

Laredo Independent School District
Antonio M. Bruni Elementary School
2018-2019 Campus Improvement Plan

Mission Statement

The mission of Antonio M. Bruni Elementary School is to be a beacon of light, hope and education in our community. The mission is to provide the roots of success to ensure students are given the right and proper education to become successful in life.

Vision

The vision of Antonio M. Bruni Elementary School is to prepare our students with the right tools for a college-level post-graduation education whether to join attend college, join the workforce, start a business, or join the military. Students at Bruni Elementary will have a quality instruction and the right tools to become successful at the middle and high school.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Student population is 610.

Ethnic distribution consists of 100% Hispanics.

Demographic Distribution		
English Language Learners	396	65%
Special Education	48	8%
Gifted & Talented	30	5%
Migrant	1	1%
Section 504	1	1%
Dyslexia	4	6%

Demographics Strengths

Antonio M. Bruni Elementary School is a campus composed of dynamic highly qualified teachers that utilize demographic data to strategically plan and implement instructional programs to maximize student learning and performance. Teachers adjust their instruction continuously to meet the needs of their students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our students lack the vocabulary and skills to read on grade level. **Root Cause:** Teachers need training targeting ELL students.

Student Academic Achievement

Student Academic Achievement Summary

2017-2018 STAAR Performance:

All Subject: 80% Approaches or above, 53% Meets or above, 25% Masters, 71% Overall

Reading : 77% Approaches or above, 50% Meets or above, 21% Masters, 77% Overall

Math: 85% Approaches or above, 61% Meets or above, 36% Masters, 85% Overall

Writing: 70% Approaches or above, 40% Meets or above, 9% Masters, 70% Overall

Science: 85% Approaches or above, 53% Meets or above, 19% Masters, 71% Overall

2017 Performance Index

Index 1: 77

Index 2: 52

Index 3: 48

Index 4: 48

TPRI: 2nd Gr: (2016-2017) BOY: 23%, MOY 63%, EOY 79%, (2017-2018) BOY 28%, MOY 88%, EOY 93%

TPRI: 1st Gr: (2016-2017) BOY 41%, MOY 76%, EOY 87%, (2017-2018) BOY 43%, MOY 83%, EOY 90%

TPRI Kindergarten: (2016-2017) BOY 32%, MOY 73%, EOY 90%, (2017-2018) BOY 41%, MOY 83%, EOY 93%

Pre-K3 Literacy & Math: (2016-2017) BOY 13%, MOY 73%, EOY 96% (2017-2018) BOY 24%, MOY 82%, EOY 95%

Pre-K4 CPALLS: BOY 21%, MOY 75%, EOY 96%, (2017-2018) BOY 40%, MOY 72%, EOY 94%

TELPAS Yearly Progress: (2016-2017) K-5th 1 level or more 60%, Advanced High 30%, 1st-5th gr 60% 1 level or more, 22% advanced High, 5th grade

58% 1 level or more, 52% Advanced High

A.M. Bruni Elementary teacher analyze and monitor student progress from data generated from DMAC, TEA reports, report cards, and program assessments. Teachers periodically plan for instruction and interventions. Struggling students are a monitored through RTI and other programs.

Student Academic Achievement Strengths

- Campus/District Science Fair
- Chess Club Tournament
- GT Project Showcase
- RAD kids program
- Accelerated Reader Program
- Student attendance recognitions
- Academic awards
- Week of the Young Child
- Student of the Month
- Family Reading Night
- National Elementary Honor Society Chapter
- Super Saturdays and after school tutorials
- Support services by Literacy Coach and TAMIU LEC
- Sports Teams
- Technology Expo

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Only 23% of students are scoring at masters level in all areas of STAAR. **Root Cause:** Teacher need training in differentiated instruction.

School Processes & Programs

School Processes & Programs Summary

Our Mission is to provide a rigorous, researched-based and effective instruction to ensure all students are reading in English independently by 3rd grade and that all students have the academic background in the core areas to be successful in the middle and high school.

Effective use and fidelity to district initiatives.

- Lead Documents
- Math Consultant trainings
- Technology based interventions
- Fundamental 5
- SIOP strategies
- District staff developments

New employees attend district trainings. Assigned mentors help new employees learn district and campus policies.

School Processes & Programs Strengths

- CEIC
- SBDM committees that are actively involved in: budget, school organization, planning and goal setting, and core content
- Leadership Team composed of administration, support staff, and teachers

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Only 50% of our teachers have been trained in SIOP strategies. **Root Cause:** Teachers dont have enough training in implementing SIOP and ESL strategies.

Perceptions

Perceptions Summary

Our vision is to be a beacon of hope and learning in our community where students, staff and parents come together for the purpose of educating our children for one goal: to change the world!

Perceptions Strengths

A.M. Bruni Elementary has built a strong connection with parents and community members. Parents and community leaders are valued as important stakeholders in educating future leaders. Our parent liaison recruits parents and holds monthly session for parents. Community members volunteer to read to our students.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Only 30 parents volunteers assist our school. **Root Cause:** We need more training in reaching out to our parents to increase parental involvement.

Comprehensive Needs Assessment Data Documentation

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

Goals

Revised/Approved: January 18, 2018

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 1: Antonio M. Bruni Elementary will offer all students a rigorous, visible, interdisciplinary curriculum to ensure that all students demonstrate a yearly increase on state assessments and the Texas Success Initiative (TSI) college readiness.







Domain I Score will increase

from 82 to 88
(See Plan Addendum)

Evaluation Data Source(s) 1: TAPR Reports -STAAR/EOC
TELPAS Reports
PBMAS

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1</p> <p>1) Bruni will purchase books, magazines, and other reading materials teachers to enhance the reading program and implement them with our LEAD document and integrate them with their lesson plans to improve academic readiness.</p>		<p>Teachers Principal Vice Principal Instructional Specialist</p>	<p>Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.</p>				
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - 1000.00, 199 - General Fund: Bilingual (PIC 25) - 1000.00</p>							

<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 4</p> <p>2) Bruni will provide tutoring classes on Saturdays beginning January 2018 to supplement our curriculum and provide interventions to at-risk students, especially ELL and Sped.</p>	2.4, 2.5, 2.6	Teachers Principal Vice Principal Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
<p>3) Bruni will conduct PLC once a week to plan, create, and analyze student data to improve instruction at all grade levels.</p>		Teachers Principal Vice Principal Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3</p> <p>4) Bruni will implement a writing plan to ensure students can write, read, express, and summarize a writing prompt. Writing plan will be monitored weekly in conjunction with TELPAS Tuesday and aligned to the district LEAD document.</p>	2.4, 2.5	Teachers Principal Vice Principal Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 4</p> <p>5) Bruni teachers in 3rd through 5th in STAAR areas will attend district training in math, reading, science, and writing to plan, revise, and improve the curriculum which in turn will increase to student academic instruction.</p>	2.4	Teachers Principal Vice Principal Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 2: Antonio M. Bruni Elementary will meet State/Region STAAR student progress measures annually.







