has been continued by Yolanda Hernandez, Rico's second principal. Under her leadership, Rico maintained its excellent TEA academic ratings while the school nearly doubled its original population. Other honors the school has received include being listed as one of the "Best Schools in Texas" by *Texas Monthly,* and as a leader in Migrant Education by the Texas Migrant Convention. Rico has also been included in an elite group of schools being honored both as a 2005-2006 "Gold Performance School" in Attendance, Mathematics, Writing and Science, and being selected by the Texas Business and Education Coalition as a 2006 Honor Roll School.

A. N. (Tony) Rico Elementary is in its 3rd year as a Leader in Me School. As a school wide initiative, the 7 Habits of Happy Kids are practiced and modeled daily by students and staff. These 7 Habits are clearly visible through the halls of Rico Elementary. Upon entering our campus, our vision and mission statements are clearly posted. Visitors will also see several bulletin board that exemplify the 7 Habits.

We have a total of 39 classroom teachers, 18 other professional staff and 15 paraprofessional staff. As of September 20, our student enrollment is 817 and our mobility rate is 15.9%.

According to the most recent 2015-2016 TAPR Report, teachers serving the district are 89.6% Hispanic, beginning teachers account for 6.8 years of experience, 1-5 years teachers account for 13.1%, teachers with 6-10 years experience account for 19.2%, 11-20 years account for 37% of teachers, and teachers with over 20 years experience account for 24%. The average years of overall experience is 14.4 years, while the average years of experience within

the district is 12.4 years. The teacher turnover rate is 7% compared to 16.5% for the state. Rico Elementary has a total of 40 veteran teachers with over 10 years or more of classroom experience.

Demographics Strengths

- Distinction Designation Earned in Science for the 2016-2017 school year.
- Attendance rate for the 2016-2017 school year was 97.3%, meeting the state goal of 97%
- Federal Target Performance Status was at 91% for the 2016-2017 school year.
- A. N. (Tony) Rico Elementary has many supportive parents that value the importance of education.
- A. N. (Tony) Rico Elementary and continuously supports students achievements, community endeavors, and fundraisers.
- A. N. (Tony) Rico Elementary School promotes numerous student clubs and organizations.
- Students are encouraged to participate in extracurricular activities such as Cheerleading, Dance Team, Robotics, Enrichment Clubs, and Academic UIL.
- 40 of our teachers have 10 or more years of classroom experience
- 29 of classroom teachers are Bilingual certified
- Distinction Designation Earned in Science for the 2016-2017 school year.
- Attendance rate for the 2016-2017 school year was 97.3%, meeting the state goal of 97%
- Federal Target Performance Status was at 91% for the 2016-2017 school year.

Student Academic Achievement

Student Academic Achievement Summary

The state accountability system assigns one of three academic ratings to each district and campus: Met Standard, Met Alternative Standard, or Improvement Required. These ratings are based on a framework of four indices that combine a range of indicators into a comprehensive measure of performance. The performance index framework combines results from STAAR assessments, graduation rates, rates of students completing the various graduation plans, and other indicators. The performance indices are as follows: Index 1: Student Achievement provides a snapshot of performance across subjects. Index 2: Student Progress measures year-to-year student progress. Index 3: Closing Performance Gaps emphasizes the academic achievement of economically disadvantaged students and the two lowest-performing racial/ethnic student groups. Index 4: Postsecondary Readiness emphasizes the importance of earning a high school diploma that provides students with the foundation necessary for success in college, job training programs, the workforce, or the military. Distinction Designations Campuses that receive an accountability rating of Met Standard are eligible to earn distinction designations. Distinction designations are available for achievement in several different areas and awarded to campuses based on performance relative to a group of campuses of similar type, size, grade span, and student demographics. The distinction designation indicators are separate from those used to evaluate accountability ratings. Both, districts and campuses are eligible to earn a distinction designation in postsecondary readiness. (from (2017 Accountability Manual, page 5, Texas Education Agency, http://tea.texas.gov/2017accountabilitymanual.aspx) Based on the 2017 Accountability ratings, A.N. (Tony) Rico Elementary Met Standards on:

*Distinction Earned in Science

*Student Achievement

*Student Progress

*Closing the Performance Gaps

*Postsecondary Readiness

Comprehensive Needs Assessment Data Documentation

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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data
- Community and student engagement rating data
- Annual Measurable Achievement Objectives (AMAO) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.

- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

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

Employee Data

- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

Support Systems and Other Data

- Budgets/entitlements and expenditures data

Goals

Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 1: By Spring 2018, all Rico students in Kindergarten through 5th Grade will achieve 85% Mastery on Social Studies TEKS Objectives.

Evaluation Data Source(s) 1: District Assessments
Classroom Assessments

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Effective Reading Strategies in Social Studies Integrate the application of technology to promote a blended learning environment in social studies classroom		Campus Administrators Classroom Teachers	Improved performance for all populations.				
		Funding Sources: State Comp Ed (SCE) - $0.00					
Critical Success Factors CSF 1 CSF 7 2) Provide opportunities for students to explore social studies concepts and processes through modeling and experiences (to include field trips): *Concepts History *Geography *Economics *Government *Citizenship *Culture *Science, Technology and Society	1	Campus Administrators Classroom Teachers	Improved learning opportunities.				
		Funding Sources: State Comp Ed (SCE) - $0.00					
Critical Success Factors CSF 1 CSF 2 CSF 7 3) Continue to analyze CBA's and Benchmark results to modify classroom instruction to meet students' needs.	1	Campus Administration Classroom Teachers	Benchmarks Six Weeks Assessments				
		Funding Sources: Title 1, Part A - $0.00					

Critical Success Factors CSF 1 CSF 6 CSF 7 4) Purchase manipulative's, learning materials, supplies, additional classroom equipment and furniture to facilitate learning and enhance the learning environment.	1	Campus Administration Classroom Teachers Library Staff	Improved learning opportunities.				
	Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, General Fund - $0.00, Title 1, Part A - $0.00, Title I, Part C - $0.00						
Critical Success Factors CSF 1 CSF 7 5) Provide additional staff development to enhance instruction.	1, 2, 9	Campus Administration Social Studies Strategist Consultants	Improved learning opportunities.				
	Funding Sources: Title 1, Part A - $0.00						
✔ = Accomplished → = Continue/Modify ◕ = Considerable ◔ = Some Progress ○ = No Progress ✘ = Discontinue							

Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 2: By Spring 2018, 78% of Rico students will "Approach Grade Level" Performance on the STAAR Science Assessment. A minimum of 30% of students will "Master Grade Level" Performance on the STAAR Science Assessment.

