

RUBEN CHAVIRA ELEMENTARY

Campus Improvement Plan

2019/2020

Laura Langton, Interim Principal

Ruben Chavira Elementary
Cougar Pride!

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RUBEN CHAVIRA ELEMENTARY

Mission

Our school community will promote leadership skills to empower our students to become responsible and educated citizens.

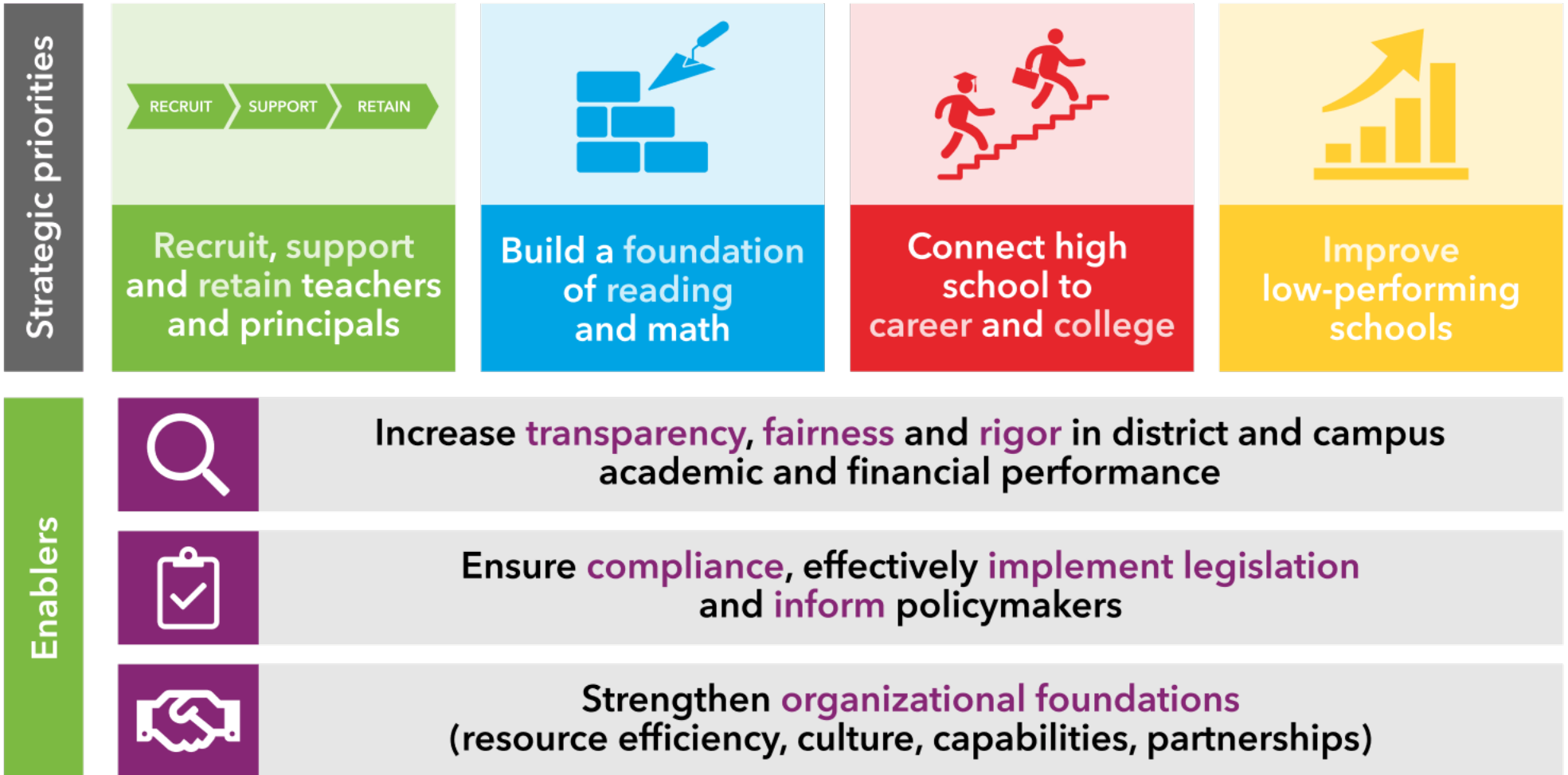
Vision

Creating leaders one child at a time.

