

SAN ISIDRO ISD
DISTRICT IMPROVEMENT PLAN
2016 – 2017

Superintendent
Mr. Mario A. Alvarado

“Painting A Clear Path to Student Success”
at
San Isidro ISD

San Isidro Independent School District

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District Vision

San Isidro ISD will be an exemplary educational community dedicated to the highest standards of quality at all levels and in all areas of endeavor. All students, parents, community members, and district employees, respecting and valuing each other, will be committed to providing all students with an education that enables them to live successfully in an ever-changing society.

District Mission Statement

San Isidro ISD strives in providing a well-balanced educational program committed towards academic success. It prides in empowering students to become successful citizens in an ever-changing technological society.

Our mission can only be accomplished with collaboration between students, staff, parents, citizens, and leaders of our community.

District Motto

“Preparing Our Students for the Challenges of Tomorrow”

State of Texas Goals and Objectives

Public Education Academic Goals [Texas Education Code, § 4.002]

To serve as a foundation for a well-balanced and appropriate education:

- Goal 1: The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- Goal 2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- Goal 3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- Goal 4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

Public Education Objectives [Texas Education Code, § 4.001(b)]

- Objective 1: Parents will be full partners with educators in the education of their children.
- Objective 2: Students will be encouraged and challenged to meet their full educational potential.
- Objective 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective 4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective 5: Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- Objective 6: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective 7: The state's students will demonstrate exemplary performance in comparison to national and international standards.
- Objective 8: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective 9: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- Objective 10: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

*“Commitment to Excellence”
District Goals*

- Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs..*
- Goal II: San Isidro ISD will provide a safe and orderly environment that promotes student learning for all students.*
- Goal III: San Isidro ISD will engage in proactive planning and visioning to respond to the changing educational needs of the district.*
- Goal IV: San Isidro ISD will increase opportunities for parent / community involvement in all educational processes of our district.*
- Goal V: San Isidro ISD will maintain a technology infrastructure to support a growing district as measurable by annual grades.*
- Goal VI: San Isidro ISD will ensure the recruitment, development, retention and support of highly qualified faculty and staff.*

District Goal 1: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 1: At least 95% of students will pass the English Language Arts, 90% mathematics, 95% reading, 95% writing, 90% science, and 95% social studies portions of the 2017 STAAR/EOC.

Summative Evaluation: Disaggregated data from the 2017 STAAR tests will show 90% of all students passing STAAR.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Each campus will evaluate instructional needs by disaggregating Spring 2017 STAAR / EOC and analyzing student item analysis by students and demographic groups per grade level with panel recommendation as goal for each.	3 rd – 10 th grade	<ul style="list-style-type: none"> Spring 2016 STAAR / EOC Results 	<ul style="list-style-type: none"> Principal Classroom teachers 	August 2016 - November 2016	<ul style="list-style-type: none"> Action plans per grade levels based on demographic needs presented at Campus Staff Developmental Meeting
2) PK – 10 ESL students will increase oral language skills to develop listening/speaking, reading/writing proficiency, systematically transitioning to English literacy and to exit the ESL program.	PK – 10 ESL students	<ul style="list-style-type: none"> State adopted ESL program 	<ul style="list-style-type: none"> Principal ESL Teachers PK - 10 	August 2016 - May 2017	<ul style="list-style-type: none"> Benchmark Testing TELPAS Stanford 10 RPTE
3) Provide professional development in strategies to improve student achievement in all academic areas.	Kinder – 12 th	<ul style="list-style-type: none"> SBEC Professional Development 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Staff Development Documentation
4) Students not demonstrating grade level reading competencies will receive identified interventions and support through reading comprehension strategies.	Kinder – 12 th At-risk Population	<ul style="list-style-type: none"> After school tutorials Response to Interventions 	<ul style="list-style-type: none"> Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Pre/Post Tests TAKS TPRI

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 1: At least 95% of students will pass the English Language Arts, 90% mathematics, 95% reading, 95% writing, 90% science, and 95% social studies portions of the 2016 STAAR/EOC.

