

Pampa Independent School District
Lamar Elementary
2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Top 25 Percent: Comparative Academic Growth



Mission Statement

The mission of Pampa Independent School District is to produce learners who are compassionate, competent, confident, and future-ready.

Vision

Pampa Independent School District will become the premier destination school district in the Panhandle!

Core Beliefs

P Purposefulness - We believe that the core business of schools is to ensure that every student every day is provided challenging, engaging, and meaningful work; therefore, we will purposefully prepare ourselves and our students for authentic experiences that ensure they are future-ready.

A Authentic Engagement - We believe that students and adults learn best when they are actively involved in the learning process; therefore, we will promote engaging and active learning opportunities to staff and students that develop an attitude of being a life-long learner.

M Mindset for Growth - We believe that all students are capable of high achievement and that intelligence is developed and that achievement results from consistent and effective effort; therefore, we will support and encourage students and staff to have a growth mindset in order to meet expectations of excellence.

P Preparedness- We believe that students must be prepared for a future of rapid change; therefore, we will foster the abilities to reason, to solve problems, to be challenged, and to use technology as a significant tool for learning.

A Assurances - We believe we have a collective responsibility to create and sustain a safe environment that is respectful, caring, engaging, vibrant, and culturally responsive. We believe the alliance of home, school, and community promotes both school and student success; therefore, we will promote ongoing stakeholder communication and seek authentic, trusting relationships.

PISD's Guiding Question

What's your plan???

Table of Contents

Comprehensive Needs Assessment	6
Needs Assessment Overview	6
Demographics	7
Student Academic Achievement	8
School Processes & Programs	10
Perceptions	12
Comprehensive Needs Assessment Data Documentation	12
Goals	16
Goal 1: Lamar Elementary School will achieve excellence in academics.	16
Goal 2: Lamar Elementary School will build a quality staff with high morale.	27
Goal 3: Lamar Elementary will have increased support of the community.	32
Goal 4: Lamar Elementary will provide a healthy and safe school climate for all students and staff.	37
Goal 5: Lamar Elementary will promote school pride by encouraging and celebrating student participation in extracurricular activities.	40
Comprehensive Support Strategies	43
Title I Schoolwide Elements	44
ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)	44
ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)	44
ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)	44
2018-2019 Campus Site-Based Committee	45
Campus Funding Summary	46

Comprehensive Needs Assessment

Needs Assessment Overview

The Needs Assessment portion of the CIP was facilitated through the Texas Accountability Intervention System (TAIS) process. Multiple stakeholders met in the spring and summer to develop strategic goals and priorities for the campus. Additionally, the team met six times throughout the 18-19 school year to monitor and track the progress of campus goals.

Demographics

Demographics Summary

Lamar Elementary is a Title I school with approximately 620 PK-5th grade students. We are located at 1234 S.Nelson in Pampa, Texas. Lamar is one of four elementary schools in our community of almost 18,000. It is located on the south side of town and the majority of the students live within 1-2 miles of the school. Demographic data reflects that we have 87% Economically disadvantaged, 67% Hispanic, 24% White and 4% African American students. In addition, 33% of our students are Limited English Proficient students, and our mobility rate is 20%. We house the bilingual program for the district for grades PK, 3, 4, 5 that includes approximately 110 students. Approximately 9.8% of our EE-5th grade students are served through a Special Education program.

Demographics Strengths

We have bilingual teachers in PK and 3rd grades, along with language support from bilingual paraprofessionals at grades 3, 4, and 5. These staff members are instrumental in the growth of our bilingual students. All of the PK, 3rd, 4th, and 5th bilingual students in Pampa ISD attend Lamar Elementary. The large majority of Lamar PreK-5 teachers have an ESL certification. Most of our staff is experienced, and almost 50% have more than 10 years experience. Our campus and district are conscious of class size and dedicated to keeping averages between 22 students per teacher in grades 1-4.

All staff members have a respect for cultural diversity and are highly qualified professionals with background training needed to be successful. Many local organizations support our economically disadvantaged population through needed donations.

Student Academic Achievement

Student Academic Achievement Summary

The previous school year brought significant gains in student achievement. Lamar received an academic distinction for comparative student growth. Based on raw data, math scores and number of students scoring "Masters" level on STAAR exams, show to be our strong point as a campus. Our Head Start students achieved and exceeded all of the eleven Head Start School Readiness Goals. The testing is done at the beginning, middle and end of the year.

Students are instructed using TEKS based curriculum that is vertically aligned in the district. Students are offered opportunities for tutorials, enrichment, and intervention in order for them to meet goals.

Student Academic Achievement Strengths

Highly Qualified teachers

Teachers strong in content area

Assessment performance of English Language Learners

Data driven instructional decisions

Strong PLCs

Significant increase of "Masters" level performance for 3rd grade Math

Q1 performance in 3rd and 5th grade math

Q1 performance in accelerated student growth in math

Academic Distinction: Top 25%- Comparative Student Growth

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: 28% of 3rd grade, 29% of 4th grade, and 31% of 5th grade scored "Meets" on the reading STAAR test. **Root Cause:** There is a lack

of implementation, follow-up, and accountability for professional development that includes quality resources and strategies

Problem Statement 2: 23% of all 4th grade students scored “Meets” on the writing STAAR test. **Root Cause:** K-5 teachers have a limited understanding of effective writing practices.

Problem Statement 3: 65% of K-2 students were at or above grade-level on EOY reading assessments. **Root Cause:** There is a lack of consistent implementation and accountability of all balanced literacy components.

Problem Statement 4: For the 2017-2018 school year, attendance rate at Lamar was 95.2%. **Root Cause:** There is a lack of a plan to address and/or reward student attendance.

School Processes & Programs

School Processes & Programs Summary

Staff Quality/Recruitment/Retention:

Most of Lamar's staff are highly qualified, and the large majority are ESL certified. The average years of experience of teachers is 11 years, and almost 50% have been here for more than 10 years. We are very fortunate to have a staff dedicated to working with our unique makeup of students. District staff attend job fairs at nearby colleges each year as a way of recruiting new teachers.

