

# SAN FELIPE-DEL RIO CISD

## District Improvement Plan

### 2019/2020



Rufina (Ruby) Adams  
902 Cantu Road  
830-778-4124  
[rufina.adams@sfd-r-cisd.org](mailto:rufina.adams@sfd-r-cisd.org)

Date Reviewed:

DMAC Solutions ®

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Date Approved:

1/17/2020

# SAN FELIPE-DEL RIO CISD

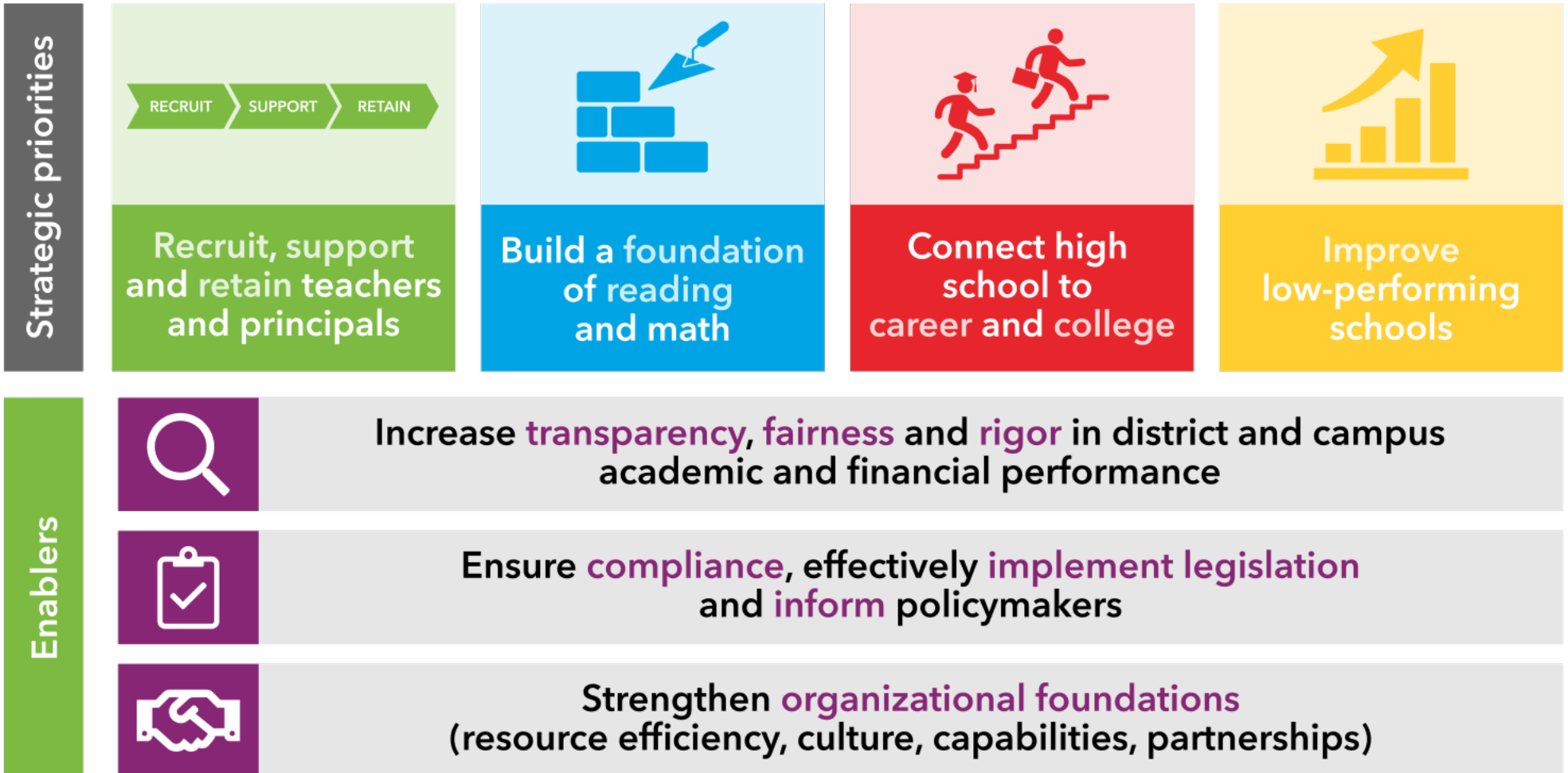
## **Vision**

*San Felipe Del Rio CISD embraces a belief in developing a strong culture of Courage, Collaboration, Innovation and Self-Direction. We are committed to ensuring high expectations and high standards that will equip and produce learners that will excel academically, in life and in their career.*

### Nondiscrimination Notice

SAN FELIPE-DEL RIO CISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# Every child, prepared for success in college, a career or the military.



*\*adapted from TEA Strategic Plan - <https://tea.texas.gov>*

## **District Goals**

### **Goal 1: Student Performance**

The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.

### **Goal 2: Finance**

The District shall be a good steward of the community's resources - financial, human, facilities - and explore new opportunities for organizational efficiency and effectiveness.

### **Goal 3: Communication**

The District shall provide meaningful and effective communication in a timely manner to all parents, students, staff and District partners.