Summative Evaluation: Disaggregated data from the 2017 STAAR tests will show 90% of all students passing STAAR.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
5) Hold vertical alignment meetings between elementary , middle and high schools twice per school year to share identified skills and strategies that would make students more successful as they progress into middle and high school.	3 rd – High School teachers	<ul style="list-style-type: none"> • Curriculum frameworks • TEKS • State adopted materials 	<ul style="list-style-type: none"> • 3rd – 8th grade teachers • Principal 	September 2016 November 2016 April 2017	<ul style="list-style-type: none"> • Sign in sheets • Agendas
6) Continue to offer double math periods in 6 th , 7 th , and 8 th grades as needed based upon analysis of assessment data.	Jr. High	<ul style="list-style-type: none"> • Jr. High Math Teacher 	<ul style="list-style-type: none"> • Jr. High Teacher • Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> • Benchmark Results

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 2: 90% of students with disabilities, “at risk” and limited English proficient students will pass the appropriate state test.

Summative Evaluation: All test results (All forms of STAAR, TELPAS, Observation Protocol) will be disaggregated by special programs and will identify any gaps between subject groups/programs. All special programs will make Adequate Yearly Progress.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue to screen and provide interventions and accommodations for students with dyslexia tendencies and related disorders.	Identified Students	<ul style="list-style-type: none"> • TPRI 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Agendas • Sign-in sheets
2) SIISD will annually review the evaluation of all special programs and use the results to improve student achievement.	Teachers Paraprofessionals	<ul style="list-style-type: none"> • Evaluation Forms 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Agendas • Sign-in sheets
3) Provide training for special education teachers and related service providers on development and implementation of individual education plans based upon grade level standards.	Teachers Paraprofessionals	<ul style="list-style-type: none"> • Evaluation Forms 	<ul style="list-style-type: none"> • Principal • Special Education Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Sign-in sheets

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 3: SIISD will implement strategies and activities to maintain or reduce the number of special education focused-based elements as determined by Performance-Based Monitoring Analysis System (PBMAS) risk levels.

Summative Evaluation: The special education focused-based elements reports will show a maintenance or reduction of risk levels.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) To address the percentage of students placed in special education by providing training for teachers regarding changes in procedures for evaluation and identification of students with disabilities as required by federal law and regulations and state law and commissioner rules for special education.	All grade levels	<ul style="list-style-type: none"> • Special Education • Teachers 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • All tasks will be mastered and comprehension will be at grade level on the TPRI
2) Provide training for assessment staff regarding procedures for appropriate referrals.	Teachers Paraprofessionals	<ul style="list-style-type: none"> • Special Education • Teachers • Teachers 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Staff Development sign-in sheets • Agendas
3) To address STAAR exemptions to meet the 1% - 2% cap of NCLB by providing data regarding numbers of exemptions to teachers.	All grade levels	<ul style="list-style-type: none"> • Special Education Staff • Teachers 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Sign-in sheets • Meeting agendas

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 4: SIISD will increase the percentage of students and student groups that are taking advanced classes.

Summative Evaluation: Review of SAT/ACT, and AEIS reports.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue to implement dual credit schedules with UTPA and other appropriate colleges.	High School Students	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principal High School Students 	August 2016– May 2017	<ul style="list-style-type: none"> Student registration for concurrent credit courses
2) SAT and ACT test objectives will be integrated within the core curriculum.	High School Students	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principal High School Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Student performance results on SAT and ACT tests
3) Counselors will inform students and parents about the importance of taking college entrance tests and will encourage students to register and take the tests.	High School Students	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principal Counselor 	August 2016 – May 2017	<ul style="list-style-type: none"> Number of high school students taking the college entrance tests
4) SIISD will pay the tuition of students taking dual credit courses.	High School Students	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> District 	August 2016 – May 2017	<ul style="list-style-type: none"> Number of students taking dual credit courses

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 5: SIISD campuses will make Adequate Yearly Progress.