Evaluation Data Source(s) 2: STAAR Results

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Meet with campus staff to review student data, progress monitoring, and effective instructional practices with an emphasis on Science.	1, 8, 9	Campus Administration Teachers	Improved performance for all population on benchmarks and STAAR.				
Critical Success Factors CSF 1 CSF 7 2) Provide resources, support and additional staff development in Science opportunities for grades K-5 to improve student performance. Provide Staff Development, Training's, and/or Conferences for teachers, paraprofessionals and support staff in the area of Science, such as: PLC- Science Strategies RGVSA- Science Conference NASA Trainings FOSS Textbook Develop/ Review Scope and Sequence with Science Strategist	1, 2	Campus Administration Classroom Teachers Consultants Secretary	Improved performance for all population on benchmarks and STAAR				
			Funding Sources: State Comp Ed (SCE) - $0.00, Title 1, Part A - $0.00				
Critical Success Factors CSF 1 CSF 7 3) Purchase manipulative 's, learning materials, supplies, additional classroom equipment and furniture to facilitate learning and enhance the learning environment.	1, 9	Campus Administration Classroom Teachers Library Staff	Improved performance for all population on benchmarks and STAAR				
			Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, General Fund - $0.00, State Special Education - $0.00, Title 1, Part A - $0.00				

Critical Success Factors CSF 1 CSF 7 4) Provide instructional resources and training in order to support science academic vocabulary and higher level questioning for grades K-5 with a focus on English Language Learners.	1	Campus Administration Classroom Teachers	Improved performance for all population on benchmarks and STAAR.				
		Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00					
Critical Success Factors CSF 1 CSF 2 CSF 7 5) Continue to analyze Benchmark results to modify classroom instruction to meet student needs.	1	Campus Administration Classroom Teachers	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: State Comp Ed (SCE) - $0.00, General Fund - $0.00					
Critical Success Factors CSF 1 CSF 2 CSF 7 6) Disseminate information to teachers through Science Networking meetings and Science PLC's.	1, 9	Campus Administration Science Strategist Classroom Teachers	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: General Fund - $0.00, State Comp Ed (SCE) - $0.00					
Critical Success Factors CSF 1 7) Continue implementation of a Campus Science Fair for Kindergarten through 5th Grade to allow all students to create a Science Fair Project and prepare fo the District Science Fair.	1	Campus Administration Classroom Teachers Science Strategist	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: General Fund - $0.00, Title 1, Part A - $0.00					
8) Participate in the District Science Fair.	1	Campus Administration Science Strategist Classroom Teachers	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: Title 1, Part A - $0.00					
Critical Success Factors CSF 1 9) Elementary Migrant Students will attend a Science camp of which the primary focus revolves around the Digital Starlab (Portable Planetarium) Additional lessons within the portable planetarium include; seasons, astrology, constellations, weather geography, and other Earth and Space TEKS.	9, 10	Migrant Technology Strategies	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: Title I, Part C - $0.00					
Critical Success Factors CSF 1 10) Utilize Think Central, Brain Pop, Stemscope, myON, FOSS and Istation as additional technology resources for classroom teachers.		Campus Administration Campus Technology Coordinator Classroom Teachers	Improved performance for all population on benchmarks and STAAR				
		Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, Title 1, Part A - $0.00					

11) Utilize Word Walls and Word Banks to build students' vocabulary and use to review previously taught objectives.		Campus Administration Classroom Teachers					
Funding Sources: Title 1, Part A - $0.00, General Fund - $0.00							
12) Purchase and implement Reading materials through Science as: *Carolina Biological Inquiry Books * Measuring Science * Ford-Ferrier Science		Campus Administration Classroom Teachers Library Staff Secretary	Improved performance for all population on benchmarks and STAAR				
Funding Sources: Title 1, Part A - $0.00, State Special Education - $0.00, State Bilingual/ESL - $0.00, State Comp Ed (SCE) - $0.00							

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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 3: By Spring 2018, 80% of Rico students will "Approach Grade Level" Performance on The STAAR Math Assessment. A minimum of 30% of students will "Master Grade Level" Performance on the STAAR Math Assessment.

    Evaluation Data Source(s) 3: STAAR Results

    Summative Evaluation 3:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Utilize the use of Sharon Wells Math Progress with 2nd-5th grade students.	1, 3	Math Strategist Campus Administration Classroom Teachers Consultants					
Funding Sources: Title 1, Part A - $0.00							
2) Attend PLC meetings that support math frameworks so that teachers will have all updates of curriculum and be able to implements strategies and activities successfully.	1, 4	Campus Administration Classroom Teachers Math Strategist					
3) Utilize research-based practices in all content areas to improve student performance such as: building academic vocabulary, utilization of graphic organizers, planning & teaching of critical and creative thinking and engaging students in the learning through hands-on activities.	1, 3	Campus Administration Classroom Teachers					
Funding Sources: General Fund - $0.00, Title 1, Part A - $0.00							
Critical Success Factors CSF 1 4) Utilize the following technology resources to access district curriculum components: Think Through Math, Pearson, myOn, Brain Pop, Reflex Math, Compass, TEKS Resource System, Blendspace and Lead4Ward as additional technology resources for classroom teachers as well as any other applications or resources.	1, 9	Campus Administration Campus Technology Coordinator Classroom Teachers					
Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, Title 1, Part A - $0.00							
5) Analyze Benchmark results to modify classroom instruction to meet students' needs.	1, 8	Campus Administration Classroom Teachers Data Entry					
Funding Sources: Title 1, Part A - $0.00							

