

**Laredo Independent School District**  
**Henry B. Zachry Elementary School**  
**2017-2018 Campus Improvement Plan**



# Mission Statement

H. B. Zachry Elementary School is committed to provide diversified educational experiences and equal opportunities for all students, faculty, and parents, so that they may be prepared to meet the demands of living in today's complex society.

## Vision

Our students are highly successful. They are skilled, confident, self-motivated, and ready to learn; as well as, actively involved in our local and global community.

Our school motivates and prepares students to excel in life. They build on the solid foundations already established by involved families.

Our community actively supports the learning process. It assures full access to human, technological, and fiscal resources. This partnership demonstrates total confidence in our school and holds it to the highest educational standards.

## Philosophy

We, the faculty of H. B. Zachry Elementary School, believe that it is our primary responsibility to educate all children effectively regardless of differences in students' interests, capabilities, and learning styles. We have made a commitment to help empower them for the choices, challenges, and demands of the 21st century so that they may have access to as many opportunities as possible in order to survive and prosper in an increasingly complex and demanding world.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Current Enrollment: 644

A high quality and rigorous instructional program is enhanced through the use of Federal and State funds. H. B .Zachry met state accountability as well as all indexes:

Index I - 76% (Needed 60%)

Index II - 48% (Needed 32%)

Index III - 44% (Needed 28%)

Index IV - 34% (Needed 12%)

The following are our demographics:

- ELL – 74.8%
- GT – 3.7%
- Special Ed. – 7.2%
- At Risk - 82.6%
- Economic Disadvantage - 91.8%

### Demographics Strengths

The students are provided with a curriculum that is prescriptive to their needs through the use of data reports which demonstrate strengths and weaknesses targeting individual needs as well as for all populations. The LPAC committee monitors the Early Exit Transitional Program closely as well as the use of the ESL component on a daily basis.

**Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Student attendance is an area that needs to be improved at Zachry Elementary **Root Cause:** High mobility affects attendance across the different student populations.

## Student Achievement

### Student Achievement Summary

Additional resources will be purchased to increase Reading, Math, Writing, and Science academic success for all students on the STAAR Assessment as well as materials to support TELPAS. All resources will be purchased with State and Federal funds. Zachry Elementary met State Standards:

Index I - 76%

Index II - 48%

Index III - 44%

Index IV - 34%

### Student Achievement Strengths

- Workbooks aligned to STAAR
- 2 computer labs
- Science Lab
- 6 iPad carts
- iPad available in PK3, PK4, and K
- Campus purchased iPads for 1st and 2nd
- Manipulatives for all grade levels
- 1 laptop cart
- Mimio boards in 1st - 5th grade classroom
- Projectors in all classrooms
- Research Room in library
- Storytelling Room in library
- Computer Room in library
- 4 mounted projectors in library

### Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Zachry Elementary's lowest STAAR score was in Writing. **Root Cause:** Teachers in the lower grades need more training in the area of Writing to create a stronger foundation that will help increase student performance.

## School Culture and Climate

### School Culture and Climate Summary

Federal and state program funds will be used to promote a school culture and climate full of respect, positive attitude, and high expectations for all teachers, students, faculty, and staff.

Zachry promotes a school culture and climate full of respect, positive attitude, and high expectations for all teachers, students, faculty, and staff.

### School Culture and Climate Strengths

- Tutors provided for all grade levels
- Zachry provides different extra curricular clubs to promote a positive school culture
- High expectations for all teachers, students, faculty, and staff
- Positive attitude is modeled by administrators, teachers, students, faculty, and staff
- Low discipline referrals
- Provide materials needed to help students increase success
- Allow teachers to attend trainings in order to provide a rigorous and innovative curriculum
- Snacks provided during grade level meetings
- High expectations for all teachers, students, faculty, and staff
- Positive attitude for all teachers, students, faculty, and staff
- Low discipline referrals
- New campus
- Provide materials needed to help students increase success
- Allow teachers to attend trainings in order to provide a rigorous and innovative curriculum
- Faculty and staff monthly treat day

### Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** Low attendance rate can cause a culture of low moral. **Root Cause:** Insufficient home visits may be the cause of low attendance.



## Staff Quality, Recruitment, and Retention

### Staff Quality, Recruitment, and Retention Summary

Federal and state program funds will be used to maintain highly qualified teachers and para-professionals that will provide a rigorous instructional program that increases academic success.

Zachry will maintain highly qualified teachers and para-professionals that will provide a rigorous instructional program that increases academic success every year.

### Staff Quality, Recruitment, and Retention Strengths

- All teachers are highly qualified
- All paraprofessionals are highly qualified
- 14.2% have a Master's Degree
- Provide staff development and allow teachers to travel out of district to receive training that will help increase student academic performance

### Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** Teachers need training using new and updated methods to meet the new STAAR Assessment rigor and relevance. **Root Cause:** Due to the limited training, the teachers have not received the latest and most innovative strategies to further increase assessment scores.

## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

Funds will be used to purchase instructional materials to enhance and support the district's curriculum in order to meet state and federal accountability standards.