Summative Evaluation: Both campuses will make Adequate Yearly Progress.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Provide staff development that clarifies No Child Left Behind (NCLB) legislation to campus teachers.	Staff	<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal Classroom teachers 	August 2016 - November 2017	<ul style="list-style-type: none"> Agendas
2) Implement strategies to ensure student participation on the STAAR/EOC.	All students	<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal Classroom Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Percentage of student attendance on STAAR/EOC tests.

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 6: SIISD students will graduate from high school within 4 years of beginning ninth grade.

Summative Evaluation: Dropout records, completion records, credit accrual, and student retention rates.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Remedial and/or Extended Year/Day Programs will be provided to meet the needs of at-risk students who may be in danger of failing or not graduating.		<ul style="list-style-type: none"> State Compensatory Funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Report cards, progress reports and benchmark testing will be monitored
2) Staff development opportunities will provide staff with strategies to better address the needs of a culturally diverse student population, to maximize the academic success of at-risk students and training on resources to track student performance.		<ul style="list-style-type: none"> State Compensatory Funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Staff development agendas and minutes will reflect appropriate training sessions
3) Students will be provided additional support for advancing to the next grade level through extended day/extended year and/or credit recovery.		<ul style="list-style-type: none"> State Compensatory Funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Number of students in each program, along with course grades
4) The secondary campus will continue to implement a Personal Graduation Plan for each student who does not perform satisfactorily on one or more sections of STAAR, or who is not likely to receive a high school diploma before the fifth school year following the student's enrollment in ninth grade.		<ul style="list-style-type: none"> State Compensatory Funds 	<ul style="list-style-type: none"> Principal Counselor 	August 2016 – May 2017	<ul style="list-style-type: none"> Number of PGP's developed at the high school.

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 7: SIISD will increase the existing attendance rate for students by 1%.

Summative Evaluation: Report will show an increased attendance rate for students enrolled in SIISD.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue a consistent, district wide attendance referral procedure that ensures enforcement of state-mandated attendance laws.		<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal Elementary Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Individual campus attendance records will be monitored daily
2) SIISD will promote recognition and provide opportunities for incentives, related to student attendance.		<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> District attendance rates will be monitored weekly for achievement
3) SIISD will apply for waivers as needed to support an academic calendar which maximizes conditions on student attendance and student learning.		<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Administrator 	August 2016 – May 2017	<ul style="list-style-type: none"> Waiver applications submitted

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 8: Provide a high quality, balanced, academically rigorous CTE program that enables students to achieve their potential in post-secondary endeavors.

Summative Evaluation: Written evaluation of all CTE programs in the district.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) High School will inform students about transition opportunities at the post-secondary level.	High School Students	<ul style="list-style-type: none"> • Local Funds • State Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Teachers • 	August 2016 – May 2017	<ul style="list-style-type: none"> • Number of 12th grade CTE students who transition to the post-secondary level
2) The district will offer CTE courses that count for core academic credit that satisfies 4 x 4.	High School Students	<ul style="list-style-type: none"> • Local Funds • State Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Approved CTE course listed in High School master schedules
3) Continue to provide a dynamic curriculum that is engaging, rigorous, relevant, and emphasizes current and emerging technologies while ensuring college readiness.	High School Students	<ul style="list-style-type: none"> • Local Funds • State Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Approved CTE courses
4) Continue to implement staff development that addresses program specific needs.	High School Students	<ul style="list-style-type: none"> • Local Funds • State Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Teacher feedback and number of trainings and sign-in sheets

District Goal I: San Isidro ISD will increase the achievement of all students and prepare all students for post-secondary education and the workplace through high quality, student-centered programs.