Domain II Score will increase from 90% to 95%

Evaluation Data Source(s) 2: TAPR Reports -STAAR/EOC
 TELPAS Reports
 PBMAS

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Bruni will hire 4 tutors to assist with at-risk students and in conjunction with teacher, will provide differentiated instruction to students at-risk of failing.</p>	2.4	Principal Vice Principal Teachers Instructional Specialist	Tutors will provide interventions to at-risk students and increase STAAR scores by 5 points in each subject area.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 6000.00							
<p>PBMAS Critical Success Factors CSF 1 CSF 2</p> <p>2) Students in 3rd thru 5th grade will take a pre, mid and post benchmark formatted to STAAR to measure growth and provide interventions as needed. Data will be analyzed and students will be provided immediate interventions based on results.</p>	2.4	Principal Vice Principal Teachers Instructional Specialist	Monitor student progress to meet our goal in STAAR.				
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Bruni will provide accelerated instruction to students identified to growth one year's growth of instruction through our intervention block.</p>	2.4, 2.5, 2.6	Principal Vice Principal Teachers Instructional Specialist	Monitor student progress to meet our goal in STAAR.				

<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>4) Bruni will provide interventions to students through CEI interventionist, LEC teacher, and TAMIU tutors. Students will be identified through data, current data, and teacher observations.</p>	2.4, 2.5	Principal Vice Principal Teachers Instructional Specialist	Monitor student progress to meet our goal in STAAR.				
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>5) During PLC, Bruni will identify students through use of DMAC, STAAR and teacher data to provide a plan to ensure they meet the one year's growth for accountability.</p>	2.4, 2.5	Principal Vice Principal Teachers Instructional Specialist	Monitor student progress to meet our goal in STAAR.				

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

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 3: Antonio M. Bruni Elementary will supplement Reading and Math instructional programs to meet the needs of all special population students in order to increase student achievement to Meets or Masters and close performance gaps.

Domain III Score will increase from 92% to 100% (See Plan Addendum)

Evaluation Data Source(s) 3: Texas Accountability Reports

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) School will develop a tutorial plan that will be used consistently throughout the year to ensure interventions are provided to students at-risk. Plan will consist in tutoring Tuesday thru Thursday for all students in RTi and needing STAAR support. Tutorials will be Tuesday thru Thursday from 3:30 to 4:30 PM.</p>	2.4, 2.5	Principal Vice Principal Teachers Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
				Funding Sources: 199 - General Fund: SCE (PIC 30) - 20000.00, 199 - General Fund: Bilingual (PIC 25) - 15000.00, 211 - ESEA Title I: Improving Basic Program - 1700.00			
<p>PBMAS Critical Success Factors CSF 1</p> <p>2) Bruni will purchase the following workbooks and instructional materials to assist at risk students in the area of Reading, Science, Math: Forde-Ferrier, Kamico, Step up to STAAR, Motivation Reading & Math, Texas Coach, STAAR Master. Specialized and accelerated instruction will be provided to ALL students through our targeted interventions and tutorial plan.</p>	2.4	Principal Vice Principal Teachers Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
				Funding Sources: 199 - General Fund: SCE (PIC 30) - 51493.00, 199 - General Fund: Bilingual (PIC 25) - 25478.00, 211 - ESEA Title I: Improving Basic Program - 1000.00			

<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 4</p> <p>3) Bruni special education teachers will provide interventions to special education students as stated in IEP and through use of data will tutor, accelerate, and provide 1-to-1 instruction to ensure special ed students grow and are on target to state standards.</p>	2.4, 2.5, 2.6	Principal Vice Principal Teachers Special Education Teachers Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
Funding Sources: 199 - General Fund: Special Education (PIC 23) - 70.00							
<p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 4</p> <p>4) Bruni Elementary will provide gifted and talented students instructional services (guided by the state plan) beyond the basic educational program and provide differentiated instruction to ensure ALL GT students perform at 90% of higher in all academic standards.</p>	2.4	Principal Vice Principal Teachers Special Education Teachers Instructional Specialist	All GT students will perform at masters level in the STAAR test.				
Funding Sources: 199 - General Fund: GT (PIC 21) - 224.00							
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 3</p> <p>5) The library will purchase the Alexandria Software to enhance AR and increase student reading performance by allowing students to participate and monitor own progress in reading. During PLC teachers will monitor, implement and provide time to ensure students read and achieve their goal every six weeks.</p>	2.4	Principal Vice Principal Teachers Librarian Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing..				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 840.00							
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>6) Bruni will purchase computer software like Study Island, iStation, Education City, Edmentum, etc. and in conjunction with the district LEAD documents, students will be monitored for progress and academic success through the use of reports.</p>	2.4, 2.5, 2.6	Principal Vice Principal Teachers Technology Trainer Computer Lab Manager Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 5000.00							
<p>7) Teachers will plan, disaggregate, analyze, and develop a plan of action for students needing to meet state standards for closing the gap and ensure they are successful in all academic areas. Plan will be shared with administration during PLC meetings.</p>		Principal Vice Principal Teachers Counselor Instructional Specialist	Increase in STAAR scores by 5 points to 85% in reading, 91% in math, 90% in science, and 80% in writing.				