### **Curriculum, Instruction, and Assessment Strengths**

- Webb County Head Start partnership with Zachry PK3-PK4
- TAMIU LEC tutor program to increase literacy in 1st and 2nd grade
- iPads in PK3-5th grade
- Mimios in 1st - 5th
- A.R. P.M. Fridays
- TELPAS Tuesday
- Saturday Library Camp
- South Texas Curriculum Project is aligned to state TEKS
- DMAC system provides data to create instructional plans to meet individual student needs
- Edviate online staff development for teachers
- Study Island Program to increase Reading, Math, Writing, and Science Skills
- Think Through Math - 3rd-5th
- iStation Reading - K - 5th
- Headsprout program PK-K
- Lexia - K - 5th (RTI)
- District LEAD document to guide teacher's instruction
- Prescriptive A. M. intervention plan for K - 5th
- Prescriptive P. M. intervention plan for PK4 - 5th
- Saturday Tutorials 3rd - 5th
- Wordly Wise K - 5th to enhance vocabulary development
- Weekly grade level meetings and collaborative planning
- Reading Genre Day/MADD Scientist Day/Around the World/Marvelous Math Day

### **Problem Statements Identifying Curriculum, Instruction, and Assessment Needs**

**Problem Statement 1:** Due to a limited amount of iPads, students have a difficulty time complying with district requirements and/or reinforce STAAR skills using web based programs. **Root Cause:** Zachry Elementary students do not have access to an individual iPad.

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

Continue to promote parental involvement and community support.

### **Family and Community Involvement Strengths**

- HEB Parent Sessions for PK3
- Online registration
- Saturday Library Camp
- Parent Liaison
- PTC Parent Sessions
- Extended Library Day
- Family Reading Night/Reading with a Loved One
- Teacher/Parent STAAR meetings
- Open House twice a year
- Student of the Month ceremony
- Report Card Nights
- Christmas Program
- LPAC parental support
- Parental volunteers
- End of Year Award Ceremony
- Book Fair Family Event
- Grandparent's Day
- Career Day
- Junior Achievement Program
- After School Program
- Miles for Smiles Dental Program
- English/Spanish communication from school to home
- Open door policy for teachers and parents
- Skyward parent portal to keep them informed of student progress
- Flu Clinic
- National Elementary School Honor Society
- School Messenger System

## **Problem Statements Identifying Family and Community Involvement Needs**

**Problem Statement 1:** Zachry Elementary is in need of increasing its parental support. **Root Cause:** Parents lack the understanding of the importance of them participating in their child's education.

## School Context and Organization

### School Context and Organization Summary

All funds will be used to increase student academic success on TPRI, STAAR, TELPAS, CPALLs, and Rigby Fluency Assessments.

### School Context and Organization Strengths

- Webb County Head Start Partnership
- TAMIU Literacy Enrichment Center for 1st and 2nd grade
- HEB Read 3 Program
- Saturday Library Camp
- Raptor Security System
- Hands-on manipulatives and games to strengthen curriculum
- Mimios for 1st - 5th grade
- Campus Based Educational Standing Committees
- Instructional Specialist, Technology Trainer, and Tutors
- Science Lab
- A. M. / P. M. Intervention Block
- Weekly Collaborative Planning Meetings
- Student clubs i.e. Chess, Library Club, Bully Stoppers Club, Choir, UIL, Cheerleaders
- Participate in Spelling Bee, Reading Fair, Science Fair, Technology EXPO Fair
- Family Reading Night
- Extended Library Day

### Problem Statements Identifying School Context and Organization Needs

**Problem Statement 1:** Due to the limited amount of mimios on campus makes it difficult to incorporate technology into the curriculum. **Root Cause:** Mimios are bought in small increments depending on our priorities.

# Technology

## Technology Summary

Provide a technology enriched curriculum that enhances and prepares every student to compete in the global market.

## Technology Strengths

- New school printers
- Library Computer Lab
- Mounted Projector Boards for PK3-5th
- Mimio Boards for 1<sup>st</sup> -5<sup>th</sup>
- 6 iPad Cart for 3<sup>rd</sup> - 5<sup>th</sup>
- iPads for PK3 - 2nd grade
- 1 Laptop Cart Pk-5th
- 7 Video Conference Units
- Dry Erase Boards for all PK3-5<sup>th</sup> classrooms
- Laptops for all teachers
- Computers in every classroom
- 2 Computer Labs
- Study Island Program
- Think Through Math Program
- Lexia Program
- School Informational Monitors in every hall
- On-going Computer Trainings for all teachers provided by Campus Technology Trainer

## Problem Statements Identifying Technology Needs

**Problem Statement 1:** Students lack the opportunity to receive quality technology instruction from a technology teacher. **Root Cause:** Zachry Elementary is in need of a full time Technology Trainer

# Comprehensive Needs Assessment Data Documentation

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





# Goals

**Goal 1: The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.**

**Performance Objective 1:** H. B. Zachry will provide a differentiated curriculum to develop students knowledge in all areas needed to increase academic achievement by at least 5%. (Reading from 72% to 82%, Science from 81% to 91%, Math 81% to 91%, Writing from 69% to 79%) Increase performance in Index I from 76% to 86%, Index II from 48% to 58%, Index III from 44% to 54%, Index IV from 34% to 44%.









**Evaluation Data Source(s) 1:** H. B. Zachry at-risk, bilingual, special ed., and G/T students will pass the state assessment (STAAR)/STAR Alt II.

## Summative Evaluation 1:

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>1) Zachry teachers will continue to attend trainings for effective and successful implementation of TEKS to impact STAAR scores in the areas of Writing, Math, Science, and Reading for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3, 4	Principal, Assistant Principal, Teachers	Benchmarks, State Assessments, Lesson Plans, Journals				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$2,654.00, 199 - General Fund: Basic Instruction (PIC 11) - \$500.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>2) Zachry Administrators and other professionals will attend conferences to support successful implementation of curriculum for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	3, 4	Principal, Assistant Principal	State Assessments, Observations, Benchmarks, CBA's				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$1,900.00							