Performance Objective 9: SIISD will foster the use of technology as an effective instructional strategy.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will foster the use of technology as an effective tool for instruction.	Teachers	<ul style="list-style-type: none"> • Local funds • State funds • State Comp funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Teacher and Campus STaR Charts
2) SIISD staff will demonstrate competency as identified by the TEKS, Teacher STaR Charts, and Campus STaR Charts. The district will continue to provide training on the content of the aforementioned.	Teachers	<ul style="list-style-type: none"> • Local funds • State funds • State Comp funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • TEKS • Campus STaR Charts
3) Summer technology training will be provided for teachers and staff.	Teachers	<ul style="list-style-type: none"> • Local funds • State funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Workshop registration
4) The district will utilize data received from the Teacher and Campus STaR Charts to determine skills/knowledge levels of staff and technology needs.	Teachers	<ul style="list-style-type: none"> • Local funds • State funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Teacher STaR Charts
5) SIISD students will demonstrate competency as identified by the TEKS. The District will continue to provide readily accessible technology to implement objectives outlined in the document.	Teachers Students	<ul style="list-style-type: none"> • Local Funds • State Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2016	<ul style="list-style-type: none"> • TEKS

District Goal II: San Isidro ISD will provide a safe and orderly environment that promotes student learning for all students.

Performance Objective 1: SIISD will ensure and improve campus safety by reducing the number of non-criminal incidents for the 2016-2017 school year.

Summative Evaluation: SIISD will review the PEIMS 425 discipline records and will conduct a climate survey of students, parents, and staff to determine if non-criminal activity has decreased.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will provide staff development in the following areas: CPR/First Aid Training, Evacuation Planning, Freedom from Harassment Student & Employees, Child Abuse and Neglect and Drug Free Workplace.	Staff	<ul style="list-style-type: none"> • TEA Updates • Local Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Staff Development Agenda
2) SIISD will review campus safety bi-annually.	Staff	<ul style="list-style-type: none"> • Local Funds • State Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Safety Audits
3) SIISD will maintain a safe and appropriate levels of lighting at all facilities (e.g., parking lots, outside walkways, and entrances/exits).	Staff	<ul style="list-style-type: none"> • Local Funds • State Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Maintenance of present levels of lighting district wide
4) updated evacuation plans for all campuses are included in the Incident Management Plan.	Staff	<ul style="list-style-type: none"> • Local Funds • State Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Crisis Management Plan in place
5) SIISD will conduct annual criminal history reviews for current employees and upon hiring for new employees.	Staff	<ul style="list-style-type: none"> • Local Funds • State Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Background checks completed

District Goal II: San Isidro ISD will provide a safe and orderly environment that promotes student learning for all students.

Performance Objective 1: SIISD will ensure and improve campus safety by reducing the number of non-criminal incidents for the 2016-2017 school year.

Summative Evaluation: SIISD will review the PEIMS 425 discipline records and will conduct a climate survey of students, parents, and staff to determine if non-criminal activity has decreased.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
6) Summary reports of student disciplinary incidents will be reviewed by Campus Administration.		<ul style="list-style-type: none"> Disciplinary Incident Reports 	<ul style="list-style-type: none"> Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> Discipline Reports
7) The district will continue to offer training in all aspects of bullying to both students and staff. Partnerships with other organizations will continue to be used to help meet this objective. District wide bullying reporting form will be available on the district web page.		<ul style="list-style-type: none"> Local funds State funds State Comp funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Record of training sessions
I.D.10. Develop and implement district-wide benchmarks for Social Studies STAAR assessed grade levels with the district's assessment resources to identify students with low performance scores and implement research based strategies to ensure their success on the state assessments.	6 th – 12 th Grade Students	<ul style="list-style-type: none"> TEKS/STAAR/ EOC based resources Curriculum guides Local funds State funds 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Teacher Made Tests Benchmark Tests Classroom Observations Lesson Plans

District Goal II: San Isidro ISD will provide a safe and orderly environment that promotes student learning for all students.