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

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 4: Antonio M. Bruni Elementary will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations. (Domain I & III) (See Plan Addendum)

Evaluation Data Source(s) 4: Texas Accountability Reports

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 3</p> <p>1) Librarian will plan and provide more opportunities to all students to increase AR points. Library will be open Tuesday thru Thursday from 3:30 to 5:00 pm. The monitoring of reading will be done through AR and share weekly during PLC to increase over all reading.</p>	2.4, 2.5	Librarian	Increase overall reading scores in STAAR from 80% to 85% and 90% of students passing reading in report cards.				
<p>Critical Success Factors CSF 1</p> <p>2) The librarian will ensure that ALL students are meeting their AR goals along with the teacher. She will meet weekly with teachers to monitor and encourage reading for all students, including reading family nights monthly.</p>	2.4	Librarian	100% of students meeting AR goal by the end of each SW.				
<p>3) Bruni will bring community leaders to promote, encourage and speak to our students about the importance of graduation and staying in school.</p>		Counselor	Promote graduation rate at the district level.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 5: Antonio M. Bruni Elementary will increase the Number of Students (Percent) meeting ELL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from 70% to 80%.

Evaluation Data Source(s) 5: TELPAS

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>PBMAS Critical Success Factors CSF 1 CSF 3</p> <p>1) Bruni will allocate funds for the purchase of testing materials for all ELL students so that teachers can plan, evaluate, and provide interventions to students needing ELL and support.</p>	2.6	Principal Vice Principal Teachers	80% of ELL students will meet their annual goal in LAS or TELPAS by 1 level or proficiency.				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 3000.00						
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>2) Bruni will work with bilingual department and bilingual strategist to ensure the bilingual program is efficiently and students identified correctly. Students identified will be provided interventions through our district LEAD documents and support system.</p>	2.4	Principal & Vice Principal	80% of ELL students will meet their annual goal in LAS or TELPAS by 1 level or proficiency.				
	Funding Sources: 263 - LEP Bilingual Program Fund - 84327.00						
<p>PBMAS Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>3) Bruni Elementary along with TAMIU and the Lamar Bruni Vergara Trust Fund will implement the Literacy Enrichment Center and fund tutors to provide one to one reading to At-Risk and ELL students in grades Kinder-2nd.</p>	2.4, 2.6	Principal & Vice Principal	80% of ELL and At-Risk students will meet their annual goal in LAS or TELPAS by 1 level or proficiency. They will also meet their Rigby goals every six weeks.				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 3500.00						

<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 3</p> <p>4) All teachers will receive two trainings in SIOP strategies to enhance learning is taking place for ELL students using these strategies. Trainings will be provided by a consultant or bilingual strategists.</p>	2.6	Principal & Vice Principal	80% of ELL and At-Risk students will meet their annual goal in LAS or TELPAS by 1 level or proficiency. They will also meet their Rigby goals every six weeks.				
<p align="center">PBMAS</p> <p align="center">Critical Success Factors</p> <p align="center">CSF 1 CSF 2 CSF 3 CSF 4</p> <p>5) Bruni will support and implement the district TELPAS Tuesday initiative to enhance writing skills for all ELL students and ensure they meet the state standards in writing. Data from writing prompts will be analyzed during PLC to provide interventions to students as needed.</p>	2.4, 2.5	Principal Vice Principal Teachers	80% of ELL and At-Risk students will meet their annual goal in LAS or TELPAS by 1 level or proficiency. They will also meet their Rigby goals every six weeks.				
<p align="center">  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







Performance Objective 6: Antonio M. Bruni Elementary will increase the number of students meeting at least one College, Career, or Military Ready indicator (CCMR) as a means to close the gap (Domain I & Domain III)

of CCMR Indicators met will increase from 60% to 80%.

Evaluation Data Source(s) 6: Texas Accountability Reports

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Counselor will organize two sessions per year for community organizations to present to students real-life situations and engage our students in work-related situations.</p>	2.5	Principal Vice Principal Counselor	At least 10 agencies will present to our students for career day.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) 5th grade students will visit twice a year a business entity or community agency to see a real-life situation of actual work.</p>	2.5	Principal Vice Principal Counselor	Students will visit two business.				

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







Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 7: Antonio M. Bruni Elementary will meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework on an annual basis
(High School Only)

Percent of students participating in trailblazer classes and performing at masters level will increase to 50%.

Evaluation Data Source(s) 7: TAPR Report
PBMAS Report

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 4</p> <p>1) Bruni Elementary will support a National Honor Society Chapter under the direction of the counselor. GT students and high achievers are expected to be part of this program.</p>	2.4, 2.5	Principal & Vice Principal	Increase number of students performing at masters level to 50%.				
<p>Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>2) Bruni will target high achievers and GT students to ensure they achieve a score of level 3 in STAAR. Students will be targeted through differentiated instruction, tutorial, and projects to challenge their academic levels.</p>	2.4, 2.5, 2.6	Principal & Vice Principal	Increase number of students performing at masters level to 50%.				
<p>Critical Success Factors CSF 1 CSF 3</p> <p>3) Bruni will have trailblazing classes in Kinder through 5th grade to ensure high achievers and GT students perform at masters level in STAAR.</p>	2.4, 2.5	Principal & Vice Principal	Increase number of students performing at masters level to 50%.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 8: Antonio M. Bruni Elementary will meet State/Region STAAR assessment performance rates to meet Performance-Based Monitoring Analysis System (PBMAS) standards annually.

District/Campus will improve staging on PBMAS to maintain or decrease staging from 1 to 0 in Bilingual, SpEd, CTE and ESSA. (See Plan Addendum)

Evaluation Data Source(s) 8: TAPR Reports-STAAR/EOC
PBMAS Reports

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
Critical Success Factors CSF 1 CSF 3 1) Bruni Elementary will recognize all students for their effort and academic achievement.	2.4, 2.5, 2.6	Principal & Vice Principal	Increase overall reading scores in STAAR from 75% to 80% and 90% of students passing reading in report cards.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2700.00						
Critical Success Factors CSF 6 2) The librarian will recognize students and award them with tags based on their AR passing points.	2.4	Principal & Vice Principal	Increase overall reading scores in STAAR from 75% to 80% and 90% of students passing reading in report cards.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 500.00						
3) Bruni will work closely with school diagnostician and pay 50% of salary to ensure any student being recommended for special education services are properly screened and serviced.		Principal & Vice Principal	Increase overall academic scores by 10% for special ed students, screen students with 100% accuracy, and service students with special needs.				
	Funding Sources: 224 - IDEA - Part B: Formula Fund - 40491.00						

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 9: Antonio M. Bruni Elementary will increase the number of earned industry-recognized certifications through participation in CTE program yearly.
(High School Only)

Increase industry certificates from _____ to _____.