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p>	2, 9	Principal, Assistant Principal	Benchmarks, Walkthrough Logs, Lesson Plans, Observations				
<p>3) Zachry will purchase materials for all populations to enhance lessons and increase student academic performance in all subject areas for Regular, Biligual, At-Risk, GT, and Special Ed. Learners.</p> <p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$16,667.00, 199 - General Fund: Bilingual (PIC 25) - \$27,040.00, 199 - General Fund: GT (PIC 21) - \$184.00, 199 - General Fund: Special Education (PIC 23) - \$57.00, 199 - General Fund: Operating (PIC 99) - \$5,500.00, 199 - General Fund: SCE (PIC 30) - \$87,132.00, 461 - Campus Activity Fund - \$0.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>4) Zachry will implement continue to implement Marvelous Math Day, Voc./Remarkable Reading Day, MADD Scientist Day during the 5th week of the 6th week period throughout the year for Regular, GT, Bilingual, At-Risk, and Special Ed. Learners.</p>	3, 9	Principal, Assistant Principal	Benchmarks, Observations, Lesson Plans, State Assessments				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>5) Zachry will continue to ensure the implementation of the Early Transition Exit Bilingual Program in PK3-3rd for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	9	Principal, Assistant Principal	Benchmarks, Walkthrough Logs, Lesson Plans, Observations				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p>	2, 9	Principal, Assistant Principal, Librarian	Benchmarks, Walkthrough Logs, Lesson Plans, Observations				
<p>6) Zachry will purchase reading materials to enhance student academic performance for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p> <p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$20,000.00, 199 - General Fund: Basic Instruction (PIC 11) - \$1,319.00, 199 - General Fund: Bilingual (PIC 25) - \$10,000.00</p>							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>7) Zachry will provide prescriptive tutorials for 1st and 2nd Regular, Bilingual, At-Risk, GT, and Special Ed. students from 3:30 p.m. - 4:30 p.m. to increase academic performance.</p>	2, 3	Principal, Assistant Principal	Benchmarks, Lesson Plans, Observations				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - \$10,000.00</p>							

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>8) Zachry will provide after school tutorials (3:45 p.m. - 4:45 p.m.) and Super Saturday tutorials (8:00 a.m. - 12 p.m.) for 3rd -5th for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3	Principal, Assistant Principal	Benchmarks, Lesson Plans, Observations				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$10,000.00, 199 - General Fund: Bilingual (PIC 25) - \$10,000.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>9) Zachry will implement a professional learning community committee to review and report on academic progress on all CBA's for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners displayed in Data Room.</p>	8, 10	Principal, Assistant Principal	TPRI/Tejas Lee, ITBS/Logramos, CBA's, STAAR				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>10) Zachry will hire tutors to provide individualized Reading and Math instruction for 1st and 5th grade for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	1, 2, 3, 9	Principal, Assistant Principal	TPRI/Tejas Lee, STAAR, ITBS/Logramos, Benchmarks				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$10,000.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>11) Zachry will purchase bilingual assessments to monitor academic performance for Bilingual students.</p>	2, 8	Principal, Assistant Principal	TPRI/Tejas Lee, STAAR, ITBS/Logramos, Benchmarks				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$2,500.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>12) Zachry will continue to support the "Super Eight" Superintendent Expectations.</p>	2, 3	Principal, Assistant Principal	Walkthrough Logs, STAAR, CBA's				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>13) Zachry will continue to implement Daily Journal Writing, "Thinking Maps", and "Building Academic Vocabulary" through the use of Wordly Wise for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3	Principal, Assistant Principal	Walkthrough Logs, STAAR, CBA's, Benchmarks				

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>14) Zachry will reward students with educational and extra-curricular field trips for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2	Principal, Assistant Principal	Walkthrough logs, STAAR, CBA's, Benchmarks				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$600.00, 199 - General Fund: Operating (PIC 99) - \$2,500.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 CSF 7</p> <p>15) Zachry will participate in the District Spelling Bee to increase spelling/vocabulary skills.</p>	2	Principal, Assistant Principal	Participation in the Spelling Bee Contest				
Funding Sources: 461 - Campus Activity Fund - \$0.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>16) Zachry will pay for fees and dues to join professional organization to support successful implementation of curriculum.</p>	2	Principal, Assistant Principal	Observations, State Assessment				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$235.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>17) Zachry will continue to implement "University Day" to instill an awareness of higher learning for Regular, Bilingual, At-Risk, GT, and Special Ed. learners.</p>	2, 3	Principal, Assistant Principal	Observations, Lesson Plans				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>18) Zachry will ensure that all Special Ed. students are provided with a curriculum that will address their needs.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Walkthrough Logs Data Driven				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - \$495,887.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>19) Zachry will provide differentiated instruction to meet the needs of all students (Regular, Bilingual, At-Risk, GT, and Special Ed. learners).</p>	2, 3, 9	Principal, Assistant Principal, Teachers, Bilingual Strategist	Teacher Walkthroughs, CBA's , TELPAS, LAS				
Funding Sources: 199 - General Fund: Bilingual (PIC 25) - \$73,603.00							

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>20) Zachry will deliver a strong curriculum that increases achievement for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3, 9	Principal, Assistant Principal, Instructional Specialist	Observation, District and Campus Benchmarks				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$174,702.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>21) Zachry will ensure that all Pre-Kinder Regular, Bilingual, At-Risk, GT, and Special Ed. students are provided with a curriculum that will secure success.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Cpals, Observations, Weekly Assessments				
Funding Sources: 199 - General Fund: Basic Instruction PreK (PIC 32 - \$156,168.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>22) Zachry will demonstrate an increase in all student achievement through the implementation of a strong learner-centered curriculum for all Bilingual, At-Risk, GT, and Special Ed. Pre-Kinder students (SCE).</p>	2, 3, 9	Principal, Assistant Principal, Teachers	CPals, Teachers Walkthroughs				
Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - \$175,032.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>23) Zachry will provide an effective curriculum which addresses all Bilingual, At-Risk, GT, and Sp. Ed. Pre-Kinder student needs.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Campus Assessments, Districts Assessments, Walkthroughs				
Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - \$17,031.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>24) Zachry will supplement the current curriculum with additional support for Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3, 4, 9	Principal, Assistant Principal, Support Staff	Walkthroughs, CBA's, Benchmarks				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$187,042.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>25) Zachry will supplement the special ed. curriculum through instructional strategies provided by support staff.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Walkthroughs, CBA's, Benchmarks				
Funding Sources: 224 - IDEA - Part B: Formula Fund - \$39,413.00							