Performance Objective 2: SIISD will investigate, establish, and promote programs to lower the number of PEIMS 425 discipline records for the 2016 – 2017 school year.

Summative Evaluation: SIISD PEIMS discipline data will show a reduction in the number of school suspensions and DAEP placements district-wide for 2016 – 2017.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Counselors will be used in a proactive manner to provide social skills as appropriate at each campus.	All Students	<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> Counselors’ logs will reflect emphasis on social skills
2) Student violence prevention and intervention strategies in place at all campuses will include dating violence prevention and intervention, bullying intervention and character education.	All Students	<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Principal Counselor Students 	August 2016 – May 2017	<ul style="list-style-type: none"> Annual report to the board of trustees on violent or criminal campus incidents

District Goal II: San Isidro ISD will provide a safe and orderly environment that promotes student learning for all students.

Performance Objective 3: SIISD facility improvements and technology infrastructure will be completed, updated on time, and within budget.

Summative Evaluation: Projects will be completed on time and within budget.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue to implement plans for upgrading existing facilities.		<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Administrators 	August 2016 – May 2017	<ul style="list-style-type: none"> Monthly reports
2) SIISD will provide support to personnel to maintain and upgrade technology.		<ul style="list-style-type: none"> Local Funds 	<ul style="list-style-type: none"> Administrators 	Every six weeks	<ul style="list-style-type: none"> Evaluate network infrastructure for reliability and scalability
3) SIISD will continue to implement a plan for systematically maintaining and upgrading existing technology. Leasing vs purchasing hardware will be explored to determine cost effectiveness.		<ul style="list-style-type: none"> State Comp Funds 	<ul style="list-style-type: none"> Administrators 	August 2016 – May 2017	<ul style="list-style-type: none"> Evaluate network infrastructure for reliability and scalability

District Goal III: San Isidro ISD will engage in proactive planning and visioning to respond to the changing educational needs of the District.

Performance Objective 1: All SIISD teachers and paraprofessionals will meet the NCLB standards of highly qualified.

Summative Evaluation: SIISD Staff will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue to schedule and monitor staff development and professional growth.		<ul style="list-style-type: none"> • Local funds • State funds • Federal funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 - May 2017	<ul style="list-style-type: none"> • Number of hours offered and number of hours taken
2) SIISD will be proactive in promoting a positive image to staff, students, prospective employees and community by: <ul style="list-style-type: none"> • taking advantage of all opportunities to showcase staff and student success • maintaining SIISD web page 		<ul style="list-style-type: none"> • Local Funds • State Funds • Federal Funds 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Campus survey results will be reviewed • All publicity will be collected and displayed

District Goal III: San Isidro ISD will engage in proactive planning and visioning to respond to the changing educational needs of the district.

Performance Objective 2: SIISD will maintain its efforts to ensure a “highly qualified” teaching and paraprofessional staff.

Summative Evaluation: SIISD Staff will reflect 100% of teachers and paraprofessionals meeting the highly qualified standards of NCLB.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Provide meaningful and quality professional growth activities (comprehensive district and campus staff development plans)		<ul style="list-style-type: none"> • Administrators 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 - May 2017	<ul style="list-style-type: none"> • Certificates of attendance
2) SIISD will continue its efforts to ensure a “highly qualified” teaching and paraprofessional staff: <ul style="list-style-type: none"> • Audit qualifications of new hires • Parent notification The district will continue working to define and meet the standard of “highly effective” teaching and paraprofessional staff.		<ul style="list-style-type: none"> • Administrators 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Personnel Files

District Goal III: San Isidro ISD will engage in proactive planning and visioning to respond to the changing educational needs of the district.

Performance Objective 3: SIISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals.