# SAN FELIPE-DEL RIO CISD Site Base

Name	Position
Guajardo, Diana	1st Grade Teacher, Garfield
Garcia, Hector	3rd Grade Teacher, Garfield
Ortiz, Nelda	5th Grade Teacher, Calderon
Bosquez, Leticia	Sec. ELA Teacher, DRFS
Delgado, Jose	Sec. Non-Core Area Teacher, SFMMS
Garcia, Elda	Non-Teaching Professional, Lonnie Green
Hargrove, Mary Catherine	Non-Teaching Professional, DRHS
Richardson, Wayne	Business Representative
Cortez, Jessica M.	Teacher
Luna, Vanessa	Pre-K Teacher, Cardwell
Hernandez, Patricia	2nd Grade Teacher, Chavira
Limon, Laura	4th Grade Teacher, Buena Vista
Fernandez, Sarah	Sec. Math Teacher, DRFS
Cortez, Melva	Sec. Science Teacher, DRHS
Sanchez, Jessica	Sec. Science Teacher, DRHS
Gutierrez, Lauren	Sec. Social Studies Teacher, DRHS
Flores, Alma	Non-Teaching Professional, Chavira
Rodriguez, Theela	Kinder Teacher, North Heights
Sanders, Deborah	1st Grade Teacher, Calderon
Ponce, Jessica	Non-Teaching Profession, Garfield
Garcia, Aidee	Chief Human Resources
Gomez, Aida	Chief Instructional Officer
Hernandez, Diane	Title 1 Coordinator
Rios, Carlos	Superintendent
Ruiz, Alma	Bilingual Parental Aide
Schafer, Karen	Presenter
Smith Tamayo, Deborah	Teacher

## SAN FELIPE-DEL RIO CISD Site Base

Name	Position
Villarreal, Monica	Administration HR

# San Felipe Del Rio CISD

## Sign-In Sheet



District Planning and Decision Making Committee		DPDMCMEETING-042419	
on 4/24/2019			
4:15 PM	6:00 PM	SPC Training Room	
Karen Shafer			

enrolled	Available	Maximum
28	0	28

	Name (Used for Certificate)	District	Campus	Grade Level	Signature
1	Bosquez, Leticia	SFDR CISD	DRFS	9th	
2	Cortez, Jessica M.	SFDR CISD	Del Rio High School – Science	10th–12th	
3	Cortez, Melva	SFDR CISD	DRFS	9th	
4	Delgado, Jose A.	SFDR CISD	SFMMS – CTE	6th	
5	Fernandez, Sarah Danielle	SFDR CISD	DRFS	9th	
6	Flores, Alma	SFDR CISD	Principals / Administrators	K–5th	
7	Garcia, Aidee	SFDR CISD	Administration	Chief	
8	Garcia, Elda Estela	SFDR CISD	Bilingual/ESL	All grade levels	
9	Garcia, Hector M	SFDR CISD	Garfield	3rd	
10	Garza, Jorge Luis	SFDR CISD	DRHS	Director	
11	Gomez, Aida V	SFDR CISD	Administration	Chief	
12	Guajardo, Diana	SFDR CISD	Garfield	1st	
13	Gutierrez, Lauren Brook	SFDR CISD	DRHS	10th–12th	
14	Hargrove, Mary Catherine	SFDR CISD	Del Rio High School – Library	All grade levels	
15	Hernandez, Diane Morris	SFDR CISD	Annex II	Coordinator – Title I	

16	Hernandez, Patricia	SFDRCSID	Chavira	2nd	P. Hernandez
17	Limon, Laura Alicia	SFDRCSID	Buena Vista	4th	
18	Luna, Vanessa	SFDRCSID	I. Cardwell	PreK	Vanessa Luna
19	Ortiz, Nelda R.	SFDRCSID	Calderon	5th	Nelda Ortiz
20	Ponce, Jessica Marie	SFDRCSID	Garfield	Counselor	
21	Richardson, Wayne	Visitor	Visitor	Visitor	
22	Rios, Carlos	SFDRCSID	Administration	All grade levels	
23	Rodriguez, Theela	SFDRCSID	North Heights	Kinder	Theela Rodriguez
24	Ruiz, Alma Leticia	SFDRCSID	Annex II - Parental Liaison	Para Professional	
25	Sanders, Deborah	SFDRCSID	Calderon	1st	Deborah Sanders
26	Shafer, Karen	SFDRCSID	C I Staff Developing Center	Coordinator	Presenter
27	Smith Tamayo, Deborah	SFDRCSID	Garfield	2nd	
28	Villarreal, Monica	SFDRCSID	Administration	Para Professional	

~~SchKade, Pamela~~ ~~Sr. Ed.~~ ~~Annex I - Sp. Ed.~~ ~~Diag.~~ ~~P.S.~~

# Comprehensive Needs Assessment Summary of Priority Needs

## Demographics

- \* Service GT program with improved GT curriculum in elementary
- \* Provide incentives for teachers to become Bilingual certified to increase support for ELL Students
- \* Reduce Secondary class sizes

## College & Career Readiness

- \* Create and align teacher expectations for student growth
- \* Provide more career options (more trade careers) and vocational choices for CTE campus
- \* Provide interventions to help increase ASVAB scores

## Curriculum, Instruction and Assessment

- \* Provide tested resources to accommodate ELL learning capacity before purchase
- \* Improve consistency in changes in leadership (C&I, Admin, etc.)
- \* Assign certified librarians for each campus

## School Context & Organization

- \* Provide professional development for improved leadership involvement with staff & community
- \* Provide improvements with infrastructure & furniture updates to campuses
- \* Investigate and pilot new programs to evaluate effectiveness

## Student Achievement

- \* Provide additional resources to support curriculum to close achievement gap
- \* Provide additional training in district initiatives (i.e. Phonics program)
- \* Revisit and modify recommendation process for student retention

## Teacher Quality

- \* Allocate equal incentives for current employees to new hires
- \* Revise/increase district compensations
- \* Revisit district salary cap

## Family & Community Involvement

- \* Devise a faster clearance process for volunteers to work with students on campus
- \* Evaluate and create/improve Parent/Teacher Organization (PTO)
- \* Create accessible programs to assist lower income families

## Technology

- \* Investigate and utilize better WIFI connections to increase effective access for the use of educational electronics such as the Ipad
- \* Investigate how enhance operational terminals which are often inoperable
- \* Investigate how to improve a compatible ratio of students to technology