<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>26) Zachry will supplement the bilingual program through support personnel to ensure success.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Teacher walk-throughs, Benchmarks				
Funding Sources: 263 - LEP Bilingual Program Fund - \$11,900.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>27) Zachry will implement the South Texas Curriculum Project (STCP) to meet local, state, and federal standards. This curriculum will provide effective instruction to meet all student needs for Bilingual, At-Risk, GT, and Special Ed. Learners.</p>	2, 3, 9	Principal, Assistant Principal, Teachers	Classroom observations, Benchmarks, State Assessments				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,117,732.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>28) Zachry will be managed and supported by principal, assistant principal, secretary, custodians and other support personnel to increase student success for Bilingual, AT-Risk, GT, and Special Ed. Learners.</p>	2, 4, 9	Principal, Assistant Principal	Teachers walk-throughs, State Assessments				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$565,710.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>29) Zachry will purchase incentives to enhance student academic performance and attendance for Bilingual, AT-Risk, GT, and Special Ed. Learners.</p>	2, 9	Principal, Assistant Principal, Librarian, Counselor	Benchmarks, Walkthrough Logs, Lesson Plans, Observations				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5,200.00, 199 - General Fund: Operating (PIC 99) - \$500.00, 461 - Campus Activity Fund - \$0.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 5</p> <p>30) Zachry will support instruction for Bilingual, At-Risk, GT, and Special Ed. Learners and maintain daily communication with all parents throughout the year through the rental of a copy machine and toner supplies.</p>	2, 6	Principal, Assistant Principal, Teachers, Counselor, Librarian	Parental Involvement, Benchmarks, CBA's, STAAR Assesment				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$11,731.00, 211 - ESEA Title I: Improving Basic Program - \$2,465.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>31) Zachry will invite the Imaginarium of South Texas to increase and strengthen academic science skills through hands-on activities.</p>	1, 2	Principal, Assistant Principal, Teachers	Walkthrough Logs, Lesson Plans, Benchmark Scores, Observations				
Funding Sources: 461 - Campus Activity Fund - \$0.00							











 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue

**Goal 1:** The school district will continue to develop, implement and monitor a quality educational program including curriculum, instruction, assessment and professional development which considers the specific needs of each Laredo I.S.D. student and the community, supports high academic standards and addresses state and federal accountability requirements.








**Performance Objective 2:** H. B. Zachry will ensure that all classrooms are equipped with the technology needed to achieve academic success.

**Evaluation Data Source(s) 2:** H. B. Zachry will verify that all students have access to technology in their classrooms.

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 2</p> <p>1) Zachry will continue to implement video conferencing to enhance student academic success for all Bilingual, At-Risk, GT, and Sp. Ed. students.</p>	3, 10	Principal, Assistant Principal	Lesson Plans, Walkthrough Logs, Video Conference, Tech Trainer Logs				
Funding Sources: 180 - E-Rate Fund - \$10,882.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>2) Zachry will implement the use of iPads in PK3 - 5th for Bilingual, At-Risk, GT, and Special Ed. Learners to support student academic success.</p>	2, 3	Principal, Assistant Principal	Lesson Plans, Walkthrough Logs				
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>3) Zachry will maintain circulation and inventory software (Alexandria) for the library for Bilingual, At-Risk, GT, and Sp. Ed. students.</p>	2, 6	Principal, Assistant Principal	Lesson Plans, Walkthrough Logs				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$840.00							
<p><b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>4) Zachry will focus on Bilingual, At-Risk, GT, and Special Ed. Learners by providing prescriptive, small group reading intervention strategies through the use of Think Through Math (3rd-5th), Study Island (3rd-5th), Lexia/RTI (K-2nd), Headsprout (1st), and RAZ (2nd) to increase student academic success.</p>	1, 2	Principal, Assistant Principal, Teachers	Weekly Reports				
Funding Sources: 199 - General Fund: SCE (PIC 30) - \$5,570.00							


















<b>System Safeguard Strategy</b> 5) Zachry will purchase mimios for Kinder Bilingual, At-Risk, GT, and Sp. Ed. students.	1, 2	Principal, Assistant Principal, Teachers	Lesson Plans, Walkthrough Logs				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$0.00						
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 2: The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.**

**Performance Objective 1:** H. B. Zachry will increase student attendance from 95% to 99%.

**Evaluation Data Source(s) 1:** H. B. Zachry will have a cumulative attendance rate of 99% at the end of the year.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>System Safeguard Strategy</b> 1) Zachry will continue to implement an incentive program that will improve attendance for Bilingual, At-Risk, GT, and Sp. Ed. students.	1, 2	Principal, Asst. Principal, Director for Student Services	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
<b>System Safeguard Strategy</b> 2) Zachry will continue the daily monitoring of attendance and tardiness for Bilingual, At-Risk, GT, and Sp. Ed. students through the use of the a Wooden Star identifying classes with 100% on time attendance.	1, 2	Principal, Asst. Principal, Director of Student Services	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
<b>System Safeguard Strategy</b> 3) Zachry will recognize those classrooms with 100% attendance through the use of an attendance pennant in a bulletin board in the front office.	1, 2	Principal, Asst. Principal, Teachers, Attendance Clerk	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
<b>System Safeguard Strategy</b> 4) Zachy will increase attendance by making calls and home visits to ensure that Bilingual, At-Risk, GT, and Sp. Ed. students are not in school due to a valid reason.	1, 2	Principal, Assistant Principal, Attendance Clerk, Security	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
<b>System Safeguard Strategy</b> 5) Zachry will display grade level attendance on a graph chart bulletin board for all to view in the front office.	1, 2	Principal, Asst. Principal, Teachers, Attendance Clerk	Daily Attendance Logs, Truant Officer Reports, Attendance Reports				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 2:** The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 2:** H. B. Zachry will decrease discipline referrals by 10%.