Evaluation Data Source(s) 9: TAPR Report-

Summative Evaluation 9:

Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


Performance Objective 10: Antonio M. Bruni Elementary will develop innovative instructional strategies and provide staff development to effectively integrate the teaching and learning of technology applications and skills within the curriculum.

Increase Domain I score from __82__ to __88__.

Evaluation Data Source(s) 10: Staff Development Calendar/Sign In Sheets

Summative Evaluation 10:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
PBMAS Critical Success Factors CSF 1 CSF 3 1) Teachers will be provided staff development through researched-based trainings to enhance academic learning in areas of reading, math, science, and writing. Trainings will include Saturdays.		Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 83% in science, and 85% in writing.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 2269.00						
Critical Success Factors CSF 3 2) Bruni administration will attend researched-based staff development to assist instruction in all areas.		Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 83% in science, and 85% in writing.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 700.00						

3) The music teacher will attend the music conference in San Antonio to improve instruction.	Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 83% in science, and 85% in writing.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 610.00					
Critical Success Factors CSF 6	Principal & Vice Principal	Reduce the number of gangs, drug abuse and bullying to 0..				
	4) Counselor will attend the annual counselor conference to prevent bullying, gangs, and drug abuse. Funding Sources: 211 - ESEA Title I: Improving Basic Program - 600.00					
						


Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 11: Antonio M. Bruni Elementary will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards.

Improve or increase the number of teachers at proficient or higher from 25 to 30.

Evaluation Data Source(s) 11: STaR Survey

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni Elementary will purchase books for library to enhance our reading plan and ensure students are reading on grade level. All magazines will be for children.		Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 85% in science, and 85% in writing.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 700.00, 199 - General Fund: SCE (PIC 30) - 1000.00, 199 - General Fund: Basic Instruction (PIC 11) - 1264.00						
							







Goal 1: Antonio M. Bruni Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

Performance Objective 12: Antonio M. Bruni Elementary will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 10% to 5%

Evaluation Data Source(s) 12: Failure Reports

Summative Evaluation 12:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) Bruni will host an orientation event to all parents and students who are attending school for the first time. Students and parents will be from a Head Start program, home, or a preschool or daycare. Orientation will be hosted in 3rd week of May, 2019.</p>	2.6	Principal & Vice Principal	Decrease student retentions and prepare students for elementary school.				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.







Performance Objective 1: Antonio M. Bruni Elementary will increase meet and/or exceed State/Region attendance rates on a yearly basis.

Campus will maintain or increase attendance rate from 97 to 98.5

Evaluation Data Source(s) 1: Attendance Reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will recognize students every six weeks for having perfect attendance during a ceremony.		Principal & Vice Principal	Meet attendance rate to 98.5% by the end of 2018-2019.				
2) Counselor, parent liaison, vice principal and principal will do home visits once a week to target truant students.		Principal & Vice Principal	Meet attendance rate to 98.5% by the end of 2018-2019.				
3) Counselor will meet with parents of truant students to provide guidance.		Principal & Vice Principal	Meet attendance rate to 98.5% by the end of 2018-2019.				
4) Teachers meeting at least 98% attendance every six weeks will get an hour lunch.		Principal & Vice Principal	Meet attendance rate to 98.5% by the end of 2018-2019.				
5) Students with perfect attendance every six weeks will participate in a fun-day activity at the end of every six weeks.		Principal & Vice Principal	Meet attendance rate to 98.5% by the end of 2018-2019.				

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

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.


Performance Objective 2: Antonio M. Bruni Elementary will meet or decrease its dropout rate as compared to the annual State/Region drop our rates. (Secondary Schools Only)

District dropout rate will decrease from _____ to _____.

Campus will maintain or decrease dropout rate from _____ to _____

Evaluation Data Source(s) 2: TAPR Report
PEIMS Submission Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) All grade levels will attend at least 1 educational field trips for all students that is tied to a lesson plan and educational in nature.		Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 85% in science, and 85% in writing.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3000.00							
							

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 3: Antonio M. Bruni Elementary will increase the number of students who graduate on time, with college readiness distinctions.

District and Campus graduation rate for All Students, Hispanic, ECD, ELL and SpED will increase. (See plan addendum)

Number of student with distinctions will increase

from _____ to _____.

Evaluation Data Source(s) 3: Counseling Reports

TAPR Report

PEIMS Submission Report

Summative Evaluation 3:

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 4: Antonio M. Bruni Elementary will implement a districtwide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals.

of Discipline referrals will decrease from 50 to 40







of Discretionary placements at alternative campuses will decrease for:

All Students from 0 to 0 and

Special Ed. Students from 0 to 0

Evaluation Data Source(s) 4: 425 Report

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will provide staff development to teachers in need of assistance of classroom management. The monitoring of CHAMPs will be done through walkthroughs and observations. Teachers identified in need of classroom management will attend a CHAMPs in August 9, 2018.		Principal & Vice Principal	Reduce number of disciplinary referrals from 50 to 40.				
2) Bruni will provide informative sessions from the Student Code of Conduct Handbook to parents and staff.		Principal & Vice Principal	Reduce number of disciplinary referrals from 50 to 40.				
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue							


Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 5: LISD Police Department will work with all stakeholders to insure a safe and secure environment. (District Only)

of Incidents and Citations will decrease from _____ to _____

Evaluation Data Source(s) 5: Police Reports on case numbers for the year.

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will implement the RAPTOR system to monitor sex offenders and identify them.		Principal & Vice Principal	Identify and scan 100% of parents and visitors.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 200.00							
2) Bruni will conduct a lockdown once a month that will focus primarily on a shooter on campus.		Principal & Vice Principal	Prevent a shooter on campus and keep 100% of our students and staff safe.				
							

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 6: Antonio M. Bruni Elementary will develop civically-engaged students by increasing the number of students participating in in school/community activities. (I,e, National Honor Society, Student Council, or other organizations that are civic oriented)

Evaluation Data Source(s) 6: Membership reports

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will have a National Honor Society and Student Council. Student council will serve as an advisory committee to the principal.		Principal & Vice Principal	Volunteer their time to 2 visits at nonprofit organizations in the community.				