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 1.** During the 2019-2020 school year, TEKS aligned curriculum will be used with 100% fidelity.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor curriculum delivery using DMAC Walkthrough Tool. (Title I SW: 1) (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Directors	September 2019 - May 2020	(F)Title I, (O)Local Districts	Criteria: DMAC Walkthrough reports  01/08/20 - On Track
2. Provide professional development for all professional staff. (Title I SW: 1,3,4) (Title I TA: 5,6,8) (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Directors, Region 15	August 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)State Compensatory	Criteria: Evaluations-Sign in sheets  01/08/20 - On Track
3. Monitor the Planning Protocol for 100% fidelity. (Title I SW: 1,2,3) (Title I TA: 2,4,5) (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Directors	August 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement	Criteria: Walkthrough data, Evaluations, Lesson Plans, Planning documents  01/08/20 - On Track
4. Integrate technology into instructional programs, administrative programs, and home access where possible. (Title I SW: 2,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	September 2019-June 2020	(F)E-Grant, (S)Technology Grant	Criteria: Surveys, walkthrough data, sign-ins  01/09/20 - Some Progress 01/08/20 - Significant Progress
5. Monitor Planning Protocol Dashboard usage. (Title I SW: 8,9,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Cluster/Department Leaders, Curriculum Coordinators	September 2019 -June 2020	(O)Local Districts	Criteria: Run six weeks usage reports  01/08/20 - Some Progress

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 2.** By the end of the 2019-2020 school year, student achievement on state assessments for all students will increase by 10%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Identify, monitor and assist targeted populations to meet System Safeguards. Academic Specialist will provide support for non-academics. Utilize Curriculum Coordinators to build teacher capacity. (Title I SW: 1,2) (Title I TA: 1,2,8) (Target Group: ECD,ESL,LEP,SPED,AtRisk) (Strategic Priorities: 1,2,3,4)	Campus Administrators, Curriculum Coordinators, Directors	August - April (each six weeks)	(F)IDEA Special Education, (F)Title I, (F)Title III Bilingual / ESL, (S)State Compensatory	01/09/20 - Significant Progress
2. Provide high yield interventions such as iLit, SuccessMaker, TPRI, Reading Comprehension Toolkit, and Read Naturally to meet System Safeguards, and provide proven strategies and accelerated education to all students, especially those struggling in reading. (Title I SW: 2,4,9,10) (Target Group: All,ECD,ESL,LEP,SPED,GT,AtRisk,Dys) (Strategic Priorities: 1,2,3,4)	Campus Administrators, Curriculum Coordinators, Directors, Region 15, Teachers	September 2019-May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)State Compensatory, (S)Student Success Initiative	01/09/20 - On Track
3. Monitor the District Writing Plan to meet System Safeguards, and provide professional development in District Writing Initiatives. Continue to monitor system developed to organized individual writing samples (writing crates). Increase cross-curricular writing daily in all contents. (Title I SW: 1,2) (Target Group: All,ECD,ESL,LEP,SPED) (Strategic Priorities: 1)	Campus Administrators, Curriculum Coordinators, Directors	August 2019 - May 2019	(O)Local Districts	01/09/20 - On Track
4. Provide academic support and oversight of services to private non-profit schools. (Title I SW: 9) (Target Group: All) (Strategic Priorities: 1)	Financial Analyst, PNP Administrative, Title I Coordinator	August 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL	01/09/20 - On Track
5. Identify, monitor and assist in providing enrichment curriculum for GT students to obtain Level III Advanced Performance Level on state assessments. (Title I SW: 3,9) (Target Group: GT) (Strategic Priorities: 2)	Campus Administrators, Curriculum Coordinators, Teachers	August 2019-May 2020	(S)Local Funds	01/09/20 - Significant Progress

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 3.** During the 2019-2020 school year, 100% of the professional development will meet the mission and goals of SFDRCSID.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate instructional programs to meet diverse needs of all students to meet System Safeguards. (Title I SW: 1,2,4,9) (Target Group: ECD,ESL,LEP,SPED) (Strategic Priorities: 1,2,3,4)	Chief Instructional Officers, Curriculum Coordinators, Directors	August 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (O)Local Districts	01/09/20 - On Track
2. Ensure access to proven, effective instructional practices and professional development for all District Initiatives. (Title I SW: 2,9,10) (Target Group: All) (Strategic Priorities: 1)	Chief Instructional Officers, Curriculum Coordinators, Directors, Region 15	June 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (O)Local Districts, (S)EEIP Grant, (S)Optional Extended Year Funding	01/09/20 - On Track
3. Provide professional development in the use of resources, strategies, activities, and lessons to support grade level TEKS. (Title I SW: 4) (Target Group: All,ECD,ESL,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1,2)	Campus Administrators, Curriculum Coordinators	August 2019 - May 2020	(F)Title IIA Principal and Teacher Improvement, (S)Local Funds	01/09/20 - On Track
4. Provide professional development to all secondary instructional staff on Block Scheduling. (Title I SW: 2,4,9) (Target Group: 6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 1)	Chief Instructional Officers, Curriculum Coordinators	August - May	(F)Title IIA Principal and Teacher Improvement, (S)EEIP Grant	01/09/20 - Completed