Curriculum/Instruction/Assessment:

We have a bilingual teacher at the PK and 3rd grade levels. We have three bilingual paraprofessionals who provide language support to ELL students at grades 3, 4, and 5. We have one GT teacher serving our gifted students, the PPCD program for PreK students with special needs, a dyslexia program, special education and speech teachers, and an RtI team. We have three instructional coordinators with strengths in K-2, ELAR, and math.

PISD and Lamar Elementary are dedicated to a guaranteed and viable curriculum. The TEKS based curriculum helps our teachers stay on pace to teach all grade level TEKS. Our teachers understand they are responsible for the Instruction Focus Documents in the adopted curriculum. Teachers at all levels and core content areas give unit assessments and learning checks every three weeks. These are used as tools to generate data and make changes to instruction, as well as providing information about which students need intervention.

We focus on this data analysis during PLC and horizontal alignment times. We have seen teacher growth from a data driven mindset over the past several years.

Family and Community Involvement:

Lamar has a very active booster club. With the help of our booster club we will host several events this year. We hosted two Open Houses (Fall & Spring), PK-5th parent informational meetings, a bilingual parent night, and awards assemblies each six weeks. We hosted a "Science Night" to emphasize the importance of Science. We had over 300 people in attendance for the Science Night. We have also have a variety of parent involvement activities including a "Make & Take craft night for students and their fathers around the holidays. Selected 4th grade students have an opportunity to attend "Lunch with Dignitaries" sponsored by Altrusa. We have parent volunteers (VIPS) who help students and teachers.

We see that the citizens in Pampa are very interested in supporting Pampa ISD. Together we have high expectations for students and staff and enjoy hearing

about the great things happening in our district. The Pampa news and local radio stations are very generous in helping us spread the word about upcoming events. Lamar Elementary has an active Twitter and Facebook page (with 630+ followers) to help spotlight great things happening on our campus.

Parent feedback from surveys assist the district on ways we can better serve our parents and community. Lamar Elementary understands the importance of parental and community support and involvement.

Through Pampa ISD's VIPS program, Lamar has obtained some volunteers to help with events and academics.

School Context and Organization: In Kindergarten through 2nd grade we have three regular education teachers in each grade level. In 3rd grade, we have four teachers; one bilingual teacher and three general education teachers. In 4th grade, we have four general education teachers. In 5th grade, we have four general education teachers. In 3rd, 4th, and 5th grades, we have paraprofessionals for language support. We have six Head Start/PreK teachers on the Lamar campus: Two teachers have a morning and an afternoon 4 year old class, one teacher has bilingual 4 year-old classes in the morning and 4 year olds in the afternoon, one teacher has 4 year-olds in the morning and Pre-K in the afternoon, and two teachers have a morning and afternoon section of 3 year-olds.

Technology:

We consider our campus to have ample access to technology. We have a 1:1 ration for students and student devices. We have Smart Boards in the Head Start classroom and interactive projectors in all K-5 General Education and in most Special Education classrooms. In all Kindergarten-1st Grade, there are approximately 20 iPads in each classroom. In each 2nd- 5th grade classroom, there are approximately 20 Chromebooks for student use. Each room has an interactive projector and document camera. We have one computer lab within our Media Center with 20 computers for student use.

Our computer lab, monitored by a technology aide, is primarily used to instruct the students in the Technology Applications TEKS, Digital Citizenship, and for interventions. Our district and campus is taking all steps necessary to take our students into the 21st century and provide the opportunity to learn how to become successful in the global marketplace.

School Processes & Programs Strengths

Increasingly active booster club

Backstage Bobcat student leadership group

Instructional Leadership Team with strengths in K-2, ELAR, and Math.

Strong PLCs

RTI system established

Perceptions

Perceptions Summary

Lamar has a very diverse population which brings a unique culture. Because of the large number of ELL students, we have many staff members who are bilingual.

Lamar Elementary has a very positive climate. There is a deeply rooted sense of pride in all staff and students at Lamar. We work hard to instill school pride in our students by singing our school song every morning. A very strong hospitality committee ensures that all staff are recognized on birthdays and that we celebrate holidays and accomplishments all year long.

Perceptions Strengths

Open house with attendance of 600+

Fall Carnival sponsored by the Lamar Booster Club

Science Night with attendance of 300+

Movie Night hosted by Lamar Booster Club

Caring, dedicated teachers

Support of the community of Pampa

Active Facebook page with close to 700 followers

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices




Goals







Goal 1: Lamar Elementary School will achieve excellence in academics.













Performance Objective 1: Lamar Elementary School will close academic performance gaps between PISD and our accountability cohort, our region, and our state.

Evaluation Data Source(s) 1: Comparison of state assessments from 2018 to 2019.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Comprehensive Support Strategy Critical Success Factors CSF 1</p> <p>1) Lamar teachers will provide TEKS based curriculum delivery in core subjects through the use of a YAG, IFDs, and other resources through TEKS Resource System and Lead4ward.</p>	2.4, 2.5	Campus Principal(s) Instructional Coordinators Teacher(s)	Increase passing on Benchmark Assessments, State Assessment, Common assessments, TELPAS, Progress Monitoring				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>2) Lamar Elementary will use Instructional Coordinators to help identify and monitor at-risk students and provide instruction and interventions.</p>	2.4, 2.6	Campus Interventions, Counselor, Instructional Coordinators, Principals, Teacher(s)	Analysis of identified student scores and improved academic progress with achievement gains, RTI				
Funding Sources: 199 - General Fund - 55000.00							
<p>Critical Success Factors CSF 1 CSF 4 CSF 7</p> <p>3) Lamar Elementary will continue to provide a balanced approach to literacy with the continuation of targeted literacy classes for K-5th grade ELAR teachers.</p>	2.4, 2.5, 2.6	Instructional Coordinators, K-5 classroom teachers, PISD curriculum department	Improved ISIP results, Improved decoding skills, Progress monitoring reports				