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 7: Antonio M. Bruni Elementary will increase access to and participation in co- and extra-curricular activities to include: Academic UIL, Fine Arts, JROTC, athletics, service learning organizations and school clubs as evidenced in scheduled Board Committee Meetings.

of students that participate in at least 1 activity

from 200 to 300

% of student body populations that participates in at least 1 activity

from 40% to 50%

Evaluation Data Source(s) 7: Participation reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni Elementary students will participate in academic extracurricular activities that will enhance and support the academic areas of the school. Cheerleading, UIL, Choir, Reading Club, Science Club, Math Club, Sports, Chess, Beautification Club, National Honor Society, STEM Club, Writing Club, and Student Council		Principal & Vice Principal	Increase in STAAR scores by 5 points to 80% in reading, 85% in math, 83% in science, and 85% in writing.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1500.00							

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 8: Antonio M. Bruni Elementary will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 0 to 0

Evaluation Data Source(s) 8: Counseling Reports
Discipline Report (425)

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will assist counselor with purchasing of Red Ribbon Week Incentives to prevent drug abuse, gangs and bullying.		Principal & Vice Principal	Reduce the number of gangs and drug related incidents to 0.				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 300.00						
2) Counselor, At-Risk Counselor, and Behavior Specialist will present monthly sessions to students in bullying to decrease amount of bullying incidents.		Principal & Vice Principal	Keep number of bullying cases at 0.				
3) Bruni will implement Rad Kids Program.		Principal & Vice Principal	Prevent violence and assaults at school and outside of school.				

Goal 2: Antonio M. Bruni Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

Performance Objective 9: Antonio M. Bruni Elementary will support students as they transition from Elementary to Middle School (5th-6th), Middle to High School (8th-9th) and High School to Post Secondary.

Evaluation Data Source(s) 9: Counseling Reports
CIA Agendas

Summative Evaluation 9:

Goal 3: Antonio M. Bruni Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives.

Performance Objective 1: Antonio M. Bruni Elementary will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Number of parents and community members participating in Site-Based Decision Making committees.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings.

Increase the number of positive social media postings by a minimum of 3%.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will inform parents of attendance law, state law, federal regulations, and local board policy during PTA meetings, Meet the Teacher Night, and parent conferences.		Principal & Vice Principal	Increase attendance rate to 98.5% by end of 2018-2019.				
2) Bruni Elementary will issue a newsletter monthly to inform parents of events, success stories, and establish a way of communicating from school to the community.		Principal & Vice Principal	Increase attendance rate to 98.5% by end of 2018-2019.				

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

Goal 3: Antonio M. Bruni Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives.

Performance Objective 2: Antonio M. Bruni Elementary will increase the number of parent volunteers and participation in community partnerships to maximize the intellectual growth and academic achievement of students.

Parent volunteers will increase from 37 to 50

Volunteer Hours will increase from 1800 to 2000

Evaluation Data Source(s) 2: Volunteer Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will recommend the parental liaison to work with our parents and community to enhance instruction through parent presentations.		Principal & Vice Principal	Increase our parent volunteers to 30 and increase number of presentation to 12.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 27150.00							
2) Bruni will provide 10 parent sessions to our community in relation to schooling, drugs, gangs, counseling, college readiness, ESL information, etc.		Principal & Vice Principal	Increase number of presentations to our community to 10.				
3) Bruni will host two academic nights for all our parents.		Principal & Vice Principal	Increase academic progress to 90% of students passing report cards.				
4) The Campus Parent Advisory Council will assist in the development of the Parent and Family Engagement Policy and the Parent, Teacher, and Student Compact that will be distributed during the Annual Title 1 Meeting in both English and Spanish.		Principal & Vice Principal	100% compliance with Title 1 regulations and federal mandates.				

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.


Performance Objective 1: Antonio M. Bruni Elementary will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

- a) 100 % of district personnel (Campus and Department) will receive required trainings and staff development.
- b) LISD District and Campuses will increase the number of employee appreciation activities from 12 to 15.

Evaluation Data Source(s) 1: Sign-In Sheets, Certificates

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will train all staff in the following topics: bullying, sexual harassment, dignity and respect, child abuse and neglect, fraud and ethics, and grievance procedures.		Principal & Vice Principal	100% staff trained in required trainings.				
2) Bruni will bring Children's Advocacy Center to train teachers in child abuse and neglect.		Principal & Vice Principal	100% staff trained in required trainings.				
3) Bruni will bring speakers from Child Protective Services to train all staff about reporting child abuse and neglect.		Principal & Vice Principal	100% staff trained in required trainings.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 2: Antonio M. Bruni Elementary will develop organizational structures that effectively respond to and efficiently support the implementation of all state, federal and district performance mandates, operations and initiatives, as reviewed annually by District Level Administration.

Maintain the number of PEG campuses from 0 to 0.

Maintain the number of IR Campuses at Zero (0)

Maintain the number of Targeted (Focus) campuses at Zero (0).

Decrease the number of Additional Targeted campuses from 5 to 3.

Maintain the number of Comprehensive Support (Priority) campuses at Zero (0).

Maintain or Improve staging on PBMAS from 1 to 0 in Bilingual, CTE, SpEd, and ESSA.

Evaluation Data Source(s) 2: TAPR Reports
PBMA Reports

Summative Evaluation 2:

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 3: Antonio M. Bruni Elementary will develop, maintain and communicate comprehensive organizational process that nurture administrative and teacher leadership competencies, the selection of highly qualified personnel, and the effective, efficient operation of all district/Campus level departments.


Increase Teacher Retention Rate
from 100% to 100%

Increase the % of Teacher scoring Proficient in all domains on T-TESS
from 90% to 100% .

Increase the % of Campus Leaders scoring proficient in all areas of T-PESS
from 100% to 100%

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

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni Elementary will train 7 teachers as TXBESS mentors to help and assist new teachers.		Principal & Vice Principal	Retain 100% of teachers on their first year.				
2) Assign a buddy teacher for teachers in their 2nd year of instruction.		Principal & Vice Principal	Retain 100% of teachers in their 2nd year.				
							