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 4.** By the end of the each six weeks, 100% of the instructional staff will use multiple sources of reliable data to assess, guide, monitor and strengthen instruction and improve attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development in DMAC and Planning Protocol Dashboard. (Title I SW: 4,8,9) (Target Group: All) (Strategic Priorities: 1)	Chief Instructional Officers, Curriculum Coordinators, Directors, Region 15	August 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement	01/09/20 - Completed
2. Assist in the disaggregation of multiple sources of data. (Title I SW: 1,4,8,9) (Target Group: All) (Strategic Priorities: 1,4)	Chief Instructional Officers, Curriculum Coordinators, Directors, Region 15	August 2019-May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (S)State Compensatory	01/09/20 - On Track
3. Disaggregate and evaluate DMAC data to meet system safeguards. (Title I SW: 4,8) (Target Group: All) (Strategic Priorities: 1,4)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Directors, Instructional Coaches, Teachers	August 2019 - May 2020	(F)Title I, (S)State Compensatory	01/09/20 - On Track
4. Continue with RTI (Response to Intervention) that includes district and campus level meetings to monitor students based on Federal/State Accountability, and enter data into DMAC. (Title I SW: 2,4,8) (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Administrators, Counselors, Curriculum Coordinators, Directors, Parents, Teachers	Every 6 weeks beginning with 2nd 6 weeks	(F)Title I, (F)Title III Bilingual / ESL	01/09/20 - On Track
5. Assist campuses in improving their attendance rate. (Title I SW: 2,6,9) (Target Group: All) (Strategic Priorities: 2,4)	Attendance Staff, Campus Administrators, Chief Instructional Officers, Counselors, Curriculum Coordinators, Directors, Parental Aides, Teachers	August 2019-June 2020	(L)Principal Account	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 5.** During the 2019-2020 school year, 100% of all staff will comply with district safety, discipline, bullying and drug-free policies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development to all campus and district staff on school safety, bullying, dating violence, sexual abuse and other maltreatment, conflict resolution and drug-free policies. (Title I SW: 4,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Counselors, Curriculum Coordinators, Directors, Parents, Region 15, Teachers	August 2019 - May 2020	(F)Title IV SSAEP	01/09/20 - Significant Progress
2. Ensure that all campuses notify parents of appropriate safety procedures, including awareness of policies on bullying, dating violence, sexual abuse and other maltreatment, and conflict resolution. (Title I SW: 6) (Target Group: All)	Campus Administrators, Counselors, Directors, Parents, Teachers	August 2019 - May 2020	(F)Title IV SSAEP	01/09/20 - Significant Progress
3. Address the prevention of and education concerning unwanted physical or verbal aggression, sexual harassment, and other forms of bullying through a District Management Plan. (Title I SW: 1,2,6) (Target Group: All)	Campus Administrators, Counselors, Directors, Teachers	August 2019 - May 2020	(F)Title IV SSAEP	01/09/20 - Some Progress
4. Address the needs of students in special programs including suicide prevention, conflict resolution, violence (including dating violence prevention) and dyslexia treatment programs. (Title I SW: 1,6,9) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Directors	August 2019 - May 2020	(F)Title IV SSAEP	01/09/20 - Some Progress
5. Provide support and resources to Campus Discipline Plans to include reducing the overuse of discipline practices that remove students from the classroom. (Title I SW: 2,6) (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Chief Instructional Officers, Directors, Teachers	August 2019 - May 2020	(S)Local Funds	01/09/20 - Significant Progress
6. Provide services to certified McKinney-Vento children including a designated liaison, immediate enrollment, access to transportation, free breakfast and lunch, school supplies and other needed services. (Title I SW: 2,6,9,10) (Target Group: All)	Family Community & Engagement Coordinator, Title I Coordinator	August 2019 - June 2020	(F)Title I	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

**Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.

**Objective 5.** During the 2019-2020 school year, 100% of all staff will comply with district safety, discipline, bullying and drug-free policies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Provide transportation to foster and McKinney-Vento students (Title I SW: 6,9) (Target Group: All)	Family Community & Engagement Coordinator, Title I Coordinator, Transportation Coordinator	August 2019-June 2020	(F)Title I	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 6.** By the end of the 2019-2020 school year, students, parents and teachers will have been provided information on careers and higher education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide opportunities for students and parents to view a broad range of career choices. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselors, Directors, Teachers	August 2019 - May 2020	(S)Local Funds	01/09/20 - On Track
2. Provide resources for students and parents on higher education admissions, financial aid, scholarships, TEXAS and Teach for Texas grant programs, and curriculum and career pathway decisions. Plan and develop opportunities to inform more parents. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselors, Directors	August 2019 - May 2020	(F)Title I	01/09/20 - On Track
3. Assist campuses with a Dropout Prevention Review Committee to ensure that the dropout rate is reduced, that services to the Homeless and pregnant students continue, and that all students have the opportunity to graduate from high school. Ensure all staff contributes to the drop-out prevention plan for at-risk students. (Title I SW: 1,2,6,9) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Counselors, Directors, Teachers	August 2019 - May 2020	(F)Title I	01/09/20 - Some Progress
4. Support campuses in effective student transitions from Early Childhood to Elementary, Middle School to High School, and High School to Post-Secondary. (Title I SW: 1,6,7,10) (Target Group: All) (Strategic Priorities: 3)	Campus Administrators, Chief Instructional Officers, Counselors, Teachers	January 2020- June 2020	(F)Title I, (S)Local Funds	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

- Goal 1.** The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.
- Objective 7.** Beginning August 2019, the district shall utilize school and community resources to reduce the dropout rate with recovery and prevention plans.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Career and Technology Pathways in STEM, Public Services, and Business and Industry. (Target Group: All,AtRisk) (Strategic Priorities: 3)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Teachers	August 2019-July 2020		Criteria: Master Schedule, Summative - Evaluations, surveys, sign-ins  01/09/20 - On Track
2. Strategies to support post-secondary education include: TSI Prep College Readiness, XELLO, CTE Career Pathways, BCFS Counseling Support, GEAR UP, DEL RIO CARES, Blended Academy for at risk students 8th grade-5th year seniors, FAFSA, College/University Open House nights/trips. (Target Group: All,AtRisk) (Strategic Priorities: 3)	Campus Administrators, Chief Instructional Officers, Counselors, Teachers	August 2019-July 2020		Criteria: Master Schedule, Summative - Evaluations, surveys, sign-ins  01/09/20 - On Track
3. Advanced academic and transition opportunities include: Dual Credit (On Ramps), MOUs with SWTJC, Angelo State, UT, Texas Virtual School Network (TXVSN) , Advance Placement courses, 60 hours Associates Degree, TSI coursework. (Target Group: All,AtRisk) (Strategic Priorities: 3)	Campus Administrators, Chief Instructional Officers, Counselors	August 2019-July 2020	(F)Title I	Criteria: Master Schedule, Summative - Evaluations, surveys, sign-ins  01/09/20 - On Track
4. Recovery and prevention plans: Credit recovery, ODYSSEYWARE, EOC tutorials, Homebound services, PRS, OEY. (Target Group: All,AtRisk) (Strategic Priorities: 3)	Campus Administrators, Counselors, Teachers	August 2019-July 2020		Criteria: Master Schedule, Summative - Evaluations, surveys, sign-ins  01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

**Goal 2.** The District shall be a good steward of the community's resources - financial, human, facilities - and explore new opportunities for organizational efficiency and effectiveness.