**Evaluation Data Source(s) 2:** Discipline reports will be decreased by 10% and will be evidenced by PEIMS Discipline Report.

**Summative Evaluation 2:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>System Safeguard Strategy</b> 1) Zachry will continue the implementation of CHAMPS discipline management system.	1, 2	Principal, Assistant Principal, Champs Campus Team	Discipline Referrals	✓	✓	✓	

**Goal 2:** The school district will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

**Performance Objective 3:** H. B. Zachry will promote a drug free environment by having 100% participation in all campus drug free activities.

**Evaluation Data Source(s) 3:** H. B. Zachry will have 100% participation in drug free related activities.

**Summative Evaluation 3:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>System Safeguard Strategy</b> 1) Zachry will promote a drug free environment by conducting activities during Red Ribbon Week.	1, 2	Principal, Assistant Principal, Counselor	Lesson Plans, Walkthrough Logs				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$300.00							
<b>System Safeguard Strategy</b> 2) Zachry will support Respect and Dignity Initiative for all students, faculty, and staff.	1, 2	Principal, Assistant Principal, Counselor	Parent/Teacher/Student, Conferences, Walkthrough Logs				
<b>System Safeguard Strategy</b> 3) Zachry will continue to implement Rachel's Challenge Curriculum in grades PK-5th for all populations.	1, 2	Principal, Assistant Principal, Counselor	Drug Curriculum				
4) Zachry will support the Elementary National Honor Society.	3, 10	Principal, Assistant Principal, Counselor	Lesson Plans, Walkthrough Logs				
<b>System Safeguard Strategy</b> 5) Zachry will continue to implement the Trevor Romaine and RAD Curriculum to decrease bullying.	2, 9	Principal, Assistant Principal, Counselor	Drug Curriculum				
= Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue							








**Goal 3: The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.**

**Performance Objective 1:** H. B. Zachry will continue to promote and increase parental involvement by 5%.

**Evaluation Data Source(s) 1:** H. B. Zachry will demonstrate a 5% increase in parental involvement based on the previous year's data.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>1) Zachry will continue an awards program for parental participation.</p>	1, 2, 6	Principal, Assistant Principal	Parent Sign-In Sheets				
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>2) Zachry will continue to implement the "After School Child Care Program" that will provide a safe and nurturing environment.</p>	2, 6	Principal, Assistant Principal	Parent Sign-In Sheets				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1,000.00							
<p><b>System Safeguard Strategy</b></p> <p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 5</p> <p>3) Teachers will meet with parents to discuss STAAR reading and math scores for Bilingual, At-Risk, GT, and Special Ed. Learners .</p>	3, 6	Principal, Assistant Principal	Parent Sign-In Sheets				
<p><b>Critical Success Factors</b> CSF 1 CSF 5</p> <p>4) Zachry counselor will continue to recognize students through student of the month ceremony to increase self-esteem and parental involvement.</p>	2, 6	Principal, Assistant Principal	Parent Sign-In Sheets				
<p><b>Critical Success Factors</b> CSF 5</p> <p>5) Parent liaison will continue to coordinate parent sessions through district social worker to increase parenting skill and school involvement.</p>	2, 6	Principal, Assistant Principal	Parent Sign-In Sheets				








<p align="center"><b>Critical Success Factors</b> CSF 5</p> <p>6) Zachry will purchase light snacks and refreshments during school functions/events to increase parental involvement.</p>	<p>2, 6</p>	<p>Principal, Assistant Principal</p>	<p>Parent Sign-In Sheets</p>				
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 3:** The school district will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

**Performance Objective 2:** H. B. Zachry will increase its community partnership by 3%.

**Evaluation Data Source(s) 2:** H. B. Zachry will use previous year's data to demonstrate a 3% increase of its community partnerships.

**Summative Evaluation 2:**








Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 5</p> <p>1) Zachry will continue to establish community partnerships with HEB, Bolillos, and Chic-Fil A Restaurants.</p>	1, 2	Principal, Assistant Principal	Counselor logs, Lesson Plans				
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>							

**Goal 4: The school district shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.**

**Performance Objective 1:** H. B. Zachry will promote a safe, sanitary and healthy environment for all students and staff.