Summative Evaluation: SIISD will collect the data regarding staff participation and the effectiveness of staff development activities.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) SIISD will continue to investigate and implement meaningful, quality professional growth activities: <ul style="list-style-type: none"> • Provide professional growth activities for employees throughout the school year 		<ul style="list-style-type: none"> • Local Funds 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Personnel records of “Professional Growth Plan”, questionnaire, sign-in sheets from activities
2) SIISD will foster the use of technology as an effective tool for instruction. The district will continue to provide summer technology training for all employees.		<ul style="list-style-type: none"> • Local Funds 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Sign in sheets • District evaluation form
3) Staff development opportunities will provide teachers with strategies to better address the needs of a culturally diverse student population and to maximize the academic success of at-risk students.		<ul style="list-style-type: none"> • Local Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Staff development agendas • Sign-in sheets
4) SIISD will continue to provide staff development in the following areas: <ul style="list-style-type: none"> • CPR/First Aid Training • Crisis Alert Systems • Evacuation Planning • Drug Impairment • Bullying 		<ul style="list-style-type: none"> • Local Funds • State Comp Funds 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Staff development agendas

District Goal III: San Isidro ISD will engage in proactive planning and visioning to respond to the changing educational needs of the district..

Performance Objective 3: SIISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals.

Summative Evaluation: SIISD will collect the data regarding staff participation and the effectiveness of staff development activities.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
5) To address the percentage of students placed in special education the district will: <ul style="list-style-type: none"> • Continue to provide staff development for assessment staff, teachers, and administrators regarding evaluation and identification process of students meeting eligibility criteria for special education 	All Student Population	<ul style="list-style-type: none"> • Local Funds • State Comp Funds 	<ul style="list-style-type: none"> • Administrator 	August 2016 – May 2017	<ul style="list-style-type: none"> • Staff development agendas • Sign-in sheet

District Goal IV: San Isidro ISD will increase opportunities for parent/community involvement in all educational processes of our district.

Performance Objective 1: SIISD parents are provided various options for involvement in their child’s education.

Summative Evaluation: Each SIISD campus will provide documentation of parent involvement in various campus/department activities.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
<p>1) SIISD will continue to offer and support parental involvement activities including special education informational meetings addressing various student ability conditions, academic and behavioral strategies. In addition, the special education department will emphasize the importance of parent ARD participation.</p>	<p>Parents of general and special education students</p>	<ul style="list-style-type: none"> • General fund • Special education funding 	<ul style="list-style-type: none"> • Special Ed Staff • General Ed Staff • Principal 	<p>August 2016 – May 2017</p>	<ul style="list-style-type: none"> • Level of parental involvement each month as well as attendance records • Sign-in sheets
<p>2) Procedures for involvement are clearly communicated to parents and used consistently:</p> <ul style="list-style-type: none"> • Student handbooks • District websites • Campus and District planning • Parent newsletters • Student progress reports and report cards • Parent/teacher conferences • Student performance reports (e.g., STAAR, TELPAS, RPTE) 	<p>Parents</p>	<ul style="list-style-type: none"> • Local Funds 	<ul style="list-style-type: none"> • Administrator • Teachers 	<p>August 2016 – May 2017</p>	<ul style="list-style-type: none"> • Annual review

District Goal IV: San Isidro ISD will increase opportunities for parent/community involvement in all educational processes of our district.

Performance Objective 1: SIISD parents are provided various options for involvement in their child's education.