6) Provide professional development training opportunities for teachers and campus administration to enhance student learning.	1, 4	Campus Administration Classroom Teachers Consultants					
Funding Sources: State High School Allotment - $0.00							
7) Adhere to district's curriculum/scope and sequence to maintain alignment to state standards and assessments in order to meet federal and state mandates.	1	Campus Administration Classroom Teachers Math Strategist					
8) Small group and individualized instruction will be provided to using alternative method of instruction. (Activities and Foldables)	1						
Critical Success Factors CSF 1 9) Purchase manipulative 's, learning materials, supplies, additional classroom equipment and furniture to facilitate learning and enhance the learning environment	1, 9	Campus Administration Grade Level Chairs Classroom Teachers' Library Staff	Benchmarks Six Weeks CBA Six Report Cards Six Weeks Progress Report Math STAAR Results				
Critical Success Factors CSF 1 CSF 7 10) Utilize Word Walls and Word Banks to build students' vocabulary and use to review previously taught objectives	1, 2, 9	Campus Administration Classroom Teachers	Benchmark Scores Six Week CBA Six Weeks Progress Report Math STAAR Results				
Funding Sources: General Fund - $0.00							

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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 4: By Spring 2018, 80% of Rico students will "Approach Grade Level" Performance on the STAAR Reading. A minimum of 30% of students will demonstrate a "Masters Grade Level" Performance on the STAAR Reading
By Spring 2018, 70% of Rico students will "Approach Grade Level" Performance on the STAAR Writing STAAR Assessments. A minimum of 15 % of students will demonstrate a "Masters Grade Level" Performance on the STAAR Writing STAAR Assessment.

Evaluation Data Source(s) 4: STAAR Results

Summative Evaluation 4:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Utilize research-based practices in all content areas to improve Pre-k -5th grade student performance such as: building academic vocabulary, utilization of graphic organizers, planning & teaching of critical and creative thinking and engaging students in the learning through hands-on activities.	1	Campus Administration Classroom Teachers ELAR Strategist	Benchmarks Curriculum Based Assessments Six Weeks Report Card Walk Through's Lesson Plans				
Funding Sources: State Comp Ed (SCE) - $0.00, Title 1, Part A - $0.00							
Critical Success Factors CSF 1 2) Adhere to district's curriculum/ scope /pacing guide and sequence to maintain alignment to state standards and assessments in order to meet federal and state mandates. Participate in the Weslaco ISD English Language Arts and Reading Training's and Initiatives: * Reading Academies * Fountas and Pinnell Guided * Reading and Benchmark Assessment * Istation * Training and others as needed. federal and state mandates.	1	Central Office Administration ELAR Strategist Campus Administration Classroom Teachers Consultants	TEKS Resource System Forethought/Lesson Plans Benchmarks Six Weeks Assessments EOY of Results STAAR Results TELPAS Results				
Critical Success Factors CSF 1 3) Purchase additional reading books and e-books, Learning A-Z, SIPPS Phonics System, Accelerated Reader to enhance students fluency, vocabulary and comprehension.	1	Campus Administration Library Staff	Benchmarks Six Weeks CBA Report Cards				
Funding Sources: State Special Education - $0.00, State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, General Fund - $0.00, Title 1, Part A - $0.00							

4) Utilize the Comprehension Toolkit, Making Meaning, and Questioning the Author to enhance student comprehension. Implement Depth of Knowledge Levels utilizing higher order questioning techniques.	1	Campus Administration Classroom Teachers	Benchmarks Six Weeks Assessments Six Week Report Cards				
Funding Sources: Title 1, Part A - $0.00							
5) Support professional learning by District trainers, Highly recommended consultants, and Region One, in preparation for STAAR reading and writing assessments. Teachers will be trained on research-based strategies.	1	Campus Administration Classroom Teachers ELAR Strategist	Sign-in sheets, agendas Daily Walkthroughs Lesson Plans				
Funding Sources: General Fund - $0.00, Title 1, Part A - $0.00							
6) Focus on Differentiated Instruction and Blendspace Learning.	1, 9	Campus Administration Classroom Teachers	Benchmarks Six Weeks Assessments Six Weeks Report Cards				
Critical Success Factors CSF 1 7) Implement the Weslaco ISD Student Success Focus to ensure appropriate instruction is occurring in the every Reading classroom.	1	Central Office Administration Campus Administration Classroom Teachers	Benchmarks Six Weeks Report Cards Student Grades				
Funding Sources: State High School Allotment - $0.00							
8) Implement the Fountas and Pinnell Benchmark System to identify student reading levels.	1	Reading Strategist Campus Administration Reading Teachers	F&P Benchmarks				
Funding Sources: Title 1, Part A - $0.00							
9) Provide tutorial throughout the day for students reading below level or failing Benchmarks.	1	Campus Administration Classroom Teachers	Benchmarks Six Weeks Report Cards Student Grades				
10) Utilize Brain Pop, myON Reader, Epic, Istation, and additional technology resources for classroom teachers.	1	Campus Administration Campus Technology Coordinator Classroom Teachers	Benchmarks Six Weeks Report Cards Student Grades				
Funding Sources: State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, Title 1, Part A - $0.00							
11) Continue to participate in the Weslaco ISD Phonics Program Sequence and continue to follow up with meetings and classroom demonstrations.	1	Campus Administration ELAR Strategist Classroom Teachers	Eduphoria/Strive Teacher Reports				
Funding Sources: Title 1, Part A - $0.00							
12) Provide opportunities for a literacy focus through a balanced literacy framework, which includes Phonics, Phonological Awareness, Shared Reading, Guided Reading, Independent Reading, Writing, Grammar and Spelling.	1	Campus Administrators Classroom Teachers	District Benchmarks Curriculum Based Assessments STAAR Assessment				
Funding Sources: State Comp Ed (SCE) - $0.00							

13) Provide literature, instructional materials, and other resources as needed to facilitate teacher implementation of research-based reading and writing strategies and instruction.	1	Campus Administration	STAAR Results Benchmarks Curriculum Based Assessments				
	Funding Sources: Title 1, Part A - $0.00, General Fund - $0.00						
14) Meet with teachers to provide support,review data, monitor progress and check attendance of students in critical ELAR areas of need.	1	Campus Administration Classroom Teachers	STAAR Results Benchmarks Curriculum Based Assessments				
	Funding Sources: Title 1, Part A - $0.00, General Fund - $0.00						
Critical Success Factors CSF 1 15) Implement an organizational framework for teaching writing and facilitate opportunities for staff development and participate in Weslaco ISD Language Arts Training's and Initiatives *Writing Across the Curriculum through Write to Learn Strategies *Reading and Writing Connections through the Write Time for Kids * Curriculum ELAR planning sessions with teachers on ELAR *Curriculum Mapping and Pacing Guides to reflect TEKS and writing curriculum and academic vocabulary *TEKS Resource System *Abydos Three -Week Institute *Abydos Re-certification for Trainers *Others as needes	1, 2, 8	ELAR Strategist Campus Administration Consultants Classroom Teachers	Benchmarks Curriculum Based Assessments STAAR Results TELPAS Results EOY Results				
	Funding Sources: Title 1, Part A - $0.00						

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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 5: A.N. (Tony) Rico will provide students with many opportunities to become aware of college and career opportunities.