**Objective 1.** By September 1, 2019, 100% of budgets will reflect available resources for campuses and departments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Coordinate local, state, and federal allotments. (Title I SW: 10) (Target Group: All)	Campus Administrators, Chief Instructional Officers, Directors	September 2019-May 2020	(F)Title I, (O)Local Districts, (S)EEIP Grant, (S)State Compensatory	Criteria: Agendas, sign-in sheet of meetings cross-departments 01/09/20 - On Track
2. Use efficient and effective financial practices. (Title I SW: 10) (Target Group: All)	Campus Administrators, Chief Instructional Officers, Directors	September 2019 - May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (F)Title IV SSAEP, (O)Local Districts, (S)State Compensatory	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

**Goal 2.** The District shall be a good steward of the community's resources - financial, human, facilities - and explore new opportunities for organizational efficiency and effectiveness.

**Objective 2.** By the beginning of the school year, 98% of all positions will be filled by appropriately certified staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Recruit appropriately certified staff from local and state resources. *Signing bonuses in critical shortage areas (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	June 2019 - September 2020	(F)Title IIA Principal and Teacher Improvement - \$30,000, (S)EEIP Grant, (S)Local Funds	01/09/20 - Completed
2. The district shall maintain appropriately certified staff. Reimbursement- *certification fees to become appropriately certified Provide- *online study guides for Math and Bilingual Certifications (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	June 2019 - May 2020	(F)Title I - \$2,000, (F)Title IIA Principal and Teacher Improvement - \$1,000, (F)Title III Bilingual / ESL, (S)EEIP Grant	01/09/20 - On Track
3. Evaluate the student-teacher ratio and address ways to reduce class sizes. (Title I SW: 3,5) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	June 2019-May 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (S)EEIP Grant	01/09/20 - On Track
4. Evaluate and address any disparities that result in low-income students and minority students being taught at higher rates by ineffective, inexperienced, or out-of-field teachers. (Title I SW: 3,5) (Target Group: ECD,AtRisk) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	August 2019 - July 2020	(F)Title I, (F)Title IIA Principal and Teacher Improvement, (F)Title III Bilingual / ESL, (S)EEIP Grant	01/09/20 - Some Progress

# SAN FELIPE-DEL RIO CISD

- Goal 2.** The District shall be a good steward of the community's resources - financial, human, facilities - and explore new opportunities for organizational efficiency and effectiveness.
- Objective 3.** By the beginning of the 2019-2020 school year, 100% of campuses will follow written procedures in PEIMS attendance coding

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor and review all Skyward data for accuracy. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors, Region 15	September 2019 - May 2019	(S)Local Funds	01/09/20 - On Track
2. Provide professional development in PEIMS coding and integrity. (Title I SW: 4,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Curriculum Coordinators, Region 15	August 2019 - May 2020	(S)Local Funds	01/09/20 - Significant Progress
3. Continually monitor and review coding data for attendance. (Title I SW: 8) (Target Group: All) (Strategic Priorities: 1)	Attendance Staff, Campus Administrators, Chief Instructional Officers, Directors, Region 15	August 2019-June 2020	(O)Local Districts	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

**Goal 2.** The District shall be a good steward of the community's resources - financial, human, facilities - and explore new opportunities for organizational efficiency and effectiveness.

**Objective 4.** By the beginning of the 2019-2020 school year, 100% of campuses will implement new ideas and enhance existing initiatives to improve and monitor student and staff attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Collaboration on strategies to increase student and staff attendance. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors	August 2019 - May 2020	(O)Local Districts	01/09/20 - Significant Progress
2. Provide professional development on attendance policies to principals and attendance school staff. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 1)	Attendance Staff, Campus Administrators, Chief Instructional Officers, Directors, Region 15	August 2019 - May 2020	(O)Local Districts	01/09/20 - Significant Progress

# SAN FELIPE-DEL RIO CISD

**Goal 3.** The District shall provide meaningful and effective communications in a timely manner to all parents, students, staff and District partners.

**Objective 1.** By the beginning of the 2019-2020 school year, all campuses and district entities will improve public communication and disseminate information in a timely manner.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Update and maintain district media sources. (Title I SW: 6,7,10) (Target Group: All)	Campus Administrators, Chief Instructional Officers, Directors	August 2019 - July 2020	(O)Local Districts	01/09/20 - On Track
2. Provide professional development to improve customer services. (Title I SW: 4,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Chief Instructional Officers, Directors, Region 15	August 2019 - May 2020	(S)Local Funds	01/09/20 - On Track

# SAN FELIPE-DEL RIO CISD

**Goal 3.** The District shall provide meaningful and effective communications in a timely manner to all parents, students, staff and District partners.