<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>4) Lamar Elementary will promote student literacy with the annual Scholastic book fair in the fall as well as a reading competition between grade levels while providing incentives.</p>	2.4, 2.6	Instructional Coordinators Principal Teachers	Increased participation in reading Increased enthusiasm for reading from staff and students Book fair documentation Pictures from book fair				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>5) Use of PLC times to provide ongoing staff development for the purpose of improving instruction. PLC provides a time for staff learning.</p>		Principals, Curriculum Department	Sign in sheets from weekly PLCs, Improved Lesson Plans, Increase in Engaging Instruction				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>6) Academic interventions will provide a time for student support with a variety of tools including Imagine Math, Leveled Literacy Intervention kits, guided reading groups, and other teacher developed lessons.</p>	2.4, 2.5, 2.6	Principal, Teachers Instructional Coordinators	Increased academic performance				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>7) There will be regularly scheduled RTI meetings by grade level to ensure that students are being provided high quality TIER I, TIER II, and TIER III interventions.</p>		Campus Principal(s), Campus RTI Team	Formative - Monitor students in RTI process A more individualized education for students based on needs.				
<p>Critical Success Factors CSF 1</p> <p>8) Lamar Elementary will include instructional paraprofessionals in relevant training and development to ensure student success.</p>		Campus Principal(s) Instructional Coordinators	Usage level in classrooms, Increased student support				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 7</p> <p>9) Teachers will receive professional development over Lead4ward strategies and will implement the strategies focusing on Figure 19 reading and writing strategies.</p>	2.4, 2.5	Principal (s) Instructional Coordinators CIA Team	Increased effective reading and writing strategies on campus during walk-throughs and evidence on local and state assessments.				

<p>Critical Success Factors CSF 1 CSF 4</p> <p>10) Lamar will implement a GT pull-out program serving identified GT students.</p>	2.4, 2.5	Principals GT Coordinator/Teacher Instructional Coordinators	Increased numbers of students scoring "Masters" level on state assessments.				
<p>Critical Success Factors CSF 1</p> <p>11) Students will have access to resources such as Littlebits and Google Expedition goggles to enhance learning experiences for all students.</p>	2.4	Principal Instructional Coordinators Teachers	Increase in student engagement and experiences Google Expedition Lessons				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2</p> <p>12) Purposeful Interventions in Reading will be provided 45 minutes each day for students in grades 1-2. Purposeful Reading and Math interventions will be provided for 45 minutes each day, two days a week for each subject in grades 3-5 Interventions will be targeted instruction to close gaps.</p>		Principal Instructional Coordinators Teachers	An individualized education for students based on educational needs. Closing gaps in student learning				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1</p> <p>13) Homework club will be offered each day (morning and afternoon) for on-the-spot tutoring for students in 2nd-5th grade.</p>		Principal (s) Instructional Coordinators Teachers	Increased student participation in Homework Club. Increase in Math STAAR scores				
<p>Critical Success Factors CSF 1</p> <p>14) The Window on a Wider World (WOWW) grants will allow for field trips and trunk shows to provide our students with cultural experiences.</p>	2.5	Principal (s) Teachers	Increased opportunities for student experiences.				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>15) Implement Lamar's Writing Plan and writing rubrics to improve student writing ability school-wide.</p>	2.4	Principal, Instructional Coordinators, Writing Vertical Team	Increased performance on STAAR performance in the "Meets" category.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							













Goal 1: Lamar Elementary School will achieve excellence in academics.

Performance Objective 2: Lamar Elementary will develop and incorporate a comprehensive system to successfully serve special student populations such as special education, at-risk, economically disadvantaged, and English language learners.

Evaluation Data Source(s) 2: Comparison of PBMAS reports and TAIS reports.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Lamar staff will participate in ongoing sheltered instruction training throughout the school year for the purpose of ensuring success with our large ELL population.</p>	2.4, 2.6	Principal, Teachers, ESL/Bilingual coordinator, PISD Curriculum staff	Improved results on all assessment data				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) Bilingual and ESL Summer School will be provided to students with language barriers.</p>	2.4, 2.5	Bilingual/ESL Director, Principals, Teachers	Improved scores on TELPAS Increased acquisition of the English language for ELLs.				
Funding Sources: 263 - ESSA, Title III, LEP - 15000.00							
<p>Comprehensive Support Strategy Critical Success Factors CSF 7</p> <p>3) Lamar Elementary will provide supplemental instruction and support to any student needing language acquisition and development. This help will be provided to our ELL students through Sheltered Instruction strategies, Imagine Learning, and small group instruction with a vocabulary focus.</p>		Curriculum Interventionists, Literacy Specialists, Principal, Reading Recovery Teachers, Teacher(s)	Increased performance on TELPAS and STAAR assessments.				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>4) Lamar Elementary will provide training for inclusion support in classrooms for special populations. Staff will get an in-depth overview of accommodations and modifications.</p>	2.4, 2.5	Principal, Director of SPED, classroom teachers, special education teachers	Increased awareness of accommodations and modifications. More purposeful and individualized assignments of accommodations for SPED students.				