Nondiscrimination Notice

RUBEN CHAVIRA ELEMENTARY 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>*

RUBEN CHAVIRA ELEMENTARY

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

Objective 1. By June 2020, STAAR Math scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Analyze campus data for continued improvement in student achievement and instructional decision-making using DMAC as resources including state assessment data (STAAR) and TELPAS and district assessments (Title I SW: 1,2,3,6,8) (Target Group: All) (Strategic Priorities: 2)</p>	<p>Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Master Reading Teachers, Strategists, Teachers</p>	<p>August 2019 - June 2020</p>	<p>(S)Local Funds - \$393</p>	<p>Criteria: Summatives, Formatives, Planning Minutes, Plans of Action, Increase of student achievement</p> <p>Summative - Summatives, Formatives, Planning Minutes, Plans of Action, Increase of student achievement</p> <p>01/08/20 - On Track</p>
<p>2. Schedule at-risk and Tier 2 and Tier 3 students an additional 30-60 minutes of: small group instruction, independent instruction, targeted tutoring during or after school, and Saturday camps. (Title I SW: 2,3) (Target Group: All,AtRisk) (Strategic Priorities: 2)</p>	<p>Campus Administrators, Counselors, Master Reading Teachers, Strategists, Teachers</p>	<p>August 2019 - June 2020</p>	<p>(S)Local Funds - \$1,219</p>	<p>Criteria: Report cards, progress reports, formative and summative assessments, iStation reports, DMAC reports</p> <p>01/08/20 - Some Progress</p>
<p>3. Provide supplemental STAAR materials for 3rd-5th grades in all STAAR academic subjects for improvement in student achievement. (Lonestar Math and Reading, Sandra Garza Curriculum, Countdown to STAAR, Fast Focus). (Title I SW: 3,9,10) (Target Group: 3rd,4th,5th) (Strategic Priorities: 2)</p>	<p>Campus Administrators, Teachers</p>	<p>August 2019 - June 2020</p>	<p>(F)Title I - \$0, (S)Local Funds - \$1,220</p>	<p>Criteria: Lesson Plans, Tutoring Plans, Formatives and Summatives, Increase in STAAR performance.</p> <p>Lesson Plans, Tutoring Plans, Formatives and Summatives, Increase in STAAR performance.</p> <p>01/08/20 - On Track</p>
<p>4. Continued implementation the curriculum with vertical and horizontal alignment in place in all subject areas. (Title I SW: 2,3,10) (Target Group: All) (Strategic Priorities: 2)</p>	<p>Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Master Reading Teachers, Strategists, Teachers</p>	<p>August 2019 - June 2020</p>	<p>(F)Title I - \$0, (S)Local Funds - \$0</p>	<p>Criteria: Lesson Plans. District Curriculum Committee Cluster Meeting Notes Walk Throughs Student Performance Results STAAR</p> <p>Lesson Plans. District Curriculum Committee Cluster Meeting Notes</p>

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Objective 1. By June 2020, STAAR Math scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				Walk Throughs Student Performance Results STAAR 01/08/20 - Some Progress
5. Monitor students in special populations through student performance, attendance and participation, based on progress reports, report card grades, PEIMS intervention forms and formal evaluation programs: TELPAS, STAAR, and TERRA NOVA. (Title I SW: 3,4,5,8,9) (Target Group: Migrant,LEP,SPED,GT,AtRisk,Dys) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Strategists, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,000	Criteria: Improve student performance. 01/08/20 - Significant Progress
6. Provide job-embedded professional development in math for teachers via planning protocol. Teachers shall use Planning Protocol Dashboard to access the district curriculum documents. (Title I SW: 1,2,3,4,8,9,10) (Target Group: 3rd,4th,5th) (Strategic Priorities: 1,2)	Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Master Reading Teachers, Strategists, Teachers	August 2019 - June 2020	(F)Title I	Criteria: Summative- Formative Participation Log, CWT Summatives: Unit Assessments, T-TESS 01/08/20 - Some Progress