**Objective 2.** By the end of the first six weeks, 100% of all campuses will develop business and community partnerships to promote successful student leaders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist campuses in expanding mentoring and volunteer opportunities with community organizations, businesses and Laughlin Air Force Base. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, City, Counselors, Directors	August 2019 - May 2020	(O)Local Districts	01/09/20 - Significant Progress
2. Provide support from Federal Programs to increase campus parental involvement activities. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4)	Campus Administrators, Counselors	August 2019 - July 2020	(F)Title I, (O)Local Districts	01/09/20 - Some Progress 01/09/20 - Some Progress

**Texas Education Agency**  
**2019 Accountability Ratings Overall Summary**  
**SAN FELIPE-DEL RIO CISD (233901)**

**Accountability Rating Summary**

	Component Score	Scaled Score	Rating
<b>Overall</b>		86	B
<b>Student Achievement</b>		80	B
<a href="#">STAAR Performance</a>	43	74	
<a href="#">College, Career and Military Readiness</a>	70	93	
<a href="#">Graduation Rate</a>	90.4	65	
<b>School Progress</b>		91	A
<a href="#">Academic Growth</a>	70	80	B
<a href="#">Relative Performance (Eco Dis: 73.6%)</a>	57	91	A
<a href="#">Closing the Gaps</a>	48	75	C

**Distinction Designations**

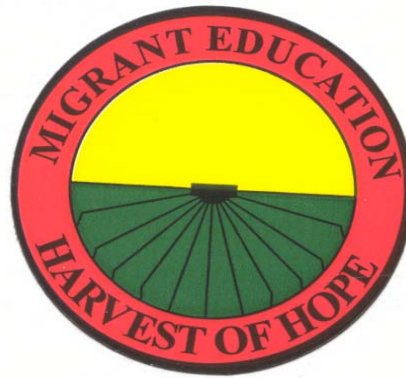
Postsecondary Readiness	Not Earned
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# **SAN FELIPE DEL RIO**

*Consolidated Independent School District*



## **Migrant Education Program Title I, Part C**



## **Priority for Services (PFS) Action Plan 2019-2020**

# **SAN FELIPE DEL RIO CISD**

## **Migrant Education Program Staff**

### **2019-2020**

As part of the Division of ESSA Program Coordination, the SFDR-CISD Migrant Education Program will provide supplemental resources aimed at helping migrant students achieve academic success, as outlined in Title I, Part C of Every Student Succeeds Act (ESSA). The SFDR-CISD staff will provide the coordination of supplemental resources, which include the following:

- \*Identification and Recruitment of Migratory Children in the District;**
- \*Collection and Exchange of Data through the use of the New Generation System (NGS) Database;**
- \*District Migrant Parent Advisory Council (PAC);**
- \*Migrant Reading Is Fundamental (RIF) Program;**
- \*Summer Migrant Program: Mathematics Achievement Success (MAS);**
- \*Coordination with the Texas Migrant Interstate Program; and**
- \*Graduation Enhancement.**

<b>* Ruby Adams, Federal and State Program Director</b>	<b>778-4153</b>
<b>* Alma Santellanes, Migrant Program Secretary</b>	<b>778-4153</b>
<b>* Mary Martinez, Identification and Recruitment Department Head</b>	<b>778-4151</b>
<b>* Graciela Hernandez, New Generation System (NGS) Department Head</b>	<b>778-4145</b>
<b>* Ramon Menchaca, Migrant Advocate</b>	<b>778-4518</b>

## **Every Student Succeeds Act (ESSA)**

The Every Student Succeeds Act (ESSA) requires that Migrant Education Program funds should first be used to address the unique needs of migrant children that result from their migratory lifestyle or are needed to permit migrant children to participate effectively in school.

Migrant children are eligible for services under the regular Title I, Part A on the same basis as other children. MEP funds are intended to supplement services provided under Part A and other programs to meet the needs of migrant students that arise from their migrant status.

Both the State's Consolidated Application to the U.S. Department of Education and the State's comprehensive needs assessment delineate how the activities and services of the SFDR-CISD are assessed, delivered, and evaluated based on addressing the indentified needs of the District's migrant student population.



# Priority for Service (PFS) Action Plan for Migrant Students



As part of the ESSA Consolidated Application for Federal Funding, Part 3 of Title I, Part C Migrant Education Program schedule, the Priority for Service (PFS) Action Plan is a required Program Activity for the Migrant Education Program. Priority for Service students are migratory children who are failing, or most at risk of failing, to meet the state's challenging state academic content standards and challenging state student academic achievement standards, and whose education has been interrupted during the regular school year.

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet both of the following criteria:

Criteria for San Felipe Del Rio CISD	
Grades 3rd to 12th	Students who failed one or more section of the STAAR, or are LEP Exempt, ARD Exempt, Absent, or were not enrolled in a Texas school during the STAAR testing period for their grade level, including Ungraded (UG) or Out of School (OS) students; <b>and</b> have their school interrupted during the previous or current regular school year.
Grades K - 2nd	Students who are designated LEP in the Student Designation section of the New Generation System (NGS) Supplemental program Component, or have been retained, or are overaged for their current grade level <b>and</b> have their school interrupted during the previous or current regular school year.

The following template is provided as a resource for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 3, Every Student Succeeds Act (ESSA) Consolidated Application for Federal Funding, but also allows room for districts to add additional activities. Each district's plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

San Felipe Del Rio Consolidated Independent School District

**Migrant Priority for Services Action Plan**

**2019-2020**

**GOALS:**

To focus on the unmet needs of migrant children who have been identified for "Priority for Services" (PFS) by providing them with supplemental instructional and support services.

**OBJECTIVES:**

- 100% of PFS students will have access to supplemental instructional and support services.
- 95% of PFS students will be on grade level within 2 years.
- 95% of PFS students will meet the state academic achievement standard (STAAR/EOC)
- 100% of parents of PFS students will be informed of their child's academic progress and the instructional services provided.
- 100% of PFS students will graduate with a high school diploma.