Evaluation Data Source(s) 5: Teacher and Student Surveys
Parent Surveys

Summative Evaluation 5:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Continue following career and college awareness Activities: -Career Day -University Visits For 4th & 5th Grade -University T-ÂShirt Day Every Thursday	1, 2, 10	Counselors Classroom Teachers Instructional Assistants	All students will be motivated to successfully complete high school and aggressively pursue a college degree.				
		Funding Sources: General Fund - $0.00					
Critical Success Factors CSF 1 CSF 3 CSF 6 2) Continue to provide monthly lessons on college/ career awareness in the classrooms: -Display University Pennants/ Banners - A.G.B.T.S. Scholarship Fund	1, 2, 9	Counselors Classroom Teachers	All students will be motivated to successfully complete high school and aggressively pursue a college degree.				
Critical Success Factors CSF 1 3) Continue the following Drug Prevention Activities to work towards and ensure a drug free and safe environment: -Red Ribbon Activities (and Speakers) -"Just Say No Week" and Speakers -D.A.V.E Lessons	1, 2, 9	Counselors Classroom Teachers	All students will be motivated to successfully complete high school and aggressively pursue a college degree.				
		Funding Sources: General Fund - $0.00					
Critical Success Factors CSF 1 CSF 3 CSF 6 4) Counseling Services and Guidance Lessons for Kinder through 5th Grade Students. - Classroom presentations - Leader In Me Lessons - Career and College Awareness Activities	1, 2, 4, 8	Campus Administration Counselors Classroom Teachers	All students will be motivated to successfully complete high school and aggressively pursue a college degree.				
		Funding Sources: State Comp Ed (SCE) - $0.00					

Critical Success Factors CSF 1 CSF 3 CSF 6 5) At A.N. Rico Elementary we will increase College and Career Readiness by at least 5% by integrating reading, writing , and academic vocabulary across all curriculum areas.	1, 2, 4, 9, 10	Campus Administration Counselors Classroom Teachers	All students will be motivated to successfully complete high school and aggressively pursue a college degree.			
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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 6: By the end of the 2017-2018 school year, the percentage of ELL students who score at the approaches level on STAAR: Reading in 3rd grade will be at 71%, 4th grade will be 61% and 5th grade at 86%. STAAR Math Approaches Grade Level Scores will be at 3rd grade 84%, 4th grade at 73% and 5th grade at 90%. STAAR Writing Approaches Grade Level Scores will be for 4th grade at 56%. STAAR Science Approaches Grace Level will be at 67%.

      Evaluation Data Source(s) 6: STAAR Results and will comply with all accountability results.

      Summative Evaluation 6:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) A.N. Rico Elementary will provide staff development on the state mandated English Language Proficiency Standards(ELPS), Sheltered Instruction, Academic Vocabulary,Technology Integration and resources to teachers who work with English LanguageLearners.	1, 8, 10	Campus Administration Classroom Teachers Bilingual Chairperson	Increase in English language proficiency level of all ELL's and increase percentage in attainment of Advanced High TELPAS composite.				
		Funding Sources: State Bilingual/ESL - $0.00, Title 1, Part A - $0.00					
Critical Success Factors CSF 1 2) Monitor the implementation of ELPS, Sheltered Instruction and Academic Vocabulary in all content area classes.	1, 9, 10	Campus Administration Bilingual Chair	Establish strong academic vocabulary foundation for ELL success.				
		Funding Sources: State Bilingual/ESL - $0.00, Title III - $0.00					
Critical Success Factors CSF 1 3) Meet with teachers to monitor ELL placement, academic progress, grades and benchmark scores to recommend appropriate interventions.	1, 8, 10	Campus Administration Classroom Teacher Counselors	Increase in English language proficiency level of all ELL's and increase percentage in attainment of Advanced High TELPAS composite.				
		Funding Sources: State Bilingual/ESL - $0.00					
Critical Success Factors CSF 1 4) Assess all students the first two weeks of school with Istation to find all student's independent instructional and frustration levels of reading	1, 8, 10	Campus Administration Classroom Teachers Counselors	Increase the independent reading levels of all students.				
		Funding Sources: State Bilingual/ESL - $0.00					

Critical Success Factors CSF 1 5) Implement SIOP model strategies to help LEP students - Small group discussion - Peer tutoring - Use of graphic organizers - Vocabulary instruction - Questioning techniques - Lab based lessons - Scaffolding techniques	1, 8, 10	Campus Administration Counselors	Establish strong academic vocabulary foundation for ELL success.			
	Funding Sources: State Bilingual/ESL - $0.00					
Critical Success Factors CSF 1 6) Continue implementing leveled readers in the classroom	1, 8, 10	Campus Administration Classroom Teachers Counselors	Establish strong academic vocabulary foundation for ELL success.			
	Funding Sources: State Bilingual/ESL - $0.00					

✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✗ = Discontinue

Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 7: By May 2018, identified dyslexic students' STAAR scores will increase by 5% in Reading and Writing.
By Spring 2018, the number of Sp. Ed. and 504 students who score at the Approaches level on the STAAR assessments Reading, Math, and Writing will increase by 10%.