<p>Comprehensive Support Strategy Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) Tutorials and interventions will be provided for all student groups. Groups will be based on individualized student need and will be specific in design.</p>		<p>Campus Principal(s), Interventionist, Instructional Specialist, Teacher(s)</p>	<p>Formative assessments, Benchmark assessments, Literacy Testing, State Assessment, Common assessments, Progress reports</p>				
<p>Comprehensive Support Strategy Critical Success Factors CSF 1</p> <p>6) Lamar will continue to provide identification, Wilson Language instruction, and progress monitoring for children who qualify for dyslexia and related disorders.</p>		<p>Campus RTI team, Counselor, Dyslexia Specialist, Instructional Coordinators, Principals, Classroom Teachers</p>	<p>Summative- State Assessments, Benchmarks, Progress monitoring</p>				
<p>Funding Sources: 199 - General Fund - 50000.00</p>							
<p>Critical Success Factors CSF 1</p> <p>7) Lamar students will use Imagine Learning and Imagine Math interventions to fill in learning gaps and promote academic growth.</p>		<p>Principal, Teachers, Instructional Coordinators RTI team</p>	<p>Increased STAAR/TELPAS performance.</p>				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>8) Lamar will articulate and utilize a systematic RTI process of meeting the academic and behavioral needs of all students</p>	<p>2.4, 2.6</p>	<p>Campus Principal(s) Instructional Coordinators RTI Team</p>	<p>Accurate referrals of students to SPED. Intervention Options as noted on District Pyramid,</p>				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>9) Support science instruction to improve gaps in learning between Economically Disadvantaged students and the general population.</p> <p>Science Materials, Science Night, and various resources will support this goal.</p>	<p>2.5, 2.6</p>	<p>Principal, Science Vertical Team, Instructional Coordinators</p>	<p>STAAR scores of ECD students at or above 70%</p>				
<p>Critical Success Factors CSF 1 CSF 4 CSF 5</p> <p>10) Lamar will offer a Head Start program to the community of Pampa, particularly serving at-risk, economically disadvantaged, English language learners, and students with special needs.</p>	<p>2.4, 2.5, 2.6</p>	<p>Region 16 Staff Principal Head Start Teachers</p>					
<p>Funding Sources: 199 - State Compensatory (SCE) - 0.00</p>							
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Lamar Elementary School will achieve excellence in academics.

Performance Objective 3: Lamar Elementary will continue systematically integrating technology into its classrooms that reflects the development of 21st Century Skills in lesson design.

Evaluation Data Source(s) 3: Analysis and comparison of annual Brite Byte surveys

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Lamar Elementary staff will use instructional strategies to target economically disadvantaged struggling students with tutorials and interventions. A variety of tools will be used to provide intervention including Imagine Math and Imagine Learning.</p>	2.5	Instructional Coordinators, Principal, Teacher(s)	Increased performance on STAAR/TELPAS assessments.				
<p>Critical Success Factors CSF 1</p> <p>2) Lamar Elementary will integrate technology in instruction through the use of iPads, Chromebooks, and interactive projectors in the classrooms. All K-5 classrooms are equipped with 1:1 devices for students and interactive projectors.</p>		Principals Teachers Curriculum Dept/Instructional Technology	Increase in student engagement, Lesson plans showing teachers using the technology in instruction				
<p>Critical Success Factors CSF 4</p> <p>3) Lamar Elementary will implement the computer application TEKS for K-5th grade students for 60 minutes each week.</p>	2.5	Principal Campus Media Aide	Modernizing Lamar's library and technology integration.				
<p>Critical Success Factors CSF 1</p> <p>4) Google Apps for Education, Classlink, and digital textbooks will be used to integrate technology to enhance learning and incorporate 21st century skills into lessons.</p>		Principal (s) Instructional Coordinators Director of Instructional Technology Teachers	Increased integration of technology				

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










Goal 1: Lamar Elementary School will achieve excellence in academics.

Performance Objective 4: Lamar Elementary will develop and implement a plan to ensure that our students are college and career ready upon graduation.

Evaluation Data Source(s) 4: "What's your plan?" cards from 4th and 5th grade students. Analysis of number of students scoring "Masters" level on STAAR assessments.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1</p> <p>1) Enrichment instruction and opportunities for students identified as Gifted and Talented will be provided through GT services and Intervention.</p>		GT Teacher, Principal, Teacher(s)	Increased number of students meeting "Masters" level on state assessment.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Contact local businesses to talk with students about careers. Implement guest speaker days and promote real world applications in lesson plans and activities.</p>		Counselor Principal (s) Parent/Community Involvement Committee	Increased awareness of future plans for students. Community Involvement at Lamar				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) Implement a career day at Lamar to encourage focus on the future.</p>		Principal Counselor Parent/Community Involvement Committee	Increased awareness of future plans for students. Career day agenda				
<p>4) Promote future readiness with College Days in which teachers wear college shirts to bring student awareness of college and school pride.</p>		Principal Teachers	Increase participation in college days.				
<p>Critical Success Factors CSF 1</p> <p>5) Lamar will take on Pampa ISD's guiding question, "What's Your Plan?" as we develop students who are focused on their futures of college or careers.</p>		Principal(s), Counselor, teachers	Students will be able to share a plan for their futures.				

<p>Critical Success Factors CSF 1 CSF 2</p> <p>6) Analyze data for "Masters" scores on learning checks and benchmarks. Identified students will participate in enrichment classes to deepen their understanding of TEKS.</p>	2.5	Principal(s) Instructional Coordinators Teachers	<p>Increased number of students scoring "Masters" level on state assessments.</p> <p>Learning check/benchmark data. Lists of students to be served in enrichment classes. Artifacts from the enrichment classes.</p>				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>7) Lamar will highlight a college or career on at least three occasions throughout the year during the morning assemblies. We will line up community members from diverse backgrounds to share experiences with our students.</p>	2.5	Principal Counselor	<p>Increased awareness of future plans for students. List of colleges highlighted</p>				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>8) Student Ambassadors will promote leadership by leading pledges during morning assemblies. They will also represent Lamar at a variety of events in the community.</p>		Superintendent Principal Counselor	<p>Student leadership opportunities. Morning Assembly schedule</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Lamar Elementary School will achieve excellence in academics.

Performance Objective 5: Lamar Elementary will work to increase attendance.