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

Objective 2. By June 2020 STAAR Reading scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue the Accelerated Reader program in grades K-5 to motivate students to read, increase student reading endurance, comprehension, fluency, and performance on assessments (Title I SW: 3,9,10) (Target Group: All) (Strategic Priorities: 2)	Librarian, Teachers	August 2019 - June 2020	(S)Local Funds - \$2,000	Criteria: AR Reports, Increase in student STAAR Reading performance 01/08/20 - On Track
2. Campus-wide reading initiatives have been put into place to ensure a literacy rich environment such as the use of word walls, guided reading instruction, displayed student writing, and various other intervention programs and materials (Rewards, Comprehension Toolkits) (Title I SW: 1,4,9,10) (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Librarian, Master Reading Teachers, Strategists, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,200	Criteria: Assessment data, lesson plans, walk-throughs 01/09/20 - On Track
3. Provide focused intervention and remediation in reading for all students, including at-risk, specifically our ELL students, by continuing daily Guided Reading for all students. (Target Group: All) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Master Reading Teachers, Strategists, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,500	Criteria: Improved cycle grades and reduced failure rate. (Data dis-aggregated by ED, at risk, LEP, special education, 504) 01/09/20 - On Track
4. Provide job-embedded professional development in reading for teachers via planning protocol. Teachers shall use Planning Protocol Dashboard to access the district curriculum documents. Master Reading Teacher will provide training and coaching to staff in regards to teaching content areas via a literacy approach. (Title I SW: 1,2,3,4,8,9,10) (Title I TA: 1,2,3,4,5,6,7,8) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Strategists	August 2019 - June 2020	(F)Title IIA Principal and Teacher Improvement	Criteria: Summative- Formative Participation Log, CWT Summatives: Unit Assessments 01/09/20 - Significant Progress

RUBEN CHAVIRA ELEMENTARY

- Goal 1.** The District shall maintain a safe environment, utilize quality curriculum and diverse instructional opportunities to ensure student achievement at the highest standards of excellence.
- Objective 3.** By June 2020, STAAR Writing scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Include writing components in other academic areas besides ELA in grades K-5 to support achievement in the 4th grade STAAR writing assessments to meet system safeguards. (Title I SW: 1,3) (Target Group: All,ECD) (Strategic Priorities: 2)	Campus Administrators, Strategists, Teachers	August 2019 - June 2020	(S)Local Funds - \$0	Criteria: Lesson Plans, Increase in student performance Reports through DMAC Walk Throughs Lesson Plans, Increase in student performance Reports through DMAC Walk Throughs 01/09/20 - On Track
2. Target instruction for all students including at-risk, LEP, economically disadvantaged, 504 and Special Education students through Writer's Workshop, STAAR materials, journals, Saturday Camps, tutorials during school and after school, and staff development to meet system safeguards. (Title I SW: 2,3,4,9,10) (Target Group: All,ECD) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Teachers	August 2019 - June 2020	(S)Local Funds - \$4,000	Criteria: Walk-throughs lesson plans observations data evaluation Walk-throughs lesson plans observations data evaluation 01/09/20 - Significant Progress
3. Provide focused intervention and remediation in writing to at-risk students by providing Saturday Camps to meet system safeguards. (Target Group: All,ECD,3rd,4th,5th) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Instructional Coaches, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,500	Criteria: Improved cycle grades and reduced failure rate. (Data disaggregated by ED, at risk, LEP, special education, 504) 01/09/20 - Some Progress
4. Through the campus writing committee initiate the district writing plan by providing training, materials, and coaching to meet system safeguards. (Title I SW: 1,2,5,10) (Target Group: ECD) (Strategic Priorities: 2)	Campus Administrators, Counselors, Curriculum Coordinators, Instructional Coaches, Librarian, Teachers	August 2019 - June 2020	(O)Local Districts - \$0	Criteria: STAAR Walk-throughs Lesson plans observation STAAR Walk-throughs Lesson plans observation