Evaluation Data Source(s) 7: Comply with the mandates outlined in the Texas Dyslexia Handbook, progress monitoring through curriculum based measures (easyCBM), progress reports, report cards, STAAR Results.
System result

Summative Evaluation 7:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 1) Implement the Barton System intervention program with fidelity	1, 3, 8, 9, 10	Campus Administrators Dyslexia Teacher Classroom Teacher	Reading and Writing Benchmarks and CBA's Six Weeks' Progress Reports, Progress Monitoring through easyCBM reports Reading and Writing STAAR				
Funding Sources: General Fund - $0.00, Title 1, Part A - $0.00							
Critical Success Factors CSF 1 CSF 3 CSF 7 2) Implement staff development to assist in the training of instructional strategies, in reading and writing.	1, 3, 4, 8, 9, 10	Campus Administrators Dyslexia Teacher Classroom Teacher	Benchmark and CBA Scores Six Week's Progress Report Reading and Writing STAAR				
Funding Sources: General Fund - $0.00, Title 1, Part A - $0.00							
Critical Success Factors CSF 1 3) Implement accommodations for eligible students to assist students in reading and writing.		Campus Administration Dyslexia Teacher Classroom Teachers	Benchmark scores Six Weeks' progress reports Reading and Writing STAAR Results.				
Funding Sources: Title 1, Part A - $0.00, General Fund - $0.00							
4) Support the implementation of systems that include alignment, instruction, and assessment that will instruct in Differentiating for our students individual needs through Professional Learning Communities. TEKS Resource System Eduphoria-Forethought Planning SLO- Student Learning Objective Blended Learning							

5) Reinforce and improve vocabulary through: Daily Read-Alouds through expository and narrative texts (Pre-K- 5th) Independent Reading Guided Reading Shared Reading Readers Theater Friday Poem Anthology SIPPS Journeys Adopted Textbooks Scholastic Book Room							

Critical Success Factors CSF 1 CSF 4 6) Offer inclusion support and supplement aids to scaffold grade level instruction in the subject areas with the RTI Process Language Arts Science Math Social Studies	1, 2, 9, 10	Campus Administration Special Education Teacher Classroom Teachers					
		Funding Sources: State Special Education - $0.00					

Critical Success Factors CSF 1 CSF 2 CSF 7 7) Special Education Administration will meet with content area staff and campus administration in order to plan for meeting the instructional needs of students with disabilities.	1, 2, 10	Special Ed. Administration Content Area Staff	Review of Eduphoria/Strive System				
Critical Success Factors CSF 1 CSF 7 8) Provide training to staff on topics such as positive behavioral supports, allowable accommodations for state assessments; strategies for teaching students with autism, etc.	1, 2, 10	Special Ed. Administration Campus Administration Classroom Teachers C&I Personnel Contracted Personnel	Surveys of Training				
		Funding Sources: State Special Education - $0.00					
9) Allow students to have access to curriculum through the use of assistive technology to include computers, laptops, braille, agumentative communication devices, adapted equipment, applications etc.		Special Ed. Administration Campus Administration Classroom Teachers C&I Personnel Contracted Personnel	Improved performance for all population on benchmarks and STAAR.				

Critical Success Factors	1, 2, 8, 10	Campus Administration Classroom Teacher Campus Diagnostician Special Ed. Teachers Dyslexia Teacher	Improved performance for all population on benchmarks and STAAR.				
CSF 1 10) Implement instructional strategies to assist in all core subjects and lifelong skills concepts. Dyslexia Program-Dyslexia Teacher Resource/ Inclusion Program Speech Specialist Mild/Severe Units							
Critical Success Factors CSF 1 CSF 7 11) Ensure coordination between general education teacher and special ed/ Resource teachers and teacher assistant. Planning for Individual Needs Scheduling Individual Instruction 504 Committee Meeting ARD Meeting RTI Process	1, 2, 10	Campus Administration Classroom Teacher Campus Diagnostician Special Ed. Teachers	Improved performance for all population on benchmarks and STAAR.				

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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 8: By Spring 2018, 75% of students identified as Gifted and Talented will score at a Mastery Grade Level of the Spring 2018 STAAR Assessment in the areas of reading, writing, math and science.

Evaluation Data Source(s) 8: STAAR Scores

Summative Evaluation 8:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 1) Disaggregate data regarding the number of GT identified students receiving a Master Grade Level on STAAR.	1, 8	Campus Administration QUEST Teacher Classroom Teacher	STAAR Results				
	Funding Sources: State Gifted and Talented (G/T) - $0.00						
Critical Success Factors CSF 1 2) Monitor to ensure that 100% of the classroom teachers have received training in the Nature and Needs Assessment of gifted students.	1, 2	Campus Administrators QUEST Teacher	All GT students will be serviced by teachers that are in compliance with the Texas State Plan.				
	Funding Sources: State Gifted and Talented (G/T) - $0.00						
Critical Success Factors CSF 1 3) Provide advanced lessons and activities that extend beyond the TEKS/STAAR Framework for identified students through a "pull-out" program.	1, 2	Campus Administration Quest Teacher	All GT students will be serviced by teachers that are in compliance with the Texas State Plan.				
Critical Success Factors CSF 1 CSF 7 4) Provide training to staff on topics such as positive behavioral supports, allowable accommodations for state assessments; strategies for teaching students with autism, etc.	1, 2, 10	Special Ed. Administration Campus Administration Classroom Teachers C&I Personnel Contracted Personnel	Surveys of Training				
	Funding Sources: State Special Education - $0.00						

Critical Success Factors CSF 1 5) Allow students to have access to curriculum through the use of assistive technology to include computers, laptops, braille, agumentative communication devices, adapted equipment, applications etc.	1, 2, 10	Special Education Personnel Campus Administration	Improved performance for all population on benchmarks and STAAR.				
	Funding Sources: State Special Education - $0.00						

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Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 9: By Spring 2018, 10% Migrant Students will Master Grade Level on Reading and Math STAAR.

Evaluation Data Source(s) 9: STAAR Results

Summative Evaluation 9:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Migrant students will use Imagine Learning, Reflex Math, Achieve and Mechanics Learning Programs during Migrant lab time to improve their reading and math skills	1, 9, 10	Campus Administration Classroom Teachers Title I Migrant Staff	Curriculum Based Assessments Benchmarks STAAR Results				
	Funding Sources: Title I, Part C - $0.00						
Critical Success Factors CSF 1 2) Migrant paraprofessional staff will desegregate STAAR DATA to focus on and tutor students in areas of need in grades PreK - 5th grades.	1, 7	Campus Administration Classroom Teachers Migrant District Team	STAAR Results Benchmarks Curriculum Based Assessments				
	Funding Sources: Title I, Part C - $0.00						
Critical Success Factors CSF 1 3) Provide Tutoring in Core Content Areas, STARR Tutorials during the Regular School Day, Reading and Math Instruction by Certified Teachers.	1, 2, 3, 8, 9, 10	Campus Administration Classroom Teachers Migrant Paraprofessional	STAAR Results Benchmarks CBA's				
	Funding Sources: Title I, Part C - $0.00						
✔ = Accomplished ➡ = Continue/Modify ◐ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 10: The Fine Arts increase student participation.