Evaluation Data Source(s) 5: Attendance reports

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 4 CSF 5</p> <p>1) Each six weeks, our students are recognized for Perfect Attendance and A and AB Honor Roll. Incentives will given in the form of fitness finders.</p>	2.5, 3.1	Principal, Teacher(s)	Increased attendance percentages campus wide, Increasing numbers of students who get Honor Roll recognition,				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) A drawing will be held each six week that includes all students who had perfect attendance. The bike will be donated by the local Rotary Club.</p>		Principals Attendance Clerk	Increasing numbers of students who get perfect attendance.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Phone calls and letters to parents when students have excessive absences and tardies. Attendance meetings will be held per Pampa ISD policy</p>		Attendance Clerk, Principals	Improved attendance rates. Documentation of phone calls to parents. Copies of letters to parents.				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) A drawing will be held at the end of the year for students who had perfect attendance for the entire year. The winner will receive an iPad donated by the local Rotary Club.</p>		Principal, Attendance Clerk	Improved attendance rates. List of students who had perfect attendance for the year, Pictures of the student with their iPad.				
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>5) Attendance incentives will be provided for the classes/grade levels having the highest percentage of attendance. Incentives can include brag tags, hat days, extra recess time, a popcorn party, or individual prizes for each student in the winning classes.</p>	2.5	Principal Teachers Attendance Clerk	Improved attendance rates.				










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

Goal 2: Lamar Elementary School will build a quality staff with high morale.

Performance Objective 1: Lamar Elementary School will recruit and retain a quality teaching and administrative staff by providing a system of support and professional development to assist teachers and administrators in reaching their individual performance goals.

Evaluation Data Source(s) 1: T-TESS and T-PESS documentation
Turnover rate of employees

Summative Evaluation 1:






Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 7 1) Administrative team will provide coaching to teachers through learning walks and coaching conversations.		Principal Assistant Principal Instructional Coordinators	Improved instructional practices				
Critical Success Factors CSF 1 CSF 6 CSF 7 2) First year teachers will participate in Pampa ISD's FYTA. They will be provided mentors to act as a "go to" person for a smooth transition to teaching.		Principal CIA Team	Support for FYT and help adapting to the education profession.				
3) PISD's District of Innovation plan allows teachers to teach outside of content field and/or hold an out of state credential. Additionally, Lamar will provide ongoing support to help ensure all personnel are working toward proper certification in the assignment they are instructing.		Principal, HR Director	Currently, Lamar has working plans for the following assignments: -4th Grade Reading -Bilingual Pre-K				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							









Goal 2: Lamar Elementary School will build a quality staff with high morale.

Performance Objective 2: PISD will ensure high teacher morale through district and campus systems that promote and model a growth mindset

Evaluation Data Source(s) 2: Culture/Climate survey results

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Students will be recognized for positive character, Imagine Math growth, and writing abilities.</p>		Counselor, Principals, Teachers Instructional Coordinators	Improved student behavior and character campus wide				
<p>Critical Success Factors CSF 7</p> <p>2) Continue participation in the PISD "Wellness" program, which encourages school personnel to pay attention to their physical and emotional well being.</p>		Campus principal District personnel	Increased attendance from teachers, increased participation in the Wellness program.				
<p>Critical Success Factors CSF 6 CSF 7</p> <p>3) We will identify opportunities to celebrate our teachers! Teacher/employee of the month, campus successes, etc. will all be reason to celebrate.</p>		Principal(s) Instructional Coordinators	Increase morale and value of teachers.				
<p>Critical Success Factors CSF 5 CSF 6 CSF 7</p> <p>4) Lamar will participate in a positive social media initiative in which staff will post pictures tagged with #pampaproud.</p>		Principal(s), Technology representative, Teachers	Help bring awareness to our community of the great things happening at Lamar.				
<p>Critical Success Factors CSF 6</p> <p>5) Lamar's hospitality committee will plan a luncheon at the close of each six weeks and periodic snack days will be implemented.</p>		Hospitality committee Principal Counselor	Boost morale and serve as a reward at busy times during the school year.				

<p>Critical Success Factors CSF 5 CSF 6</p> <p>6) Hospitality committee will initiate service projects to help Lamar give back to the community. Projects will include: An evening of Snack-Pak packing, Operation Christmas Child, Socks for Soldiers, United Way drive, etc.</p>		<p>Hospitality committee Principal Counselor</p>	<p>Provide opportunities for teachers to work together and give back to the community.</p>				
<p>Critical Success Factors CSF 6</p> <p>7) The hospitality committee will recognize staff birthdays and days of recognition for custodians, cafeteria staff, teacher appreciation, counselor recognition, etc.</p>		<p>Hospitality Committee Principal</p>	<p>Boost morale and show appreciation for all stakeholders.</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							








Goal 2: Lamar Elementary School will build a quality staff with high morale.

Performance Objective 3: PISD will use the T-TESS/T-PESS evaluation systems, as well as teacher and principal standards to ensure that all educators understand their job expectations and to monitor and encourage individual educator growth.

Evaluation Data Source(s) 3: T-TESS and T-PESS documentation

- Signatures of, as well as copies of job descriptions
- Copies of teacher and administrator state standards
- Teacher/Administrator self evaluations

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) PISD will provide initial TTESS training for in-service in the spring and fall. Professional development will ensure that teachers know expectations and set goals for improvement. Campus administration will conduct an initial goal setting meeting, pre-conference, observation, post-conference, and summative conference for each professional employee.</p>		Lamar campus staff, principal	These meetings will be focused on growth and meeting goals and expectations.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Lamar Elementary School will build a quality staff with high morale.










Performance Objective 4: Lamar Elementary will ensure that each educator is provided with timely, quality, and individualized professional development to help them reach individual professional goals.