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 4: Antonio M. Bruni Elementary will generate, leverage, and strategically utilize all resources through sound, fiscally responsible practices in support of positive student and employee performance outcomes.

LISD will maintain FIRST Rating.


100% of campus expenditures are aligned to the Comprehensive Needs Assessment and the Campus Improvement Plan.

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Reduce the percent of campuses and departments that are in non-compliance with CH (Local) Policy.

Evaluation Data Source(s) 4: Budget Reports
Corrective Action Plans

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Teachers will be allotted \$100 to purchase materials for instruction.		Principal & Vice Principal	Decrease in student failure from 10% to 8%.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 7176.00						
2) Bruni's budget committee will allocate funds for each grade level to purchase instructional material to enhance instruction.		Principal & Vice Principal	Increase all academic scores by 10% from previous year and STAAR scores by 5 points from previous year.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 15159.00, 482 - Dr. Hochman Grant Fund - 214.00						
3) Bruni will allocate for use of copying machine rental and use efficiently to decrease cost to the district.		Principal & Vice Principal	Increase all academic scores by 10% from previous year and STAAR scores by 5 points from previous year.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 5922.00						
							

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.


Performance Objective 5: Antonio M. Bruni Elementary will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.

The district will maintain an Unmodified Opinion in the Annual Financial Report.(District)

100% of Campuses and Departments will follow internal Administrative Regulations to acquire goods and services including Fundraising.

Evaluation Data Source(s) 5: Audit Report
Comprehensive Annual Financial Report (CAFR)

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni administration will budget and allocate funds to help organize, maintain, and facilitate instruction.		Principal & Vice Principal	Increase overall academic scores by 10% by fiscally purchasing office materials to directly impact instruction.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 2500.00						
2) Bruni will allocate funds to pays for its utilities, but also reduce the use by 5% from previous year.		Principal & Vice Principal	Reduce consumption of electricity, water, and sewage by 5% from previous.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 115619.00						
3) Custodial staff will decrease use of materials to be fiscally conservative and save monies to the district.		Principal & Vice Principal	Decrease use of janitorial supplies by 10% from previous year.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 14688.00						
4) In-Progress (E-Rate)		Principal & Vice Principal	Wiring for technology				
	Funding Sources: 180 - E-Rate Fund - 50116.00						
5) Bruni will train 100% of staff on financial guidelines and responsibilities.		Principal & Vice Principal	100% compliance in financial reports.				
6) Bruni sponsors will meet all deadlines for fundraising and follow district protocol for raising funds.		Principal & Vice Principal	100% compliance in financial reports.				
							

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 6: Antonio M. Bruni Elementary will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from 5 to 2 .

The number of employees that participate in district health and wellness initiatives will increase from 15 to 30 .

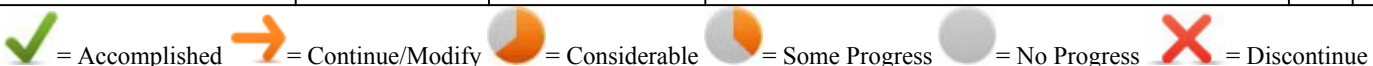
Increase the number of students getting the flu shot from 115 to 200.

Evaluation Data Source(s) 6: Workman's Compensation Reports

Blue Cross/Blue Shield Data

Flu Report

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Provide safety materials and equipment to custodians to minimize accidents.		Principal & Vice Principal	Reduce workers comp claims to 2.				
2) Provide monthly safety meetings to all staff and train them in accident prevention.		Principal & Vice Principal	Reduce workers comp claims to 2.				
3) Perform monthly safety inspection of building to ensure safety of structure and that hazzards are addressed promptly.		Principal & Vice Principal	Reduce workers comp claims to 2.				
							

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 7: Antonio M. Bruni Elementary will maintain a safe and secure environment by increasing response time and completion of all work orders.

The number of work orders will decrease from 100 to 75

Evaluation Data Source(s) 7: Work Order System reports

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will allocate funds to ensure all wiring and electronic repair services are in top shape.		Principal & Vice Principal	100% compliance with school facilities and safety.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 50.00						

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.


Performance Objective 8: Antonio M. Bruni Elementary will maintain a staffing plan that utilizes data drive decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from 5 to 0 .

Evaluation Data Source(s) 8: Master Schedule, Staffing Reports, Waiver Requests

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Mar	June	Aug
1) Bruni will recommend the hiring of highly qualified staff, including benefits to HR to ensure quality instruction is delivered to students.		Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 176821.00, 255 - ESEA II, A Training & Recruiting - 1.00						
2) Bruni will recommend a health assistant to assist the nurse to ensure students health needs are being met.		Principal & Vice Principal	100% compliance and quality care for all students.				
	Funding Sources: 211 - ESEA Title I: Improving Basic Program - 26425.00						
3) Bruni will coordinate with HR to hire, recommend, and provide teachers and staff a competitive salary with benefits to provide a quality instruction to all students.		Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1986593.00						
4) Bruni will coordinate with HR and Special Education department to hire, recommend, and provide a competitive salary to teachers working with special education.		Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 199 - General Fund: Special Education (PIC 23) - 357207.00						
5) Bruni will coordinate with HR and bilingual department to hire, recommend, and provide a competitive salary to teacher aides to assist with bilingual instruction.		Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 70528.00						
6) Bruni will coordinate with HR to hire, recommend, and provide and competitive salary to teachers and staff for quality instruction.		Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 199 - General Fund: SCE (PIC 30) - 137783.00						
7) Bruni will coordinate with HR to hire, recommend, and provide a competitive salary to PK teachers to provide quality instruction.		Principal & Vice Principal	Bruni will increase the transition of students of students PK to school by 10%.				
	Funding Sources: 199 - General Fund: Basic Instruction PreK (PIC 32 - 223903.00						

8) Bruni will coordinate with HR to hire, recommend, and provide a competitive salary to PK teachers to provide quality instruction.	Principal & Vice Principal	Bruni will increase the transition of students of students PK to school by 10%.				
	Funding Sources: 199 - General Fund: SCE Pre K (PIC 34) - 163804.00					
9) Bruni will coordinate with HR to hire, recommend, and provide a competitive salary to PK teachers to provide quality instruction.	Principal & Vice Principal	Bruni will increase the transition of students of students PK to school by 10%.				
	Funding Sources: 199 - General Fund: Bilingual Pre K (PIC 35) - 29974.00					
10) Bruni will coordinate with HR to hire, recommend, and provide a competitive salary with benefits to provide a quality instruction and leadership.	Principal & Vice Principal	Increase overall academic scores by 10% from previous year.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 560234.00					
						

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 9: Antonio M. Bruni Elementary will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

Evaluation Data Source(s) 9: STAAR Data

Summative Evaluation 9:

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 10: Antonio M. Bruni Elementary will develop and implement a customer service training program to promote a supportive and service driven culture for all campus and department support staff employees.