Evaluation Data Source(s) 10:

Summative Evaluation 10:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) Provide Staff Development for the Fine Arts and support staff in the area of appreciating fine arts in Music and Art.	1, 4	Fine Arts District Coordinator Campus Administration	Increase student participation and appreciate the Fine Arts.				
Critical Success Factors CSF 1 CSF 3 CSF 5 2) Student Art work/projects will be showcased at the district/campus level and community.	1, 6	Campus Administration Art Teacher Fine Arts District Coordinatro	Increase student participation and appreciate the Fine Arts.				
Critical Success Factors CSF 5 3) Student Music Performance will be recognized at the district/campus level and community.	1, 6	Campus Administration Music Teacher Fine Arts District Coordinator	Increase student participation and appreciate the Fine Arts.				
Critical Success Factors CSF 1 4) Students will be given the opportunity to participate in UIL and showcase their knowledge in Art Smart and Music Memory.	1	Campus Administration Classroom Teachers UIL Campus Coordinator	Students to feel successful at the Campus and District Level Competitions through their individual and group performance.				
✔ = Accomplished → = Continue/Modify ◕ = Considerable ◔ = Some Progress ⬤ = No Progress ✗ = Discontinue							

Goal 1: STUDENT SUCCESS/LITERACY FOCUS-High-quality, innovative, technology-savvy programs.

Performance Objective 11: By Spring 2018, most students will acquire computer skills, increasing their effectiveness and efficiency of the information technology system and create a robust infrastructure to support student and staff learning in the classrooms, labs, and library to maximize the learning of all students and staff.

Evaluation Data Source(s) 11: STAAR Results
Surveys

Summative Evaluation 11:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) The Librarian will work with teachers to encourage Reading through: *Accelerated Reading- AR *Leader In Me *Author Visits *National Reading Event	1, 2, 9	Campus Librarian Campus Administration Classroom Teachers CTC	STAAR Scores AR Points MyON Reading Minutes Read and Books Read				
Critical Success Factors CSF 1 CSF 4 2) The Librarian will promote and purchase Reading with the use of lessons on Library Skills/ Reading Lessons, such as: Data Basis- Search for Books Destiny E-Book- Resources Region One- Library EPIC MYON AR and Goals Other On-Line Book Resources	1, 2, 9	Campus Librarian Campus Administration Classroom Teachers CTC	STAAR Scores AR Points MyON Reading Minutes Read and Books Read				
			Funding Sources: Title 1, Part A - $0.00, State Special Education - $0.00, State Bilingual/ESL - $0.00, State Comp Ed (SCE) - $0.00				

Critical Success Factors CSF 1 3) The Librarian will purchase incentives for students to encourage good attendance, promote "7 Habits of Highly Effective Kids, Improve Participation in STAAR for Higher scores.	1, 2	Campus Librarian Campus Administration	STAAR Results The Leader In Me Survey				
	Funding Sources: Title 1, Part A - $0.00, General Fund - $0.00						
Critical Success Factors CSF 1 4) Promote Reading with the use of events, such as: Book Fair- Scholastic National Reading Event- Dr. Seuss and Author Visits Literacy Night	1	Campus Librarian Campus Administration Classroom Teacher	STAAR Scores AR Points MyON Reading Minutes Read and Books Read				
	Funding Sources: General Fund - $0.00, State Comp Ed (SCE) - $0.00, State Bilingual/ESL - $0.00, State Special Education - $0.00, State High School Allotment - $0.00						
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 5) Student AR Word Counts will be showcased and announced at the campus level. Reward and recognize highest AR counts students for their achievements in reading through: *Certificates *Assemblies	1, 2	Campus Librarian Campus Administration Classroom Teachers	STAAR Scores AR Points MyON Reading Minutes Read and Books Read				
	Funding Sources: State Bilingual/ESL - $0.00, General Fund - $0.00, State Special Education - $0.00, Title 1, Part A - $0.00						

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Goal 2: POSITIVE LEARNING ENVIRONMENT-Safe, secure, technology-rich schools and facilities.

Performance Objective 1: A.N. Tony Rico Elementary School students and staff will incorporate technology in their classrooms, presentations and activities.

Evaluation Data Source(s) 1: The campus will receive an Advanced level 4 in all 4 areas of the STAR Chart.

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 7 1) A. N. Tony Rico Staff will be provided with professional training on campus computer software programs, blended learning, Google Apps and integration of technology in their daily lessons.	1, 4	Administration CTC	Sign-In Sheets T-TESS Domains increased from previous year.				
Critical Success Factors CSF 1 2) Students in Pre-Kinder through fifth grade will use technology to develop reading and math skills. Technology will include, Chromebooks, televisions, IPADS, computers-desktops and laptops, document cameras, printers, ink, media carts, speakers, scanners and mounted projectors.	1	Administration Teacher CTC	Formative: Benchmarks, weekly tests, technology progress reports Summative: Reading Levels-BOY, MOY, EOY STAAR Scores 6 Week Report Cards				
Critical Success Factors CSF 1 3) The campus technology needs will be addressed through the purchase of necessary components such as but not limited to: supplies/consumbales, printers, projectors, scanners, cameras, laptops, light bulbs, software, projectors, toner for printers, Chromebooks.	1	Administration CTC Teacher					
4) The campus will continue with the Leader in Me training and Anti-bully campaign. Students will be provided lessons and teachers will continue to attend staff development in these areas.	1	Administration Teachers					

5) The staff will implement our Rico Angels mentoring program to create a positive connection with students. Staff members will meet with students once a month and mentor the student.		Administration Teachers Counselors					
6) Teachers and CTC will complete lesson in order to ensure students are well informed and understand what Common Sense Media is.		Principal CTC Teachers CIF					

✔ = Accomplished ➡ = Continue/Modify ◖ = Considerable ◖ = Some Progress ● = No Progress ✖ = Discontinue

Goal 3: PARENT-COMMUNITY-BUSINESS-INDUSTRY RELATIONS-Superior customer service, positive communication, and collaboration for student success.

Performance Objective 1: Strengthen and increase our parental involvement and community engagement in schools by 10%.