Evaluation Data Source(s) 4: Professional development certificates

Eduphoria reports

Teacher portfolios

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 7</p> <p>1) Continue using PLC meeting times to reinforce teacher understanding of best practice Instructional Strategies to increase the rigor and ensure that lessons meet the depth and complexity of the TEKS.</p>	2.5	Principal Instructional Coordinators	Instructional best practices implemented in classrooms.				
<p>Critical Success Factors CSF 7</p> <p>2) In class support and coaching will be provided for targeted teachers</p>	2.5	Principal Instructional Coordinators	Refining and aligning instructional practices.				
<p>Critical Success Factors CSF 1 CSF 7</p> <p>3) Teachers will complete "learning walks" and reflect on the experience. They will incorporate something they've learned in their own practices.</p>		Principal Instructional Coordinators	Professional development of teachers Exposure to a variety of teaching styles				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							












Goal 3: Lamar Elementary will have increased support of the community.

Performance Objective 1: Lamar Elementary will provide various opportunities for community members/stakeholders to understand, evaluate, and promote the PISD vision and goals.

Evaluation Data Source(s) 1: List of VIPS serving at Lamar. Sign in sheet of VIPS working with Lamar students.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5</p> <p>1) The Student Code of Conduct and Student Handbook will be provided to all families for review. Parents may choose to receive a hard copy or access the digital copy.</p>		Campus Principal(s), Teacher(s)	Formative - Number of forms distributed and signed acceptance by parents Communication and clarity for parents and students				
<p>Critical Success Factors CSF 5</p> <p>2) Lamar will provide information in English and Spanish through the use of translators or translated materials.</p>		Bilingual/ESL Director, Campus Principal(s), Parental Involvement Liaison	Formative - Minutes from various meetings, Copies of Publications Ensuring that ALL families have access to the information distributed.				
Funding Sources: 263 - ESSA, Title III, LEP - 600.00							
<p>Critical Success Factors CSF 5</p> <p>3) Lamar will provide information through radio, newspaper, Remind, Twitter, Facebook, email, all-calls, and campus website regarding Lamar activities.</p>	3.1	Campus Technology Representative Campus Principal(s),	Families will have the ability to access information in a variety of ways				
<p>Critical Success Factors CSF 5</p> <p>4) Thursday folders are utilized school wide to provide consistent weekly communication with parents concerning the academic and behavioral progress of their student as well as information about school events.</p>		Campus Principal(s), Teacher(s)	Thursday folder signatures, Parent surveys Clarity and enhanced communication for families.				

<p>Critical Success Factors CSF 5</p> <p>5) Periodic digital newsletter, "Go Green" is provided to give parents information regarding important information and upcoming events.</p>		<p>Campus Principal(s) Campus Media Representative</p>	<p>Enhanced communication between school and homes</p>				
<p>Critical Success Factors CSF 5</p> <p>6) Parents will be notified of disciplinary action involving their child so parents can stay informed of their student's school behavior. Also, parents will be notified when students have outstanding school behavior.</p>		<p>Campus Principal(s), Teacher(s)</p>	<p>Formative - Discipline referral records, Communication</p>				
<p>Critical Success Factors CSF 4 CSF 5</p> <p>7) Parents will be notified of concerns with attendance by form letters, phone calls, and conferences with administrators.</p>		<p>Principals Attendance clerk Truancy Officer</p>	<p>Formative - Attendance reports, Attendance letter log, Documentation notebook</p> <p>Increased attendance rates</p>				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>8) Pampa VIPS will be requested to help with school events and to work with individual students during intervention time.</p>		<p>Parent Involvement Coordinator Teachers Principal</p>	<p>Increased community involvement</p>				
<p>9) Lamar Elementary will encourage parent and student participation in the Campus Improvement Plan process. To appropriately communicate the goals, objectives, mission, and vision of the campus, the Campus Improvement Plan will be made available on the campus/district website, the campus office, and at parent meetings. In addition, the CIP is available in Spanish if requested.</p>		<p>Campus Principal</p>	<p>Increased communication and meaningful involvement.</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							










Goal 3: Lamar Elementary will have increased support of the community.








Performance Objective 2: Lamar Elementary will provide and encourage meaningful, quality, and two-way communication using various means in order to inform parents/community members/stakeholders of events and opportunities involving students and the community.

Evaluation Data Source(s) 2: Documentation of communication, Facebook/Twitter feed, Record of calls and mailings

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Lamar students will have the opportunity to interact with the community by their participation in fundraisers for a variety of nonprofit organizations including CASA, The Bridge, Snack Pak 4 Kids, Salvation Army. These events will help our students understand the bigger picture of community.</p>		Administrators, Teachers, Counselor	Increased student involvement to support the community.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Lamar students will participate in the Salvation Army "Canned Food Drive" during the fall semester.</p>		Teachers, Counselors, Principals	Celebration of the success of the food drive, Student understanding of helping those in need				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) Lamar students will participate in the annual "PISD Showcase". This event is open to the community and gives all stakeholders the opportunity to see examples of student work and hear the students explain their learning.</p>		Administrators, Teachers	Pictures from the event, Sign in sheets from the event, Examples of student work Increased parental involvement Increased community support				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>4) Parent/teacher conferences are held to discuss students' progress at the end of the first six weeks and also in spring semester (and as needed throughout the year).</p>	3.1	Campus Principal(s), Parental Involvement Liaisons, Teacher(s)	Benchmarks, State assessment, ISIP, Report Card, Attendance Data Increased parental involvement Enhanced communication between school and home.				