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- Goal 1.** The District shall maintain a safe environment, utilize quality curriculum and diverse instructional opportunities to ensure student achievement at the highest standards of excellence.
- Objective 3.** By June 2020, STAAR Writing scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				01/09/20 - Some Progress
5. Implement District Planning Protocol to plan and provide rigorous and engaging writing instruction to meet system safeguards. (Target Group: ECD) (Strategic Priorities: 2)	Campus Administrators, Cluster/Department Leaders, Counselors, Instructional Coaches, Librarian, Teachers	August 2018- June 2019	(O)Local Districts, (S)Local Funds - \$500	Criteria: Summatives and STAAR 01/09/20 - Significant Progress
6. Provide job-embedded professional development in Writing for teachers via planning protocol. Teachers shall use Planning Protocol Dashboard to access the district curriculum documents. (Title I SW: 1,2,3,4,8,9,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Master Reading Teachers, Strategists	August 2019 - June 2020	(F)Title IIA Principal and Teacher Improvement	Criteria: Summative- Planning protocol (schedule and signature log) Summative: Local assessments 01/09/20 - On Track

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- Goal 1.** The District shall maintain a safe environment, utilize quality curriculum and diverse instructional opportunities to ensure student achievement at the highest standards of excellence.
- Objective 4.** By June 2020, STAAR Science scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide hands on instruction in both science labs for all students to meet system safeguards. (Target Group: All,SPED) (Strategic Priorities: 3,4)	Campus Administrators, Cluster/Department Leaders, Instructional Coaches, Teachers	August 2019 - June 2020	(S)Local Funds - \$4,000	Criteria: Improved cycle grades and reduced failure rate. (Data disaggregated by ED, at risk, LEP, special education, 504) 01/09/20 - On Track 01/09/20 - On Track
2. Differentiate lab activities to address the needs of special ed students in science to meet system safeguards. (Title I SW: 1,2,3,8,10) (Target Group: SPED) (Strategic Priorities: 3)	ARD Committee, Campus Administrators, Cluster/Department Leaders, Counselors, Curriculum Coordinators, Instructional Coaches, Teachers	August 2019 - June 2020	(S)Local Funds - \$500	Criteria: STAAR Test Summatives Comparative grades per 6 weeks 01/09/20 - On Track
3. Build academic science vocabulary throughout all grade levels by writing regular science journals to meet system safeguards. (Target Group: SPED) (Strategic Priorities: 2,3)	Campus Administrators, Cluster/Department Leaders, Instructional Coaches, Teachers	August 2019 - June 2020	(O)Local Districts - \$0, (S)Local Funds - \$800	Criteria: Formatives, Summatives, Benchmarks and STAAR 01/09/20 - On Track 01/09/20 - Some Progress 01/09/20 - Pending
4. Provide inclusion for special education students during science instruction in the classrooms/labs to provide support through one-on-one/small group by special ed teacher to meet system safeguards. (Title I TA: 1,2,3,4,5,6,8) (Target Group: SPED) (Strategic Priorities: 2,3)	ARD Committee, Campus Administrators, Instructional Coaches, Teachers	August 2019 - June 2020	(S)Local Funds - \$0	Criteria: Formatives, Summatives, Benchmarks and STAAR 01/09/20 - On Track
5. Provide job-embedded professional development in science for teachers via planning protocol. Teachers shall use Planning Protocol Dashboard to access the district curriculum documents. (Title I SW: 1,2,3,4,5,8,9,10) (Title I TA: 3,4) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Master Reading Teachers, Strategists	August 2019 - June 2020	(F)Title I	Criteria: Summative- Planning protocol (schedule and signature log) Summative: Local assessments Summative- Planning protocol (schedule and signature log) Summative: Local assessments

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

Objective 4. By June 2020, STAAR Science scores will improve by 10% for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
				01/09/20 - On Track