Evaluation Data Source(s) 1: Annual Parent-Teacher-Student Surveys, Campus Six Weeks Reports, Parent Evaluations,Parent Advisory Council, End of the Year Federal e-grant Application.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 5 1) Utilize all forms of contact with parents through phone calls, email, parent teacher conferences, school messenger, KWES and social media (Facebook and Twitter).	1, 4, 6, 8, 9, 10	Campus Principal & Administration Grade Level Chairperson's Campus Technology Coordinator Librarian Community Liaison Campus Counselor ACE Coordinators	When parents are engaged and participate with campus events/activities student achievement increases. Children whose parents are more motivated to learn are more successful in school.				
2) Provide district aligned parent trainings and resources on topics such as effective reading strategies, PASOS, Texas A & M Colonias Helping Heart Resilience Program, HEB READ 3, STAAR, Bullying and Drug Prevention, The Leader In Me, Mental Health Awareness, Technology and College & Career Exploration and Readiness. The goal is to maximize the impact of parental engagement.	1, 4, 6, 7, 10	Campus Principal & Administration Community Liaison Campus Counselor ACE Coordinators	When parents are aware and educated of the expectations required of their child(ren) the implementation will transition from school to home. For example, 7 Habits and PASOS.				
3) Continue to implement a system for tracking parent participation by campus and volunteer hours. Parents will be recognized at the end of the year for their participation.	1, 4, 6, 7, 10	Parental Involvement Office Staff Campus Principal & Administration Community Liaison	When parents are engaged and participate with campus events/activities student achievement increases. Parents will be rewarded throughout the year by attending Region 1 conferences and will be given special recognition at our end of the year awards ceremony.				
4) Ensure Title I Parental Program Meetings, Orientations for the Campus Administrators, Teachers, Staff and Parent Volunteers; on how parents can promote 21st Century Learning; success in school and home, to become college-career ready citizens.		Campus Principal Administrators Community Liaison	When parents participate in meetings they will be provided with information on district and campus goals, expectations that promote 21st Century Learning and how to help their child be successful in school and at home.				

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Goal 3: PARENT-COMMUNITY-BUSINESS-INDUSTRY RELATIONS-Superior customer service, positive communication, and collaboration for student success.

Performance Objective 2: Establish a network of community partners that will enhance the mission and vision of parental involvement and community services.

Evaluation Data Source(s) 2: Annual Health Fair, Sign-In's, Agendas, Parent Evaluations, Volunteer In place logs, principals reports and feedback from staff.

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) The community will provide resources and partnerships that meet the needs of our WISD families. Resources such as: In His Image Uniform Drive (Cross Roads Community Church), In His Steps Shoebank (First United Methodist Church), Texas Department Health and Human Services, and our annual Fall Harvest Fair and Spring Information Fair.	6	Administrators Campus Principal & Administration Community Liaison Campus Counselor	When parents are aware of community resources and information they are able to seek assistance when needed.				
2) Building stronger relationships with higher educational institutions: STC, UTRGV, TSTC, and Texas A& extension services; so parents can be knowledgeable in the planning and preparation for college readiness.	1, 3, 4, 6, 10	Campus Principal & Administration Community Liaison Campus Counselor	When parents are aware of community resources and college readiness information their children are more likely to graduate from high school and continue with their postsecondary education.				
✔ = Accomplished ➡ = Continue/Modify ◕ = Considerable ◕ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 4: CAPACITY-BUILDING/LEADERSHIP DEVELOPMENT-Quality, customized professional development for all employees.

Performance Objective 1: WISD will recruit and retain hard to fill positions by 5% in the shortage identified areas of Special Education, Bilingual and Career and Technical education programs.

Evaluation Data Source(s) 1: Disrtict TAPR report

Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Research and broaden the bilingual education program for teachers by offering tutoring services for the bilingual certification exam, as well as, other support.		Principal Bilingual Chairs	An increase in bilingual certified teachers.				
2) Research and create a staff awards and incentive program.		Principal Administrators	Retain teachers.				
✔ = Accomplished ➡ = Continue/Modify ◓ = Considerable ◑ = Some Progress ⬤ = No Progress ✖ = Discontinue							

Goal 4: CAPACITY-BUILDING/LEADERSHIP DEVELOPMENT-Quality, customized professional development for all employees.

Performance Objective 2: All students will be taught by highly qualified/state certified teachers through several professional development opportunities.

Evaluation Data Source(s) 2: Eduphoria and sign in sheets

Summative Evaluation 2:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Provide mentors and induction training for new teachers.		Principal	Mentor assignments and mentor feedback.				
2) Provide opportunities and encourage teachers and principals to seek additional training in meeting the needs of the district and campus.		Principal	Training records, documentation				
3) Research and broaden the bilingual education program for teachers by offering tutoring services for the bilingual certification exam, as well as, other support.		Principal Bilingual Chairs	An increase in bilingual certified teachers.				
4) Research and create a staff awards and stipends.		Principal Administrators	Retain Teachers.				
✔ = Accomplished ➔ = Continue/Modify ◑ = Considerable ◔ = Some Progress ◯ = No Progress ✘ = Discontinue							

State Compensatory

Budget for A.N. Rico Elementary:

Account Code	Account Title	Budget
6100 Payroll Costs		
164.11.6119.27.113.8.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	$62,079.00
164.13.6119.00.113.8.30	6119 Salaries or Wages - Teachers and Other Professional Personnel	$77,798.00
164.11.6129.27.113.8.30	6129 Salaries or Wages for Support Personnel	$29,263.00
164.11.6129.80.113.8.30	6129 Salaries or Wages for Support Personnel	$48,057.00
164.12.6129.00.113.8.30	6129 Salaries or Wages for Support Personnel	$31,826.00
164.23.6129.00.113.8.30	6129 Salaries or Wages for Support Personnel	$26,620.00
164.11.6141.00.113.8.30	6141 Social Security/Medicare	$309.00
164.11.6141.27.113.8.30	6141 Social Security/Medicare	$900.00
164.11.6141.80.113.8.30	6141 Social Security/Medicare	$697.00
164.12.6141.00.113.8.30	6141 Social Security/Medicare	$461.00
164.13.6141.00.113.8.30	6141 Social Security/Medicare	$1,128.00
164.23.6141.00.113.8.30	6141 Social Security/Medicare	$386.00
164.11.6142.00.113.8.30	6142 Group Health and Life Insurance	$5,779.00
164.11.6142.27.113.8.30	6142 Group Health and Life Insurance	$5,779.00
164.11.6142.80.113.8.30	6142 Group Health and Life Insurance	$11,558.00
164.12.6142.00.113.8.30	6142 Group Health and Life Insurance	$5,779.00
164.13.6142.00.113.8.30	6142 Group Health and Life Insurance	$5,779.00
164.23.6142.00.113.8.30	6142 Group Health and Life Insurance	$5,779.00
164.11.6143.27.113.8.30	6143 Workers' Compensation	$187.00
164.11.6143.80.113.8.30	6143 Workers' Compensation	$144.00
164.12.6143.00.113.8.30	6143 Workers' Compensation	$95.00