Summative Evaluation: Each SIISD campus will provide documentation of parent involvement in various campus/department activities.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
<p>3) When needed, indicators of school performance are periodically published and provided on the SIISD website to parents and community members to foster communications:</p> <ul style="list-style-type: none"> • Academic Excellence Indicator System (AEIS) School Report Card • District Plan and Campus Plan • Board Policy • Student Handbooks • Code of Conduct 		<ul style="list-style-type: none"> • Local Funds 	<ul style="list-style-type: none"> • Administrator 	August 2016 – May 2017	<ul style="list-style-type: none"> • Review website for current information
<p>4) Students and parents are provided information regarding higher education admissions, financial aid opportunities, and the Texas Grant Program.</p>		<ul style="list-style-type: none"> • Local Funds 	<ul style="list-style-type: none"> • Principal • Counselor 	August 2016 – May 2017	<ul style="list-style-type: none"> • Review of transcript request • Scholarship applications • Personal Graduation Plan
<p>5) Volunteerism will be encouraged and acknowledged.</p>		<ul style="list-style-type: none"> • Student Handbook 	<ul style="list-style-type: none"> • Principal • Counselor 	August 2016 – May 2017	<ul style="list-style-type: none"> • Review of volunteer hours
<p>6) District procedures for volunteers will be followed and reviewed as necessary.</p>		<ul style="list-style-type: none"> • Student Handbook 	<ul style="list-style-type: none"> • Principal • Counselor 	August 2016 – May 2017	<ul style="list-style-type: none"> • List of district approved volunteers

District Goal V: San Isidro ISD will maintain a technology infrastructure sufficient to support a growing district as measured by annual upgrades.

Performance Objective 1: There will be a 10% increase of classrooms utilizing computer technology throughout instructional research and/or instructional computer labs.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1) Students will be taught technology TEKS in order to complete classroom assignments and participate in classroom activities as appropriate throughout the school year.	All students	<ul style="list-style-type: none"> • Appropriate number of computer systems will be determined by the current market value 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Word processing assignments • Spreadsheets • Multimedia presentations
2) Students will participate in developing computer-based multimedia projects such as: Science Fairs, History Fairs and Power Point presentation on multi-cultural study.	All students	<ul style="list-style-type: none"> • Computer systems • Appropriate software • District wide funding 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Rubric for specific project
3) Computer maintenance courses will be taught at SIISD High School by Career and Technology in order to provide skills for students.	High School Students	<ul style="list-style-type: none"> • Number of classes offered and the enrollment in each course will determine this activity 	<ul style="list-style-type: none"> • Principal • Career and Technology Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Number of students enrolled in courses
4) Develop a district technology TEKS scope and sequence plan for PK – 12 students.	All students	<ul style="list-style-type: none"> • Technology TEKS 	<ul style="list-style-type: none"> • Principal • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Developed TEKS scope and sequence
5) Provide and maintain Internet access in all classrooms.	All students	<ul style="list-style-type: none"> • District technology funding 	<ul style="list-style-type: none"> • Mario Alvarado 	August 2016 – May 2017	<ul style="list-style-type: none"> • Daily log • Internet connections

District Goal V: San Isidro ISD will maintain a technology infrastructure sufficient to support a growing district as measured by annual upgrades.

Performance Objective 1: There will be a 10% increase of classrooms utilizing computer technology throughout instructional research and/or instructional computer labs.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
6) Equitable equipment/software upgrades will be provided throughout the district.	PreK – 12 th	<ul style="list-style-type: none"> Title I Funds Instructional Technology 	<ul style="list-style-type: none"> IT Director 	August 2016 – May 2017	<ul style="list-style-type: none"> Campus STaR Chart Survey
7) Conduct an annual STaR technology survey at each campus to determine the technological needs and proficiencies of the district.	Teachers	<ul style="list-style-type: none"> STaR Technology Survey 	<ul style="list-style-type: none"> IT Director 	August 2017 – May 2017	<ul style="list-style-type: none"> District summary
8) Instructional Technology Personnel will offer training for teachers and paraprofessionals on computer applications and integration of curriculum.	Teachers Paraprofessionals	<ul style="list-style-type: none"> Instructional Technology will provide a lab to use in trainings 	<ul style="list-style-type: none"> IT Director Roxana Elizondo 	September 2016 November 2016	<ul style="list-style-type: none"> Attendance and evaluation Needs assessment Campus STaR Chart
9) All teachers and paraprofessionals will complete the technology competencies in word processing, PowerPoint, spreadsheets, database and the use of the Internet.	Teachers Paraprofessionals	<ul style="list-style-type: none"> Local funding 	<ul style="list-style-type: none"> Principal Teachers 	September 2016 November 2016	<ul style="list-style-type: none"> Proficiency status report for teachers
10) Develop a teacher technology competency checklist aligned with the STaR chart.	Teachers	<ul style="list-style-type: none"> STaR Technology Competency Checklist 	<ul style="list-style-type: none"> Principal Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> Checklist to measure technology competencies to identify staff development needs