100% of all campus and department support staff employees will receive training annually.

Evaluation Data Source(s) 10: Customer Service Training Sign-In Sheets

Summative Evaluation 10:

Goal 4: Antonio M. Bruni Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

Performance Objective 11: Antonio M. Bruni Elementary will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from 1 to 2.

The teacher passing rate on certification attempts will increase from 1 to 2.

Evaluation Data Source(s) 11: Certification Reports

Summative Evaluation 11:

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	Bruni will provide tutoring classes on Saturdays beginning January 2018 to supplement our curriculum and provide interventions to at-risk students, especially ELL and Sped.
1	1	4	Bruni will implement a writing plan to ensure students can write, read, express, and summarize a writing prompt. Writing plan will be monitored weekly in conjunction with TELPAS Tuesday and aligned to the district LEAD document.
1	1	5	Bruni teachers in 3rd through 5th in STAAR areas will attend district training in math, reading, science, and writing to plan, revise, and improve the curriculum which in turn will increase to student academic instruction.
1	2	1	Bruni will hire 4 tutors to assist with at-risk students and in conjunction with teacher, will provide differentiated instruction to students at-risk of failing.
1	2	2	Students in 3rd thru 5th grade will take a pre, mid and post benchmark formatted to STAAR to measure growth and provide interventions as needed. Data will be analyzed and students will be provided immediate interventions based on results.
1	2	3	Bruni will provide accelerated instruction to students identified to growth one year's growth of instruction through our intervention block.
1	2	4	Bruni will provide interventions to students through CEI interventionist, LEC teacher, and TAMIU tutors. Students will be identified through data, current data, and teacher observations.
1	2	5	During PLC, Bruni will identify students through use of DMAC, STAAR and teacher data to provide a plan to ensure they meet the one year's growth for accountability.
1	3	1	School will develop a tutorial plan that will be used consistently throughout the year to ensure interventions are provided to students at-risk. Plan will consist in tutoring Tuesday thru Thursday for all students in RTi and needing STAAR support. Tutorials will be Tuesday thru Thursday from 3:30 to 4:30 PM.
1	3	2	Bruni will purchase the following workbooks and instructional materials to assist at risk students in the area of Reading, Science, Math: Forde-Ferrier, Kamico, Step up to STAAR, Motivation Reading & Math, Texas Coach, STAAR Master. Specialized and accelerated instruction will be provided to ALL students through our targeted interventions and tutorial plan.
1	3	3	Bruni special education teachers will provide interventions to special education students as stated in IEP and through use of data will tutor, accelerate, and provide 1-to-1 instruction to ensure special ed students grow and are on target to state standards.
1	3	5	The library will purchase the Alexandria Software to enhance AR and increase student reading performance by allowing students to participate and monitor own progress in reading. During PLC teachers will monitor, implement and provide time to ensure students read and achieve their goal every six weeks.
1	3	6	Bruni will purchase computer software like Study Island, iStation, Education City, Edmentum, etc. and in conjunction with the district LEAD documents, students will be monitored for progress and academic success through the use of reports.

Goal	Objective	Strategy	Description
1	5	1	Bruni will allocate funds for the purchase of testing materials for all ELL students so that teachers can plan, evaluate, and provide interventions to students needing ELL and support.
1	5	2	Bruni will work with bilingual department and bilingual strategist to ensure the bilingual program is efficiently and students identified correctly. Students identified will be provided interventions through our district LEAD documents and support system.
1	5	3	Bruni Elementary along with TAMIU and the Lamar Bruni Vergara Trust Fund will implement the Literacy Enrichment Center and fund tutors to provide one to one reading to At-Risk and ELL students in grades Kinder-2nd.
1	5	4	All teachers will receive two trainings in SIOP strategies to enhance learning is taking place for ELL students using these strategies. Trainings will be provided by a consultant or bilingual strategists.
1	5	5	Bruni will support and implement the district TELPAS Tuesday initiative to enhance writing skills for all ELL students and ensure they meet the state standards in writing. Data from writing prompts will be analyzed during PLC to provide interventions to students as needed.
1	10	1	Teachers will be provided staff development through researched-based trainings to enhance academic learning in areas of reading, math, science, and writing. Trainings will include Saturdays.

State Compensatory

Budget for Antonio M. Bruni Elementary School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-31-6119-00-101-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$31,634.00
199-32-6129-00-101-9-30-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$5,767.00
199-34-6119-00-101-9-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$145,512.00
199-34-6129-00-101-9-32-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$145,512.00
199-34-6129-00-101-9-34-000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$40,715.00
199-11-6129-00-101-9-30-000	6129 Salaries or Wages for Support Personnel	\$68,769.00
199-12-6129-00-101-9-30-000	6129 Salaries or Wages for Support Personnel	\$28,497.00
199-34-6129-00-101-9-32-000	6129 Salaries or Wages for Support Personnel	\$51,762.00
6100 Subtotal:		\$518,168.00

Personnel for Antonio M. Bruni Elementary School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alma Islas	PK4	State Compensatory	0.5
Gloria Trevino	Aide	State Compensatory	0.5
Graciela Romos	Aide	State Compensatory	1.0
Loida Carias	Lab Manager	State Compensatory	1.0
Loida Carias	Lab Manager	State Compensa	
Mary Hernandez	PK4	State Compensatory	0.5
Michelle Gonzalez	Counselor	State Compensatory	0.5
Miguel Castillo	Science Lab Manager	State Compensatory	1.0
Norma Carmona	PK3 Teacher	State Compensatory	0.5
Patricia Montoya	Library Assistant	State Compensatory	1.0
Priscilla Perales	Aide	State Compensatory	0.5
Rosa Gonzalez	PK3	State Compensatory	0.5

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

A committee of administrators, teachers, parents, and community representatives was organized to plan the needs assessment. The team organized and reviewed data, trends, and areas of improvement for our campus. Data analyzed came from STAAR, TPRI, Rigby, CPALLs, attendance, PEIMS reports, etc. The four multiple measures were addressed: demographics, student achievement, processes and perceptions. Strengths and weaknesses were identified to begin the planning process.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

A committee of administrators, teachers, parent, and business representative was convened to develop the CIP. The CIP was developed after analyzing the data and performance objectives were developed with SMART strategies to address the needs of the campus. The needs also focused on the students at-risk of not meeting state standard.