164.13.6143.00.113.8.30	6143 Workers' Compensation	$233.00
164.23.6143.00.113.8.30	6143 Workers' Compensation	$80.00
164.11.6143.00.113.8.30	6143 Workers' Compensation	$64.00
164.11.6145.00.113.8.30	6145 Unemployment Compensation	$20.00
164.11.6145.27.113.8.30	6145 Unemployment Compensation	$56.00
164.11.6145.80.113.8.30	6145 Unemployment Compensation	$44.00
164.12.6145.00.113.8.30	6145 Unemployment Compensation	$29.00
164.13.6145.00.113.8.30	6145 Unemployment Compensation	$70.00
164.23.6145.00.113.8.30	6145 Unemployment Compensation	$24.00
164.11.6146.00.113.8.30	6146 Teacher Retirement/TRS Care	$822.00
164.11.6146.27.113.8.30	6146 Teacher Retirement/TRS Care	$2,135.00
164.11.6146.80.113.8.30	6146 Teacher Retirement/TRS Care	$1,081.00
164.12.6146.00.113.8.30	6146 Teacher Retirement/TRS Care	$716.00
164.13.6146.00.113.8.30	6146 Teacher Retirement/TRS Care	$1,750.00
164.23.6146.00.113.8.30	6146 Teacher Retirement/TRS Care	$599.00
	6100 Subtotal:	**$328,126.00**
6200 Professional and Contracted Services		
164.13.6219.57.113.8.30	6219 Professional Services	$405.00
	6200 Subtotal:	**$405.00**
6300 Supplies and Services		
164.11.6399.00.113.8.30	6399 General Supplies	$18,750.00
	6300 Subtotal:	**$18,750.00**

Personnel for A.N. Rico Elementary:

Name	Position	Program	FTE
Adriana Marin	At Risk Attendance Clerk	Rico Elementary School	1
Bethavez Garza	Instructional Aide	Rico Elementary School	1
Elias Garza	Campus Technology Coordinator	Rico Elementary School	1
Jose Molina	Technology Aide	Rico Elementary School	1
Maria Moreno	Campus Instructional Facilitator	Rico Elementary School	1
Maria Muniz	Special Ed Instructional Aide	Rico Elementary School	1
Norma Garcia	Library Aide	Rico Elementary School	1
Rosalinda Martinez	Special Ed Instructional Aide	Rico Elementary School	1

Campus Funding Summary

State Gifted and Talented (G/T)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	1			$0.00
1	8	2			$0.00
				Sub-Total	$0.00

State Special Education

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3			$0.00
1	2	12			$0.00
1	4	3			$0.00
1	7	6			$0.00
1	7	8			$0.00
1	8	4			$0.00
1	8	5			$0.00
1	11	2			$0.00
1	11	4			$0.00
1	11	5			$0.00
				Sub-Total	$0.00

State Comp Ed (SCE)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			$0.00
1	1	2			$0.00
1	1	4			$0.00
1	2	2			$0.00
1	2	3			$0.00
1	2	4			$0.00

1	2	5			$0.00
1	2	6			$0.00
1	2	10			$0.00
1	2	12			$0.00
1	3	4			$0.00
1	4	1			$0.00
1	4	3			$0.00
1	4	10			$0.00
1	4	12			$0.00
1	5	4			$0.00
1	11	2			$0.00
1	11	4			$0.00
				Sub-Total	$0.00

State Bilingual/ESL

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4			$0.00
1	2	3			$0.00
1	2	4			$0.00
1	2	10			$0.00
1	2	12			$0.00
1	3	4			$0.00
1	4	3			$0.00
1	4	10			$0.00
1	6	1			$0.00
1	6	2			$0.00
1	6	3			$0.00
1	6	4			$0.00
1	6	5			$0.00

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	6			$0.00
1	11	2			$0.00
1	11	4			$0.00
1	11	5			$0.00
				Sub-Total	$0.00

State High School Allotment

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	6			$0.00
1	4	7			$0.00
1	11	4			$0.00
				Sub-Total	$0.00

Title 1, Part A

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			$0.00
1	1	4			$0.00
1	1	5			$0.00
1	2	2			$0.00
1	2	3			$0.00
1	2	7			$0.00
1	2	8			$0.00
1	2	10			$0.00
1	2	11			$0.00
1	2	12			$0.00
1	3	1			$0.00
1	3	3			$0.00
1	3	4			$0.00
1	3	5			$0.00
1	4	1			$0.00

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	3			$0.00
1	4	4			$0.00
1	4	5			$0.00
1	4	8			$0.00
1	4	10			$0.00
1	4	11			$0.00
1	4	13			$0.00
1	4	14			$0.00
1	4	15			$0.00
1	6	1			$0.00
1	7	1			$0.00
1	7	2			$0.00
1	7	3			$0.00
1	11	2			$0.00
1	11	3			$0.00
1	11	5			$0.00
				Sub-Total	$0.00

General Fund

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4			$0.00
1	2	3			$0.00
1	2	5			$0.00
1	2	6			$0.00
1	2	7			$0.00
1	2	11			$0.00
1	3	3			$0.00
1	3	10			$0.00
1	4	3			$0.00

1	4	5			$0.00
1	4	13			$0.00
1	4	14			$0.00
1	5	1			$0.00
1	5	3			$0.00
1	7	1			$0.00
1	7	2			$0.00
1	7	3			$0.00
1	11	3			$0.00
1	11	4			$0.00
1	11	5			$0.00
				Sub-Total	$0.00

Title I, Part C

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4			$0.00
1	2	9			$0.00
1	9	1			$0.00
1	9	2			$0.00
1	9	3			$0.00
				Sub-Total	$0.00

Title III

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2			$0.00
				Sub-Total	$0.00
				Grand Total	$0.00