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

Objective 5. By June 2020, the percentage of students achieving LEVEL III STAAR scores will increase by 10%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase academic performance of GT students on all STAAR assessments to include 100% distinguished performance in grades 3-5 through staff development. (Title I SW: 3,8,9) (Target Group: GT) (Strategic Priorities: 1,2,3)	Campus Administrators, Teachers	August 2019 - June 2020	(F)Title I - \$0, (S)Local Funds - \$2,000	Criteria: STAAR Scores STAAR Scores 01/09/20 - Significant Progress 01/09/20 - Significant Progress

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- Goal 1.** The District shall maintain a safe environment, utilize quality curriculum and diverse instructional opportunities to ensure student achievement at the highest standards of excellence.
- Objective 6.** By the end of the 2020 school year, Ruben Chavira Elementary will have a sound initiative in the education and prevention of bullying for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. RCE staff will implement classroom management plans and a campus wide management plan to monitor classroom and campus management. RCE staff and students will utilize the campus planner to maintain consistency and effective communication with parents and staff. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 2,3,4)	Campus Administrators, Counselors, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,000	Criteria: Discipline Reports PEIMS Data Behavior Plans Decrease in Discipline Referrals Discipline Reports PEIMS Data Behavior Plans Decrease in Discipline Referrals 01/09/20 - On Track
2. Provide Del Rio Cares guidance lessons consistently weekly and based on grade level needs which include the teaching of the Six Pillars of Character in grades K-5 during enrichment periods/activity periods. (Title I SW: 3) (Target Group: All) (Strategic Priorities: 3)	Counselors	August 2019 - June 2020	(S)Local Funds - \$1,000	Criteria: Formative - Guidance Lessons Schedule Activity Period Schedule Lesson Plans Walk Throughs Formative - Guidance Lessons Schedule Activity Period Schedule Lesson Plans Walk Throughs 01/09/20 - On Track
3. Provide training to parents on identifying and dealing with bullying. (Title I SW: 3) (Target Group: All)	Parental Aides	One per Semester	(S)Local Funds - \$500	Summative - Training Agenda and Sign-In Sheet
4. Continue to utilize a character education program for all students. (Leader In Me) (Title I SW: 2) (Target Group: All)	Campus Administrators, Cluster/Department Leaders, Counselors, Teachers	August 2018- June 2019	(S)Local Funds - \$0	Summative - RTime posters and banners in every classroom. Daily reminders during announcements. Reduction in office referrals.

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- Goal 1.** The District shall maintain a safe environment, utilize quality curriculum and diverse instructional opportunities to ensure student achievement at the highest standards of excellence.
- Objective 6.** By the end of the 2020 school year, Ruben Chavira Elementary will have a sound initiative in the education and prevention of bullying for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. RCE Staff will continue to utilize the KeepNTrack Security system for all visitors on campus; substitute teachers, visitors, and parents wear badges provided by the office upon signing in using the KeepNTrack system. (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 1,3)	Attendance Staff, Campus Administrators, Parental Aides	August 2019 - June 2020	(S)Local Funds - \$200	Criteria: KeepNTrack Reports Visibility of badges on campus KeepNTrack Reports Visibility of badges on campus 01/09/20 - On Track
6. Provide targeted instruction to students identified in need of intervention with small group instruction, after school tutorials, in-school tutorials, and Saturday Camps. (Title I SW: 1) (Target Group: All)	Campus Administrators, Teachers	August 2019 - June 2020	(F)Title I, (S)Local Funds	Summative - Report cards, summative tests, AR reports, iStation reports.

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

Objective 7. By the end of 2020, the school's organization shall involve the recruitment and retention of 100% highly qualified staff (professional and paraprofessionals.)