**Evaluation Data Source(s) 1:** H. B. Zachry will demonstrate a safe, sanitary and healthy environment increase through weekly monitoring by campus administration, teachers, and custodians.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p><b>Critical Success Factors</b> CSF 1</p> <p>1) Zachry will provide a safe/healthy environment by purchasing supplies needed to maintain a sanitary environment including hand sanitizers.</p>	2, 10	Principal, Assistant Principal	Teacher Walkthroughs, Observations				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$16,789.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>2) Zachry will continue to provide a safe environment by ensuring that all students adhere to the L.I.S.D. dress code.</p>	2	Principal, Assistant Principal	Teacher Walkthroughs				
<p><b>Critical Success Factors</b> CSF 1</p> <p>3) Zachry will continue to implement evaluation strategies for coordinated school health and physical activity.</p>	1, 2	Principal, Assistant Principal, Coaches	Fitness Gram Testing				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>4) Zachry will continue to provide 3rd -5th students with a STAAR shirt to increase their self-esteem, success, and safety during testing.</p>	2	Principal, Assistant Principal	Teacher Walkthroughs				
Funding Sources: 461 - Campus Activity Fund - \$0.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Zachry will continue to promote safety through the sale of Zachry spirit shirt to be used on field trips.</p>	2	Principal, Assistant Principal	Teacher Walkthroughs				



<p><b>Critical Success Factors</b> CSF 1</p> <p>6) Zachry will continue the sale of school pictures to increase safety.</p>	2	Principal, Assistant Principal	Teacher Walkthroughs				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>7) Zachry will purchase general medical supplies for Nurse Clinic to take care of all minor incidents affecting students.</p>	2, 10	Principal, Assistant Principal	Nurse, Evaluation				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - \$750.00							
<p><b>Critical Success Factors</b> CSF 1</p> <p>8) Zachry will continue to provide fresh fruit and vegetables to promote health and wellness.</p>	1, 2	Principal, Assistant Principal	Teacher Walkthroughs				
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>9) Zachry will ensure that janitorial dust/mop services are provided to keep our campus safe and sanitary at all times.</p>	2, 10	Principal, Assistant Principal, Custodians	Observations				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1,051.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>10) Zachry will communicate with parents and stake holders through the use of telephone services. This will assist the campus with safety, build strong parental relationships, and improve attendance.</p>	2, 10	Principal, Assistant Principal, Teachers, Staff	Observe call logs				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$1,800.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>11) Zachry will provide water and sewage services to maintain a safe and healthy environment.</p>	2, 10	Principal, Assistant Principal, Teachers, Staff	Walkthroughs and a check list				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$40,108.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>12) Zachry will provide electricity to ensure a safe and comfortable learning environment.</p>	2, 10	Principal, Assistant Principal	Observations and a checklist				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$165,558.00							
<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>13) Zachry will ensure a clean and safe environment through the use of janitorial dust and wet mop supplies.</p>	2, 10	Principal, Assistant Principal, Custodians	Observations and record sheet				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$76.00							









<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>14) Zachry will purchase hand held communication devices for all administrative staff and other safety equipment to support safety for all students, faculty, and staff.</p>	2, 10	Principal, Assistant Principal	Principal, Assistant Principal				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$2,460.00</p>							
<p>  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>							

**Goal 5: The school district will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the school district will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for LISD students.**

**Performance Objective 1:** H. B. Zachry will maximize budget planning allocation to 100%.

**Evaluation Data Source(s) 1:** H. B. Zachry will report 100% of its expenditures through its monthly reports.

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>System Safeguard Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4  1) Zachry CEIC Budget Committee will meet twice a year to target school initiatives for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners. (STAAR and South Texas Curriculum Project)	10	Principal, Assistant Principal	Budget Reports, Agendas, Sign-in sheets				
<b>Critical Success Factors</b> CSF 1 CSF 4  2) Zachry CEIC Budget Committee will meet twice a year to review budget expenditures in all line items.	1, 2	Principal, Assistant Principal	Budget Reports, Agendas, Sign-in sheets				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 6: The Human Resources will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.**

**Performance Objective 1:** H. B. Zachry will increase its highly qualified faculty and staff to 100%.

**Evaluation Data Source(s) 1:** H. B. Zachry will provide evidence of employing a highly qualified faculty and staff through the district's highly qualified report.

**Summative Evaluation 1:**








Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<b>Critical Success Factors</b> CSF 1 CSF 6 1) Zachry will survey its teachers annually to celebrate their accomplishments through district banquets.	2, 3, 5	Principal, Assistant Principal	Annual Surveys, Teacher Transfer List, E-Chalk Updates, every Six Weeks				
<b>Critical Success Factors</b> CSF 1 CSF 6 2) Zachry will maintain highly qualified teachers by celebrating their accomplishments on school web page and hall screen monitors.	2, 3, 5	Principal, Assistant Principal	Teacher Nominations				
<b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6 3) Zachry will encourage professional development to help support and maintain highly qualified teachers.	2, 3, 4	Principal, Assistant Principal	Professional Development, Certificates				
4) Zachry will provide a mentor for new teachers and a buddy for 2nd year teachers.	3, 4, 5	Principal, Assistant Principal	Professional Development				
= Accomplished                        = Continue/Modify                        = Considerable                        = Some Progress                        = No Progress                        = Discontinue							

**Goal 7: The Plant Facilities Department will ensure that students and staff are provided with quality support services as well as secure, properly maintained, energy efficient facilities that are conducive to academic achievement.**

**Performance Objective 1:** In progress

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

**Summative Evaluation 1:**

Strategy Description	Title I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) 1.)Zachry will provide canopy to protect students from inclement weather and exposure to harmful sun ray damage.	1, 10	Principal, Assistant Principal					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							