District Goal V: San Isidro ISD will maintain a technology infrastructure sufficient to support a growing district as measured by annual upgrades.

Performance Objective.: There will be a 9% increase of classrooms utilizing computer technology throughout instructional research and/or instructional computer labs.

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
11) Provide training for teachers and paraprofessionals on computer applications and integration of curriculum.	Teachers Paraprofessionals	<ul style="list-style-type: none"> • Instructional Technology 	<ul style="list-style-type: none"> • Principal • Roxana Elizondo 	September 2016 May 2017	<ul style="list-style-type: none"> • Attendance and evaluation needs assessment instrument
12) Teachers will be required to integrate technology into their (K-12) curriculum.	Teachers	<ul style="list-style-type: none"> • Technology Adoption • Inservices 	<ul style="list-style-type: none"> • Principal • Counselor • Teachers 	August 2016 – May 2017	<ul style="list-style-type: none"> • Teacher lessons will be reviewed for technology content and correlation with TEKS and PDAS
13) Continue to utilize wireless laptop portable computer carts for classroom use and internet access.	All classrooms	<ul style="list-style-type: none"> • Mobile Computer Lab 	<ul style="list-style-type: none"> • Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> • Students will have improved computer skills • Laptop sign out form • Teacher training evaluation form

District Goal VI: San Isidro ISD will ensure the recruitment, development, retention, and support of highly qualified faculty and staff.

Performance Objective.: 100% of San Isidro ISD teachers shall be “Highly Qualified” as required by No Child Left Behind Act .

Activities	Population	Resources Source	Person(s) Responsible	Timeline	Evaluation
1). Develop policies and procedures to be followed in the hiring of paraprofessionals and professionals that ensure all hires meet No Child Left Behind requirements.	Teachers Paraprofessionals	<ul style="list-style-type: none"> District Budget 	<ul style="list-style-type: none"> Superintendent Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> 100% of Highly Qualified Teachers (TEA Annual Survey)
2). Develop policies, procedures, and follow through activities to ensure meeting No Child Left Behind requirements for existing paraprofessionals and professionals.	Teachers Paraprofessionals	<ul style="list-style-type: none"> District Budget Title I Funds 	<ul style="list-style-type: none"> Superintendent Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> 100% of Highly Qualified Teachers (TEA Annual Survey)
3) Provide staff development and training for all district personnel in all areas for the improvement of student academic achievement.	Teachers Paraprofessionals	<ul style="list-style-type: none"> District Budget 	<ul style="list-style-type: none"> Principal 	August 2016 – May 2017	<ul style="list-style-type: none"> Schedule of training session Sign-in sheets
4). Enhance staff morale by providing district-wide communication that focuses on recognizing campus and individual achievements and contributions to reaching district goals.	San Isidro ISD Faculty and Staff	<ul style="list-style-type: none"> Local funds 	<ul style="list-style-type: none"> Principal 	August 2016– May 2017	<ul style="list-style-type: none"> Recognition of staff
5) Provide staff development and training for Response to Intervention. All RTI participants will participate in a book study on responding to students’ needs through early intervention.	Teachers Paraprofessionals	<ul style="list-style-type: none"> District Budget Book Study Lists 	<ul style="list-style-type: none"> Principal RTI Team Teachers Paraprofessionals 	August 2016– May 2017	<ul style="list-style-type: none"> Sign-in sheet