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide ongoing professional development and support for new teachers via mentor and/or cluster leader and planning protocol. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (Strategic Priorities: 1)	Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Strategists, Teachers	August 2019 - June 2020		Criteria: Planning protocol (Schedule and signature log); DMAC (Forworks for CWT) T-TESS and local assessment Planning protocol (Schedule and signature log); DMAC (Forworks for CWT) T-TESS and local assessment 01/09/20 - On Track

RUBEN CHAVIRA ELEMENTARY

- Goal 2.** The District shall be a steward of the community's resources - financial, human, facilities- and explore new opportunities for organizational efficiency and effectiveness.
- Objective 1.** Continue to impart high-quality professional development for all teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue with implementation of planning protocol (job embedded professional development) and participation in subject-specific collaborative planning for horizontal and vertical alignment at the campus and district level. (Title I SW: 1,3,4,9,10) (Target Group: All) (Strategic Priorities: 1,2)	Campus Administrators, Chief Instructional Officers, Cluster/Department Leaders, Curriculum Coordinators, Directors, Strategists	August 2019 - June 2020	(F)Title I	<p>Criteria: Summative-Documentation of teacher walk throughs, sign in logs, planning guides or planning protocol documents and Dashboard usage reports.</p> <p>Summative-Documentation of teacher walk throughs, sign in logs, planning guides or planning protocol documents and Dashboard usage reports.</p> <p>01/13/20 - On Track 01/13/20 - On Track 01/13/20 - Pending</p>
2. Provide new or ongoing training for teachers in regards to hardware (I-Pads, ActivBoard, and Mob iView) (Title I SW: 2,4) (Target Group: All) (Strategic Priorities: 3)	Curriculum Coordinators	August 2019 - June 2020	(S)Local Funds	<p>Criteria: Summative - Star Chart</p> <p>Summative - Summative-Star Chart</p> <p>01/13/20 - Some Progress</p>
3. New training for teachers on the Texas Teacher Evaluation and Support System-TTESS. (Title I SW: 4,5) (Target Group: All)	Campus Administrators, Curriculum Coordinators, Directors, Teachers	August 2019 - June 2020	(S)Local Funds	Summative - Summative-Walkthrough Data Training log
4. Provide early literacy training for upper grade bilingual teachers. (Title I SW: 2,3,5) (Target Group: ESL,LEP)	Bilingual Department, Campus Administrators, Cluster/Department Leaders, Curriculum Coordinators, Directors, Master Reading Teachers, Strategists, Title I Coordinator	August 2019 - June 2020	(S)Local Funds	<p>Summative - Summative-Reading Benchmarks</p> <p>Local -developed assessments TELPAS Las Links Terra Nova daily grades</p>

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

Objective 1. Continue to impart high-quality professional development for all teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Provide opportunities for teachers to receive training on classroom management and discipline techniques for children who require tier 3 behavior interventions. (Title I SW: 3,4,9) (Target Group: AtRisk) (Strategic Priorities: 1)	Campus Administrators, Counselors, Master Reading Teachers	August 2019 - June 2020	(S)Local Funds	Criteria: Formative-Discipline referrals, Child Study documentation and grades. Summative - Formative-Discipline referrals, Child Study documentation and grades. 01/14/20 - Some Progress

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- Goal 2.** The District shall be a steward of the community's resources - financial, human, facilities- and explore new opportunities for organizational efficiency and effectiveness.
- Objective 2.** By the end of 2020, 90%, of all federal, state, and local funds will be reviewed for optimal results regarding parental involvement activities, instructional programs and materials, professional development, and campus-wide reform strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Ensure that funds are expended on the activities identified in the campus improvement plan, such as resource room/library supplies, books and subscriptions, custodial supplies, technology supplies, and postage. (Title I SW: 1,2,10) (Target Group: All) (Strategic Priorities: 1,2,3,4)</p>	<p>Campus Administrators, Counselors, Teachers</p>	<p>August 2019 - June 2020</p>	<p>(S)Local Funds - \$5,720</p>	<p>Criteria: Summative-Review campus improvement plan (CIP) with CPDM quarterly. Maintain documentation of CPDM meetings (agenda, sign in log, and minutes)</p> <p>Archived purchase orders.</p> <p>Summative - Summative-Review campus improvement plan (CIP) with CPDM quarterly. Maintain documentation of CPDM meetings (agenda, sign in log, and minutes)</p> <p>Archived purchase orders.</p> <p>01/14/20 - On Track</p>