## System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Zachry teachers will continue to attend trainings for effective and successful implementation of TEKS to impact STAAR scores in the areas of Writing, Math, Science, and Reading for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	2	Zachry Administrators and other professionals will attend conferences to support successful implementation of curriculum for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	3	Zachry will purchase materials for all populations to enhance lessons and increase student academic performance in all subject areas for Regular, Biligual, At-Risk, GT, and Special Ed. Learners.
1	1	4	Zachry will implement continue to implement Marvelous Math Day, Voc./Remarkable Reading Day, MADD Scientist Day during the 5th week of the 6th week period throughout the year for Regular, GT, Bilingual, At-Risk, and Special Ed. Learners.
1	1	5	Zachry will continue to ensure the implementation of the Early Transition Exit Bilingual Program in PK3-3rd for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	6	Zachry will purchase reading materials to enhance student academic performance for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	7	Zachry will provide prescriptive tutorials for 1st and 2nd Regular, Bilingual, At-Risk, GT, and Special Ed. students from 3:30 p.m. - 4:30 p.m. to increase academic performance.
1	1	8	Zachry will provide after school tutorials (3:45 p.m. - 4:45 p.m.) and Super Saturday tutorials (8:00 a.m. - 12 p.m.) for 3rd -5th for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	9	Zachry will implement a professional learning community committee to review and report on academic progress on all CBA's for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners displayed in Data Room.
1	1	10	Zachry will hire tutors to provide individualized Reading and Math instruction for 1st and 5th grade for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	11	Zachry will purchase bilingual assessments to monitor academic performance for Bilingual students.
1	1	12	Zachry will continue to support the "Super Eight" Superintendent Expectations.
1	1	13	Zachry will continue to implement Daily Journal Writing, "Thinking Maps", and "Building Academic Vocabulary" through the use of Wordly Wise for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	14	Zachry will reward students with educational and extra-curricular field trips for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	15	Zachry will participate in the District Spelling Bee to increase spelling/vocabulary skills.
1	1	16	Zachry will pay for fees and dues to join professional organization to support successful implementation of curriculum.

Goal	Objective	Strategy	Description
1	1	17	Zachry will continue to implement "University Day" to instill an awareness of higher learning for Regular, Bilingual, At-Risk, GT, and Special Ed. learners.
1	1	18	Zachry will ensure that all Special Ed. students are provided with a curriculum that will address their needs.
1	1	19	Zachry will provide differentiated instruction to meet the needs of all students (Regular, Bilingual, At-Risk, GT, and Special Ed. learners).
1	1	20	Zachry will deliver a strong curriculum that increases achievement for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	21	Zachry will ensure that all Pre-Kinder Regular, Bilingual, At-Risk, GT, and Special Ed. students are provided with a curriculum that will secure success.
1	1	22	Zachry will demonstrate an increase in all student achievement through the implementation of a strong learner-centered curriculum for all Bilingual, At-Risk, GT, and Special Ed. Pre-Kinder students (SCE).
1	1	23	Zachry will provide an effective curriculum which addresses all Bilingual, At-Risk, GT, and Sp. Ed. Pre-Kinder student needs.
1	1	24	Zachry will supplement the current curriculum with additional support for Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	25	Zachry will supplement the special ed. curriculum through instructional strategies provided by support staff.
1	1	26	Zachry will supplement the bilingual program through support personnel to ensure success.
1	1	27	Zachry will implement the South Texas Curriculum Project (STCP) to meet local, state, and federal standards. This curriculum will provide effective instruction to meet all student needs for Bilingual, At-Risk, GT, and Special Ed. Learners.
1	1	28	Zachry will be managed and supported by principal, assistant principal, secretary, custodians and other support personnel to increase student success for Bilingual, AT-Risk, GT, and Special Ed. Learners.
1	1	29	Zachry will purchase incentives to enhance student academic performance and attendance for Bilingual, AT-Risk, GT, and Special Ed. Learners.
1	1	30	Zachry will support instruction for Bilingual, At-Risk, GT, and Special Ed. Learners and maintain daily communication with all parents throughout the year through the rental of a copy machine and toner supplies.
1	2	2	Zachry will implement the use of iPads in PK3 - 5th for Bilingual, At-Risk, GT, and Special Ed. Learners to support student academic success.
1	2	3	Zachry will maintain circulation and inventory software (Alexandria) for the library for Bilingual, At-Risk, GT, and Sp. Ed. students.
1	2	4	Zachry will focus on Bilingual, At-Risk, GT, and Special Ed. Learners by providing prescriptive, small group reading intervention strategies through the use of Think Through Math (3rd-5th), Study Island (3rd-5th), Lexia/RTI (K-2nd), Headsprout (1st), and RAZ (2nd) to increase student academic success.

Goal	Objective	Strategy	Description
1	2	5	Zachry will purchase mimios for Kinder Bilingual, At-Risk, GT, and Sp. Ed. students.
2	1	1	Zachry will continue to implement an incentive program that will improve attendance for Bilingual, At-Risk, GT, and Sp. Ed. students.
2	1	2	Zachry will continue the daily monitoring of attendance and tardiness for Bilingual, At-Risk, GT, and Sp. Ed. students through the use of the a Wooden Star identifying classes with 100% on time attendance.
2	1	3	Zachry will recognize those classrooms with 100% attendance through the use of an attendance pennant in a bulletin board in the front office.
2	1	4	Zachy will increase attendance by making calls and home visits to ensure that Bilingual, At-Risk, GT, and Sp. Ed. students are not in school due to a valid reason.
2	1	5	Zachry will display grade level attendance on a graph chart bulletin board for all to view in the front office.
2	2	1	Zachry will continue the implementation of CHAMPS discipline management system.
2	3	1	Zachry will promote a drug free environment by conducting activities during Red Ribbon Week.
2	3	2	Zachry will support Respect and Dignity Initiative for all students, faculty, and staff.
2	3	3	Zachry will continue to implement Rachel's Challenge Curriculum in grades PK-5th for all populations.
2	3	5	Zachry will continue to implement the Trevor Romaine and RAD Curriculum to decrease bullying.
3	1	3	Teachers will meet with parents to discuss STAAR reading and math scores for Bilingual, At-Risk, GT, and Special Ed. Learners .
5	1	1	Zachry CEIC Budget Committee will meet twice a year to target school initiatives for Regular, Bilingual, At-Risk, GT, and Special Ed. Learners. (STAAR and South Texas Curriculum Project)