Program/Activities	Timeline	Person(s) Responsible	Documentation
<b>NGS Priority for Service (PFS) monthly reports to identify migrant children and youth who require priority access to MEP services.</b>			
♦ Reports provided to Federal and State Programs Director	Aug - On going	NGS Specialist	Electronically Read/Received Data Sheets
♦ Reports provided to Migrant Contact/Administrator by Advocates	Sept - On going	Migrant Advocates	PFS Action Plans
<b>Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining students success, including timelines for achieving stated goals and objectives.</b>			
♦ PFS Action Plan review	Aug- On-going	Federal & State Prog. Dir. Migrant Advocates	Meetings Minutes Sign-In Sheets
♦ MEP staff will coordinate the PFS Action Plan utilizing the new district calendar, Local Needs Assessment and other data to identify when and what services will be provided for PFS students for the coming year.	June-August	Federal & State Prog. Dir Migrant Recruiters	Meeting Minutes Sign-In Sheets
♦ Finalize draft for uploading with District Improvement Plan before school starts.	July - August	Federal & State Prog. Dir	Meeting Minutes Sign-In Sheets

San Felipe Del Rio Consolidated Independent School District

**Migrant Priority for Services Action Plan**

**2019-2020**

**The PFS Action Plan must include the following:**

**1. SFDRICISD Federal and State Director will provide each campus principal, appropriate campus staff and parents the Priority for Service criteria and updated NGS Priority for Service reports.**

Required Activities	Timeline	Person(s) Responsible	Documentation
♦ Monthly PFS Action Plan reports to each campus	Monthly beginning in September	Federal & State Prog. Dir NGS Specialist Migrant Advocates	Electronic Read/Received Data Sheets
♦ There are 2 PAC meetings a year where parents are provided the PFS criteria and discuss the PFS Action Plan reports that will be utilized to communicate with parents.	December/ May	Federal & State Prog. Dir Migrant Advocates	PAC Meeting Agendas Sign-In Sheets Participant Evaluations
♦ PAC officer meetings will be held to discuss topics to prepare for PAC meetings.	Aug- On-going	Federal & State Prog. Dir NGS Specialist Recruiters PAC Officers	PAC Officer Meeting Agendas Sign-In Sheets
♦ Migrant Education Program will hold a meeting with staff and administrators to review the criteria for Migrant program and PFS priorities.	September	Federal & State Prog. Dir Migrant Advocates	Migrant program/PFS criteria on agenda
♦ Federal Programs Director and MSC will meet with Migrant Advocates to review the overview of the program and PFS Action Plans that will be required.	Fall and Spring visits	Federal & State Prog. Dir NGS Specialist Recruiters	Agenda Sign-In Sheets

**2. SFDRICISD Federal and State Director, MEP staff and migrant school staff will make home and/or community visits to update parents on the academic progress of their children.**

♦ Visits to migrant PFS families are made monthly to deliver PFS Action Plans that indicate services. Advocates will hand deliver PFS Action Plan to Federal/State Director. MEP recruiters will visit the parents to deliver the plan.	September to June	Migrant Recruiters Migrant Advocates	Parents signature indicating received information. Contact Logs
♦ Parents are contacted every 3rd week of the 6 week and the 6 weeks and the end of every 6 weeks to discuss progress reports and additional academic information by the Migrant Advocates.	6 week intervals	Migrant Recruiters Migrant Advocates Campus Counselors	Contact Logs Home Visit Logs
♦ Parent Information meetings are held to discuss Graduation Plans, state mandated testing, and to address other academic concerns in a whole group setting.	February	Migrant Advocates	Meeting agendas Sign-In Sheets Meeting Evaluations

San Felipe Del Rio Consolidated Independent School District

**Migrant Priority for Services Action Plan**

**2019-2020**

**The PFS Action Plan must include the following:**

**3. How the district's Federal and State Director will use NGS Priority for Service reports to give priority placements to these students in the Migrant Education Program activities.**

Required Activities	Timeline	Person(s) Responsible	Documentation
♦ The MSC will ensure that all Migrant Advocates and campus contacts are provided a list of PFS students to monitor services rendered.	On-going	Federal & State Prog. Dir NGS Specialist	Electronically Read/Received Data Sheets
♦ Migrant Advocates will utilize reports to target PFS students first and foremost of services.	On-going	Federal & State Prog. Dir Migrant Advocate	Participation lists PFS Action Plan Reports

**4. How the district's Federal and State Director will ensure that Priority for Service students receive priority access to instructional services , as well as social workers and community social services/agencies.**

♦ Utilize Monthly PFS Reports and distribute to Advocates to gather services rendered to PFS students for monitoring. Deliver PFS Action Plan to Federal/State Director. MEP recruiters will visit the parents to deliver the plan.	On-going	Federal & State Prog. Dir NGS Specialist	Electronically Read/Received Data Sheets
♦ Migrant Advocates will provide participatory opportunities to PFS students utilizing the PFS NGS reports. reports and additional academic information by the Migrant Advocates.	On-going	Federal & State Prog. Dir Migrant Advocate	Participation lists

**5. What Federal, State and local programs service Priority for Service students.**

Title I Part A - School Wide Services Drop Out Prevention Initiatives NGS Data System TMIP out -of-state TAKS/STAAR testing UT System Programs/CBE Summer School - Extended Day Prog - Credit Recovery H. S. Project SMART/MATH MATTERS Summer Program Graphing Calculator checkout Medical & Dental Care Service Rreferrals Vision Referrals Clothing Referrals Computer-based programs	On-going	Federal & State Prog. Dir	Student Participation Lists Students Sign-Out Sheets Program Contracts
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San Felipe Del Rio Consolidated Independent School District

**Migrant Priority for Services Action Plan**

**2019-2020**

**The Federal and State Director will include the PFS Action Plan in the District's Improvement Plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan" section), rather than intergrating the action plan elements with other DIP sections that focus on other student population groups (e.g. Bilingual, ESL, economically disadvantaged).**

<b>Additional Activities</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>	<b>Documentation</b>
Request assessments results from previous year to plan for new school year for Migrant students to determine needs.	August	Federal & State Prog. Dir NGS Specialist	Reports filtered by criteria: Absent, Did not meet expectations
Print a list of "no shows" from campuses after first week of school to help in the involvement of enrolling in schools.	August	Federal & State Prog. Dir NGS Specialist	Lists provided by Parental Involvement check list
The SFDRCISD Migrant Education Department will meet with Advocates every 3rd Friday of the month.	August/On-going	Federal & State Prog. Dir NGS Specialist	Agendas, Sign-In Sheets
High School Counselors will complete High School graduation plans for students	September On-going	Federal & State Prog. Dir Migrant Advocates	Copies of plans
Parent Meeting: College Information Night	February	Federal & State Prog. Dir Migrant Advocates Campus Counselors	Agenda, Student Sign-In Sheets Evaluations
College Exploration Day	February	MEP Recruiters	Agenda, Sign - In Sheets Evaluations

# *San Felipe Del Río*

## *Consolidated Independent School District*

### **District Vision**

San Felipe Del Rio CISD embraces a belief in developing a strong culture of Courage, Collaboration, Innovation and Self-Direction. We are committed to ensuring high expectations and high standards that will equip and produce learners that will excel academically, in life and in their career.