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

Objective 1. At the end of the 2020 school year, the attendance rate at Ruben Chavira Elementary will be at 97% or better via daily monitoring of attendance records, positive behavior support, enforcement of the compulsory attendance law, and accurate record keeping.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ruben Chavira Elementary Attendance Committee will monitor and meet as necessary to review and establish intervention plans for students with excessive absences. (Title I SW: 1,2,6,9) (Target Group: All,AtRisk)	Attendance Staff, Campus Administrators, Counselors, Parental Aides, Parents, Teachers	August 2019 - June 2020	(F)Title I	Summative - Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to Pupil Services.
2. The parents of Ruben Chavira Elementary will be active participants in the attendance process. Ruben Chavira Elementary will increase awareness of the importance of attendance law through orientations, newsletters, presentations and parent-teacher conferences. (Title I SW: 1,6,9) (Target Group: All) (Strategic Priorities: 2,4)	Attendance Staff, Campus Administrators, Counselors, Parental Aides, Parents, PTO, Teachers	August 2019 - June 2020	(F)Title I - \$1,000	Criteria: Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to Pupil Services. Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to Pupil Services. 01/14/20 - On Track
3. Recognize and celebrate students, classes, and grade levels at Award Assemblies at the end of each Six-Weeks unit. Perfect Attendance Certificates and Incentives. Trophy to the best attendance per grade level. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 2,4)	Attendance Staff, Campus Administrators, Parental Aides, Parents, PTO, Teachers	August 2019 - June 2020	(S)Local Funds - \$1,600	Criteria: Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to Pupil Services. Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to Pupil Services. 01/14/20 - On Track
4. Recognize and celebrate classroom teachers for the efforts in promoting excellent student attendance on a daily basis.	Campus Administrators	August 2019 - June 2020	(F)Title I - \$1,593	Criteria: Daily, weekly and unit cycle reports. Reduction in number of absences. Decrease in amount of referrals to

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

Objective 1. At the end of the 2020 school year, the attendance rate at Ruben Chavira Elementary will be at 97% or better via daily monitoring of attendance records, positive behavior support, enforcement of the compulsory attendance law, and accurate record keeping.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
All the teachers of the grade level with the best attendance at the end of each cycle will be rewarded with incentives. (Title I SW: 1,2,8,9) (Target Group: All) (Strategic Priorities: 2,4)				Pupil Services. 01/14/20 - On Track

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

Objective 2. By June 2020, parent participation at Ruben Chavira Elementary will increase by 25%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ruben Chavira Elementary will continue to provide opportunities for parents/guardians to participate in their child's education through activities such as but not limited to: Meet the Teacher Orientations, Open House, and activities, Library-AR Nights, holiday celebrations, Career Day, Awards Assemblies, 5th Grade Promotion, Kinder Promotion, Art Night, PE Night, Musical events. (Title I SW: 3,6,9,10) (Target Group: All)	Campus Administrators, Counselors, Librarian, Parental Aides, Parents, PTO, Teachers	August 2019 - June 2020	(S)Local Funds - \$600	Summative - Activities completed Parent Sign-In Sheets Increase in parental involvement on campus
2. Provide ongoing communication to parents to relay information about events, activities, school functions, presentations and trainings via banners, brochures, newsletters, calendars, updated campus webpage, etc. in English and Spanish. (Title I SW: 3,6,9,10) (Target Group: All)	Campus Administrators, Cluster/Department Leaders, Counselors, Librarian, Parental Aides, PTO	August 2019 - June 2020	(S)Local Funds - \$600	Summative - Completed and updated communication tools Increase in parental involvement
3. Provide training for parents to properly utilize Skyward as a means to periodically check student progress. (Target Group: All)	Campus Administrators, Parental Aides, Teachers	One per Semester and As requested	(S)Local Funds - \$200	Summative - Sign in sheets
4. Provide parents and community the opportunity to volunteer at Ruben Chavira Elementary via VIP Club (Very Important Parents). (Title I SW: 1,6,10) (Target Group: All)	Campus Administrators, Cluster/Department Leaders, Librarian, Master Reading Teachers, Parental Aides, Strategists, Teachers	August 2019 - June 2020	(S)Local Funds	Summative - Summative-Parent meetings, log ins, participation records, feedback