<p>Critical Success Factors CSF 5 CSF 6</p> <p>5) Lamar will invite parents to attend awards assemblies, music programs and other activities in which their children are featured.</p>		<p>Campus Principal(s), Paraprofessional, Teacher(s)</p>	<p>Increased family involvement</p> <p>Formative - Event Sign in Sheets, Parent Surveys</p>				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>6) Lamar will host a "Meet the Teacher" opportunity prior to school starting allowing all parents and students to meet their teacher. This initial greeting allows for positive interaction and promotes a welcoming environment for all stakeholders.</p>	<p>3.2</p>	<p>Administrators, Teachers</p>	<p>Increased family involvement</p> <p>Sign in sheets for the "Meet the Teacher" event</p>				
<p>Critical Success Factors CSF 1 CSF 5</p> <p>7) Lamar Elementary will host an "Open House" event within the first month of school. This event provides parents and students the opportunity to see work that has been produced by the students and encourages communication between parents and teachers. This event is provided in conjunction with the PISD parent involvement team. Hot dogs are served and information regarding the Title 1 program, Family Engagement Policy, community services, school accountability results, and booster club opportunities are disseminated.</p>	<p>3.1, 3.2</p>	<p>Administrators, Teachers, Parent Involvement Team,</p>	<p>Increased family involvement</p> <p>Enhance communication between school and homes.</p> <p>Sign in sheets from event, Title 1 agenda, Copies of student/parent/school compact</p>				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>8) Frequent, purposeful parent involvement events will be provided throughout the year, either at Lamar Elementary or at a district-wide location. These events will provide meaningful information to parents regarding how to help their children be more successful in school. Translators will be provided for each of these events. Events include Pampa ISD Showcase, Spring Open House-Science Night, and Head Start Christmas Make-N-Take.</p>		<p>Administrators, Teachers, Parent Involvement Personnel</p>	<p>Increased family involvement</p> <p>Sign in Sheets, Agendas, Handouts</p>				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>9) Lamar Elementary will continue to participate in the monthly "Lunch with Dignitaries" celebrations. Each 4th grade teacher picks a student each month to attend the community event sponsored by the Altrusa Club.</p>		<p>Principals, 4th grade teachers</p>	<p>Provide opportunities for students to be involved with community members.</p> <p>Increased community involvement</p> <p>Pictures showing the students enjoying the various activities.</p>				











<p>10) Lamar Elementary, alongside parents and community members, will develop a family engagement compact and policy. These documents will be distributed and/or available at meet the teacher, open house, parent/teacher conferences, and other events. These documents are also available in the front office and on the district website in both English and Spanish.</p>		<p>Campus Principal, Media Representative</p>					
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 4: Lamar Elementary will provide a healthy and safe school climate for all students and staff.

Performance Objective 1: Lamar Elementary will provide campus environments where students are physically safe

Evaluation Data Source(s) 1: Documentation of all safety drills in Rapid Responder

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Campus wide expectations will be developed for success in common areas of the school.</p>		Principals, Teachers	Fewer discipline referrals, Improved student control in the common areas.				
<p>Critical Success Factors CSF 6</p> <p>2) Lamar will follow Hazmat procedures and will provide scheduled safety drills. These drills will include fire, tornado, and lock down drills to be documented in the district's Rapid Responder program.</p>		Principals, Teachers, Safety Committee	Staff and student awareness of safe locations during emergency situations. Documentation of all safety drills through Rapid Responder.				
<p>Critical Success Factors CSF 6</p> <p>3) Protocols for visitors entering the building are established, and visitors must present a valid driver's license and be scanned using the Keep-n-Track system.</p>		Principals, Office Staff	Increase campus security Visitor Tags on every non-staff member entering the building.				
<p>Critical Success Factors CSF 6</p> <p>4) The StopIT app will be implemented as a way for students to anonymously report bullying. Education will be provided for students. Families will be educated during Open House in the fall.</p>		Principal (s) District Social Worker	Providing students a safe way to report bullying. Increased reporting of bullying situations.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							









Goal 4: Lamar Elementary will provide a healthy and safe school climate for all students and staff.

Performance Objective 2: Students in PISD will exhibit an appropriate level of physical, emotional, and social health that will allow for a happy and healthy school experience.

Evaluation Data Source(s) 2: Agendas, Assembly calendar, Record of character traits emphasized

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
1) Elementary representative for SHAC will relay meeting minutes and pertinent information to campus after attending meeting.		Principal, Asst. Principal	Formative - Improvement in student fitness as demonstrated by Fitnessgram results.				
<p>Critical Success Factors CSF 6</p> 2) The Lamar counselor will continue to provide programs which teach students about the dangers of drugs and alcohol. Lamar will promote a healthy, drug-free lifestyle through Red Ribbon Week programs and guidance lessons.		Principal, Counselor, Teachers	Awareness of dangers of drugs and alcohol and promotion of a healthy lifestyle. List of events promoting health, List of events discouraging drug/alcohol use				
<p>Critical Success Factors CSF 6</p> 3) Lamar Elementary will provide staff training for conflict resolution through the Handle with Care de-escalation training.		Principal (s) Counselor Campus Handle with Care trainer	Increased staff awareness of conflict resolution and tools for de-escalating a situation.				
<p>Critical Success Factors CSF 6</p> 4) All Lamar staff members will be instructed on how to identify students who might be eligible for Snack Pak 4 Kids, a program providing food over a weekend.		Counselor Principal	Student participation in Snack Pak 4 Kids.				
<p>Critical Success Factors CSF 6</p> 5) Lamar students will be taken through Social/Emotional Learning lessons through interventions classes using Second Step curriculum.	2.5	Principal Assistant Principal Counselor	Increased student awareness of the importance of good character. Improved student behavior				

<p>Critical Success Factors CSF 6</p> <p>6) Daily behavior intervention groups will support targeted students through the teaching of social skills.</p>		Principal (s) Counselor	Improved student behavior				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>7) Lamar Elementary will host a "transition" visit for incoming Kindergarten students who attended Head Start or Pre-K. Also, Lamar 5th grade students will participate in a transition visit to Pampa Jr High.</p>	2.6	Principals Head Start Teachers 5th Grade Teachers Counselor	Increase in student enthusiasm regarding next grade level. Decrease student anxiety regarding transition to new building.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Lamar Elementary will promote school pride by encouraging and celebrating student participation in extracurricular activities.

Performance Objective 1: Lamar Elementary supports student participation in extra-curricular activities (such as athletics, band, choir, fine arts, UIL academics and other special student organizations) will increase each school year.

Evaluation Data Source(s) 1: UIL report of those participating and results of competition, photographs of Big Art Day.