# State Compensatory

## Budget for Henry B. Zachry Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199-11-6119-00-121-8-32-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$156,168.00
199-11-6119-00-121-8-34-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$175,032.00
199-11-6120-00-121-8-30-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$20,000.00
199-11-6129-00-121-8-30-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$109,136.00
199-12-6129-00-121-8-30-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$25,917.00
199-31-6119-00-121-8-30-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$35,137.00
199-32-6129-00-121-8-30-000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$4,512.00
<b>6100 Subtotal:</b>		<b>\$525,902.00</b>
<b>6200 Professional and Contracted Services</b>		
199-11-6249-00-121-8-30-000	6216 Professional Services - Locally Defined	\$5,570.00
<b>6200 Subtotal:</b>		<b>\$5,570.00</b>
<b>6300 Supplies and Services</b>		
199-11-6399-00-121-8-30-000	6311 Gasoline and Other Fuels for Vehicles	\$87,132.00
199-12-6329-00-121-8-30-000	6311 Gasoline and Other Fuels for Vehicles	\$20,000.00
<b>6300 Subtotal:</b>		<b>\$107,132.00</b>

**Personnel for Henry B. Zachry Elementary School:**

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alicia Zavala	Science Lab Manager	30	1.0
Angela Zoerner	Teacher Prk(4)	34	.5
Armindia Gonzalez	Attendance Officer	30	.20
Celina De La Cerda	Counselor	30	.5
Dora Galvan	Teacher Aide	30	1.0
Emma Morales	Teacher Prk(4)	34	.5
Imelda Piton	Teacher Prk(4)	34	.5
Iris Pizana	Teacher Prk(4)	34	.5
Irma Longoria	Teacher Aider	30	.4
Juan Salazar	Teacher Aide	34	.6
Miriam Abrego	Computer Lab Manager	30	1.0
Norma Mireles	Librarian Aide	30	1.0
Patricia Gutierrez	Teacher PrK(3)	34	.5

# Title I

## Schoolwide Program Plan

H. B. Zachry is a schoolwide Title I campus. Due to the additional funds that Title I provides, an enriched upgraded curriculum is provided for all students. Zachry is committed to ensure that all learners to include, but not limited to ECD, Sp.Ed., GT, ELL's, Recent Immigrants, Recent Arrivals, and Migrant students demonstrate proficient or advanced levels in the state assessment. Professional staff development is provided to all teachers to increase the quality of instruction. Through the support of all parents and our community, Zachry Elementary School will ensure that all students grow up to be productive members of society.

## Ten Schoolwide Components

### 1: Comprehensive Needs Assessment

The Comprehensive Needs Assessment is a planning process that focuses and impacts the Campus Improvement Plan. Campus needs are identified through assessment data, modified and evaluated throughout the year.

### 2: Schoolwide Reform Strategies

H. B. Zachry has selected strategies that provide learning opportunities for all children. An alignment between curriculum, instruction, and assessment are set to ensure success on all performance goals. All strategies are aligned to district initiatives.

### 3: Instruction by highly qualified professional teachers

All H. B. Zachry teachers and staff are highly qualified. In order to remain highly qualified, teachers receive staff development throughout the year from both campus and district. In turn, teachers provide instruction that is directly aligned to all campus and district initiatives.

### 4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

High quality professional development is provided in in order to assist in the compliance of the states academic standards. Through this staff development, teachers ensure the alignment of curriculum and instruction to state standards to ensure student academic success.

### 5: Strategies to attract highly qualified teachers

Laredo I.S.D. Human Resource Department ensures that all teachers are highly qualified through a complete screening before they are recommended to the campus. As a result, all teachers hired are highly qualified.

## **6: Strategies to increase parental involvement**

H. B. Zachry encourages all parents to participate in their child's learning through daily teacher communication and extra-curricular activities. Parental involvement is also increased through: monthly newsletters, calendar, phone calls, parent conferences, report card nights, PTC meetings, parent sessions as well family reading nights.

## **7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs**

A pre-school program is provided for all early childhood students by Title I. The program prepares early childhood students for elementary school by focusing on cognitive skills, including language, early reading, writing skills, and math skills.

## **8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program**

H. B. Zachry follows the state curriculum (TEKS) and utilizes all unit assessments. Other resources used by teachers include: CPALLS, TPRI, TELPAS, and STAAR to identify areas of need.

## **9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards**

H. B. Zachry RTI Committee and Grade level Teams review student academic performance throughout the year to ensure success. Interventions are prepared for each child based on the data accumulated from review teams.

## **10: Coordination and integration of federal, state and local services and programs**

H. B. Zachry coordinates Title I funds along with federal, state, and local funds to serve all students according to NCLB regulations. All funds are used to provide a curriculum that serves all student needs and ensures academic success.

## Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amparo Cadena	Parental Involvement Liaison	30	1.0
Cordelia Nieto	Inter/Diff Inst Specialist	30	1.0
Elida Hernandez	Health Assistant	30	1.0
Janet Villarreal	CEI Lab Manager	30	1.0
Liliana Gutierrez	Campus Tech Trainer	30	.5

## Campus Education Improvement Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Diana Martinez	Principal
Business Representative	Amanda Montoya	Business Representative
Classroom Teacher	Richard Chalambaga	Classroom Teacher
Classroom Teacher	Yolanda Calderon	Classroom Teacher
Classroom Teacher	Maritza Molina	Classroom Teacher
Counselor	Celina De La Cerda	Counselor
Special Ed. Teacher	Elisa Trevino	Special Ed. Teacher
Librarian	Veronica Costilla	Librarian
Instructional Specialist	Cordy Nieto	Instructional Specialist
Parent	Ana Cerda	LPAC Parent Representative
Parent	Florencia Aburto	Parent Volunteer