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

Objective 3. Throughout the 2019-2020 school year, Ruben Chavira Elementary will provide opportunities for partnerships with civic, social and educational organizations for the educational enrichment of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Partner with The City of Del Rio's Boys and Girls Club: Intramural Sports Program. (uniforms, facilities, parent volunteers) (Title I SW: 6,9,10) (Target Group: All)	Campus Administrators, City, Counselors, Parental Aides, Parents	August 2019 - June 2020	(S)Local Funds - \$100	Summative - Team rosters, Parent volunteer logs, Team results
2. Partner with Amistad National Park Service: Series of Educational Seminars emphasizing the Sciences (science labs and equipment) (Title I SW: 3,10) (Target Group: All,2nd,3rd,4th,5th)	Campus Administrators, Teachers	August 2019 - June 2020	(S)Local Funds - \$0	Summative - Agendas, schedules, sign in logs, increased student performance



Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention refers to the school organization's level of high-quality, highly-effective staff, particularly in high-poverty schools. This area is also focused on assessing the effect of recruitment and retention strategies on staffing patterns.

Potential Data Sources:

- Teacher Certification/Qualification Data
- Paraprofessional and Other Staff Qualifications
- Staff Effectiveness in Relation to Student Achievement
- PDAS and/or Other Staff Effectiveness Data
- Staff Mobility/Stability
- Special Program Qualifications, e.g., Bilingual/ESL, Special Education, etc.
- Professional Development Data
- Teacher-Student Ratios
- Graduation, Completion, Dropout, and GED rates
- Course/Class Completions, Grades, and Other Data
- Recruitment and Retention Strategies and Other Data

Data Sources Reviewed

An empowered organization is one in which individuals have the knowledge, skill, desire, and opportunity to personally success in a way that leads to collective organizational success. - Stephen Covey

List the actual data sources reviewed below.

- | | | |
|---|-------|-------|
| ● TTESS | ● | |
| _____ | _____ | _____ |
| ● Teacher Student Ratios | ● | |
| _____ | _____ | _____ |
| ● Special Program Qualifications: bil.,
Sp.Ed. | ● | |
| _____ | _____ | _____ |
| ● _____ | ● | |
| _____ | _____ | _____ |
| ● _____ | ● | |
| _____ | _____ | _____ |

See page 10 of the guide for probing questions related to Staff Qualifications, Recruitment and Retention.

Findings/Analysis

"The real voyage of discovery consists not in seeking new landscapes, but in seeing with new eyes." -

Look for patterns in the data that reveal trends or insights about the district/school. A brief statement for each of the dimensions helps introduce or frame the discussion of trends which emerge in the data, particularly across data sources. Identify below statements about the strengths, as well as the priority need areas of the district/school.

Strengths

- 100% of our teachers are highly qualified

- Most paraprofessionals have 60+ college hours

- Quality instruction is evident based on walkthroughs and assessment data

- Teachers plan and support each other during planning protocol

- Teachers are part of the interview process when hiring staff

- Teachers are held to high expectations by their peers (keep each other accountable)

- Teachers mentor/train student teachers

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Needs

- Decrease absentee rate including partial or half day

- Sharpen the saw as a school

- More regular meetings w/admin as clusters to review progress and communicate needs/concerns

- More staff participation in school events and functions

- Increase opportunities of doing Learning Walks

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Summary of Needs

- Build relationships through more interaction with one another.

- Build teacher capacity to meet the needs or RCE by learning from each other and at the same time build trust

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RUBEN CHAVIRA ELEMENTARY Site Base

Name	Position
Benavidez, Patricia	Coach
Diaz, Emily	Kinder Teacher
Epstein, Meaghan	4th Grade Teacher
Garcia, Emma	Instructional Aide
Langton, Laura	Interim Principal
Martinez, Hilda	2nd Grade Teacher
Medina, Bernice	5th Grade Teacher
San Miguel, Sandra	3rd grade Teacher
Simon, Rosalinda	1st grade Teacher