Summative Evaluation 1:









Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Lamar provides a student leadership group, "Backstage Bobcats." This group provides opportunities for student leaders to peer mentor, organize school events, make announcements during morning assemblies, and listen to guest speakers talk about career opportunities.</p>		Music teacher, Campus principal, AP, Counselor,	Increase opportunities for student leadership				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Students will be involved in various performances throughout the year. The Winter Jam Choir Concert for 5th grade (an elementary collaboration), musical play performances for grades 1, 2, 3, & 5. Kindergarten and 5th grade end of year programs for promotion.</p>		Administrators, Teachers, Music Teachers, Counselors	Increased student participation and family involvement				
<p>Critical Success Factors CSF 6</p> <p>3) An end of year talent show will spotlight talents of a variety of students.</p>		Music teacher Principal	Increased student involvement in campus events.				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Goal 5: Lamar Elementary will promote school pride by encouraging and celebrating student participation in extracurricular activities.

Performance Objective 2: Lamar Elementary will improve performance and maintain excellence in all extra-curricular and academic activities by providing students with purposeful practice, coaching support, and by celebrating successes.

Evaluation Data Source(s) 2: Documentation of events celebrated

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) Lamar will increase the number of elementary UIL participants and number of participants that make it to the district level competition. Increase awareness of the competition and teaching strategies and enthusiasm for practice and event.</p>	2.5	Principal UIL coordinator campus coaches	Increased numbers in UIL participation.				
<p>Critical Success Factors CSF 6</p> <p>2) Use our "Positive Media" campaign to celebrate the increased numbers of participants, as well as all the results of all the various contests these students are in. This public praise of their hard work will encourage others to participate!</p>		Principal(s) Technology Representative	Formative: increased student participation in activities.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: Lamar Elementary will promote school pride by encouraging and celebrating student participation in extracurricular activities.

Performance Objective 3: Lamar Elementary will promote school pride and success through campus and district media campaigns.

Evaluation Data Source(s) 3: Facebook/Twitter feed, Increasing number of followers on social media sites.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Jan	Mar	June
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Lamar Elementary will create a public relations committee to coordinate with our district committee. This group will be responsible for setting goals, incentives, and follow up in communicating through social media. Expectations and accountability will be set by the campus administration.</p>		Campus principal Committee Campus media representative	An increase in positive social media representation.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Superintendent student ambassadors will serve as district and campus representatives. These students will be involved in several committee meetings and help make decisions at Lamar.</p>		Principal(s) Superintendent	Student leadership opportunities student participation				
<p>Critical Success Factors CSF 6</p> <p>3) Use our "Positive Media" campaign to celebrate the increased numbers of participants, as well as all the results of all the various contests these students are in. This public praise of their hard work will encourage others to participate!</p>		Principal(s) Technology Representative	Formative: increased student participation in activities.				
<p> = Accomplished = Continue/Modify = Considerable = Some Progress = No Progress = Discontinue </p>							

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Lamar teachers will provide TEKS based curriculum delivery in core subjects through the use of a YAG, IFDs, and other resources through TEKS Resource System and Lead4ward.
1	1	2	Lamar Elementary will use Instructional Coordinators to help identify and monitor at-risk students and provide instruction and interventions.
1	1	6	Academic interventions will provide a time for student support with a variety of tools including Imagine Math, Leveled Literacy Intervention kits, guided reading groups, and other teacher developed lessons.
1	1	7	There will be regularly scheduled RTI meetings by grade level to ensure that students are being provided high quality TIER I, TIER II, and TIER III interventions.
1	1	9	Teachers will receive professional development over Lead4ward strategies and will implement the strategies focusing on Figure 19 reading and writing strategies.
1	1	12	Purposeful Interventions in Reading will be provided 45 minutes each day for students in grades 1-2. Purposeful Reading and Math interventions will be provided for 45 minutes each day, two days a week for each subject in grades 3-5 Interventions will be targeted instruction to close gaps.
1	1	13	Homework club will be offered each day (morning and afternoon) for on-the-spot tutoring for students in 2nd-5th grade.
1	2	3	Lamar Elementary will provide supplemental instruction and support to any student needing language acquisition and development. This help will be provided to our ELL students through Sheltered Instruction strategies, Imagine Learning, and small group instruction with a vocabulary focus.
1	2	5	Tutorials and interventions will be provided for all student groups. Groups will be based on individualized student need and will be specific in design.
1	2	6	Lamar will continue to provide identification, Wilson Language instruction, and progress monitoring for children who qualify for dyslexia and related disorders.

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

2018-2019 Campus Site-Based Commitee

Committee Role	Name	Position
Administrator	Jamie Winborne	Principal
Administrator	Troy McClendon	Assistant Principal
Non-classroom Professional	Alba Grajeda	Instructional Coordinator
Non-classroom Professional	Kimberly Brown	Instructional Coordinator
Non-classroom Professional	Kelley Smith	Instructional Coordinator
Non-classroom Professional	Lora Baggerman	Counselor
Classroom Teacher	Renee Doughty	PPCD Teacher
Classroom Teacher	Heather Hall	Kindergarten Teacher
Classroom Teacher	Renee' Brown	First Grade Teacher
Classroom Teacher	Hollie Leal	Second Grade Teacher
Classroom Teacher	Melinda Moore	Third Grade Teacher
Classroom Teacher	Misty Townson	Fourth Grade Teacher
Classroom Teacher	Michelle Ditmore	Fifth Grade Teacher
Business Representative	Dr. Mark Ford	Business Owner
Community Representative	Mike Leal	US Postal Worker
Parent	Consuelo Ortega	Parent
Parent	Gina Hammack	Parent

Campus Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$55,000.00
1	2	6			\$50,000.00
Sub-Total					\$105,000.00
199 - State Compensatory (SCE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	10			\$0.00
Sub-Total					\$0.00
263 - ESSA, Title III, LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2			\$15,000.00
3	1	2			\$600.00
Sub-Total					\$15,600.00
Grand Total					\$120,600.00