### **SFDR CISD Shared Beliefs**

**We believe:**

- It takes a united community to produce citizens with 21st century skills.
- Our community should provide a safe, nurturing, and trusting environment.
- Each individual should be inspired and inspire others to exceed their own expectations.
- Each individual should be motivated to take ownership of their own learning.

We must provide EVERYONE with the resources to meet the individual needs of all students.

### **District Goals**

The District shall maintain a safe environment, utilize a transformative curriculum and diverse instructional opportunities to ensure student socialization and student achievement at the highest standards of excellence.

The District shall be a good steward of the community's resources – financial, human, facilities – and explore new opportunities for organizational efficiency and effectiveness.

The District shall provide meaningful communication in a timely manner to all parents, students, staff and District partners.

The District shall study the current level of satisfaction which will lead to a plan for improvement at Del Rio Middle School.

The District shall prioritize reading as a skill for lifelong learning.



**SAN FELIPE DEL RIO**  
*Consolidated Independent School District*



P.O. DRAWER 428002

DEL RIO, TEXAS 78842-8002

**District Planning and Decision Making Committee Meeting  
District Improvement Plan**

**January 16, 2020**

**Planning Agenda**

- |              |  |                              |
|--------------|--|------------------------------|
| <b>I.</b>    | <b>Welcome</b>   | <b>Ruby Adams</b>            |
| <b>II.</b>   | <b>Introduction of Members</b>   | <b>Sally Zuniga- Barrera</b> |
| <b>III.</b>  | <b>Focus</b>   | <b>Dr. Rios</b>              |
| <b>IV.</b>   | <b>District Calendar 2020-2021</b>   | <b>Aidee Garcia</b>          |
| <b>V.</b>    | <b>McKinney-Vento Review/Guidelines</b>  | <b>Ruby Adams</b>            |
| <b>VI.</b>   | <b>Upcoming Meetings</b><br>A. February 20, 2020<br>B. March 19, 2020<br>C. April 16, 2020 | <b>Sally Zuniga-Barrera</b>  |
| <b>VII.</b>  | <b>Review 2019-2020 Plan</b>   | <b>Ruby Adams</b>            |
| <b>VIII.</b> | <b>Closing</b>   | <b>Ruby Adams</b>            |



# DPDMC Meeting - January 16, 2020

POSITION	MEMBER	CAMPUS	TERM(S)	SIGNATURE
Pre-K Teacher	Jessica Longo*	Cardwell	2019-2021	Jessica Longo
Kinder Teacher	Theela Rodriguez	North Heights	2018-2020	Theela Rodriguez
1st Grade Teacher	Dr. Diana Guajardo	Garfield	2018-2020	Dr. Diana Guajardo
	Deborah Sanders	Calderon	2018-2020	Deborah Sanders
	Laura Limon	Buena Vista	2018-2020	Laura Limon
2nd grade Teacher	Patricia Hernandez	Chavira	2018-2020	Patricia Hernandez
	Deborah Tamayo	Garfield	2018-2020	Deborah Tamayo
	Erika Barrera*	Calderon	2019-2021	Erika Barrera
3rd Grade Teacher	Nicolasa Delgado*	Calderon	2019-2021	Nicolasa Delgado
4th Grade Teacher	*Teacher now teaching 1st Grade			
5th Grade Teacher	Nelda Ortiz	Calderon	2018-2020	Nelda Ortiz
	Cristy Hill*	Garfield	2019-2021	Cristy Hill
Sec. ELA Teacher	Leticia Bozquez	DRFS	2018-2020	Leticia Bozquez
Sec. Math Teacher	Sarah Fernandez	DRFS	2018-2020	Sarah Fernandez
Sec. Science Teacher	James Milender*	DRHS	2019-2021	James Milender
Sec. Social Studies Teacher	Brittany Mercer*	DRHS	2019-2021	Brittany Mercer
Sec. Non-Core Area Teacher	Jose Delgado	SFMMS	2018-2020	Jose Delgado
Non-Teaching Professional	Elda Garcia	Dr. Lonnie Green	2018-2020	Elda Garcia
	Mary Catherine Hargrove	DRHS	2018-2020	Mary Catherine Hargrove
	Annette Girdy*	DRMS	2019-2021	Annette Girdy
Business Rep	Juan Gallegos	Sul Ross	2018-2020	Juan Gallegos
	Wayne Richardson	BCFS		
Community	Anthony Luna	DPS	2018-2020	Anthony Luna
	Griselda Martinez*	Retired Educator	2019-2021	Griselda Martinez
Parent	Nadia Farhat*	Parent	2019-2021	Nadia Farhat
	Beth Smith*	Parent	2019-2021	Beth Smith
Co-Chairperson, Federal Programs Director	Ruby Adams	Ruby Adams		
Co-Chairperson, Curriculum Coordinator	Dr. Sally Zuniga-Barrera	Dr. Sally Zuniga-Barrera		
Chief Human Resources Officer	Aidee Garcia	Aidee Garcia		
Chief Instructional Officer	Aida V. Gomez	Aida V. Gomez		
Chief Financial Officer	Henry Arredondo	Henry Arredondo		
Superintendent of Schools	Dr. Carlos H. Rios	Dr. Carlos H. Rios		

New Member\*