2.2: Regular monitoring and revision

The plan is revised and monitored in November, March, and June. During these formative reviews, the plan is adjusted and changes are made as needed.

2.3: Available to parents and community in an understandable format and language

The CIP plan is available to all parents and community via school website, hard copies, and online.

2.4: Opportunities for all children to meet State standards

We utilize a rigorous curriculum that enhances learning for all student and focuses on monitoring throughout the year. The curriculum is adjusted and monitored throughout the process to ensure learning by constantly analyzing data.

2.5: Increased learning time and well-rounded education

We provide tutorials after school and on certain Saturdays to increase learning. We also provide educational field trips to enhance learning.

2.6: Address needs of all students, particularly at-risk

We provide tutors and increase learning time to students at-risk of failing. Students are monitored throughout the year and are provided accelerated instruction to prevent them from failing. Any student failing is provided interventions through our RTi process.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

School convened a parent advisory council to develop the teacher, student parent compact and parental guidelines and procedures to involve more parents.

3.2: Offer flexible number of parent involvement meetings

Our school provides flexible meeting to work around their time and schedules.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Bertha Guerra	Literacy Coach	Title 1	1.0
Debbie Garza	Aide	Title 1	1.0
Diana Alardin	CEI Manager	Title 1	1.0
Eva Lopez	Bilingual Strategist	Title 1	0.17
Felicidad Morales	Parent Liaison	Title 1	1.0
Mariana	Mendoza	Title 1	1.0
Martha Gutierrez	Instructional Specialist	Title 1	1.0
Sylvia Canales	Technology Trainer	Title 1	0.5

Campus Needs Assessment Team

Committee Role	Name	Position
Administrator	Miguel Castillo	
Non-classroom Professional	Marta Zamarripa	
Administrator	Veronica Ramos	
Administrator	Michelle Gonzalez	
Classroom Teacher	Rosalinda Gonzalez	
Classroom Teacher	Livier Cantu	
Classroom Teacher	Rosalinda Ibarra	
Classroom Teacher	Ilse Vazquez	
Classroom Teacher	Iris Enriquez	
Classroom Teacher	Alina Quiroga	
Classroom Teacher	Maritza Castellanos	
Parent	Cresencia Valdez	
Community Representative	Ed Gonzalez	
Paraprofessional	Alejandra Nino	
Student	Grecia Puente	

Campus Improvement Plan Advisory Committee

Committee Role	Name	Position
Administrator	Miguel Castillo	
Classroom Teacher	Alma Islas	
Classroom Teacher	Beatriz Diaz	
Classroom Teacher	Elizabeth Ramos	
Classroom Teacher	Martha Medina	
Classroom Teacher	Ari Garcia	
Administrator	Michelle Gonzalez	
Parent	Lilia Garza	
Business Representative	Roberto Benavides	

Campus Funding Summary

180 - E-Rate Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	5	4	Technology Wiring		\$50,116.00
Sub-Total					\$50,116.00
199 - General Fund: Basic Instruction (PIC 11)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	5	AR Alexandria Software		\$840.00
1	8	1	Awards		\$2,700.00
1	10	3	Travel for Music Teacher		\$610.00
1	11	1	Library Books		\$1,264.00
2	2	1	Educational Field Trips		\$3,000.00
4	4	1	\$100 Allotment for Teacher Supplies		\$7,176.00
4	4	2	Basic Instructional Materials		\$15,159.00
4	4	3	Copying Machine		\$5,922.00
4	8	3	Payroll		\$1,986,593.00
Sub-Total					\$2,023,264.00
199 - General Fund: Operating (PIC 99)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	7	1	Transportation for Extracurricular Activities		\$1,500.00
4	5	1	Administrative and office supplies		\$2,500.00
4	5	2	Electricity		\$92,507.00
4	5	2	Water		\$20,155.00
4	5	2	Sanitation		\$2,957.00
4	5	3	Janitorial supplies		\$13,619.00
4	5	3	Dust and Wet Mop Services		\$1,009.00
4	5	3	Mop Supplies		\$60.00

4	7	1	Writing, cable, phone		\$50.00
4	8	10	Payroll Adm		\$560,234.00
Sub-Total					\$694,591.00
199 - General Fund: Special Education (PIC 23)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	3	Instructional Supplies for Sped		\$70.00
4	8	4	Payroll Sp ed		\$357,207.00
Sub-Total					\$357,277.00
199 - General Fund: Bilingual (PIC 25)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Reading Novels for Students		\$1,000.00
1	3	1	Extra Duty Pay for Tutorials		\$15,000.00
1	3	2	Workbooks and General Supplies		\$25,478.00
1	5	1	Testing materials for ELL students (LAS)		\$3,000.00
4	8	5	Payroll Bil Aides		\$70,528.00
Sub-Total					\$115,006.00
199 - General Fund: GT (PIC 21)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	4	Materials for GT		\$224.00
Sub-Total					\$224.00
199 - General Fund: Bilingual Pre K (PIC 35)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	9	Payroll PK		\$29,974.00
Sub-Total					\$29,974.00
199 - General Fund: Basic Instruction PreK (PIC 32)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	7	Payroll PK		\$223,903.00
Sub-Total					\$223,903.00

199 - General Fund: SCE Pre K (PIC 34)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	8	Payroll PK		\$163,804.00
Sub-Total					\$163,804.00
199 - General Fund: SCE (PIC 30)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Reading Novels for Students		\$1,000.00
1	2	1	Tutors		\$6,000.00
1	3	1	Extra Duty Pay for Tutorials		\$20,000.00
1	3	2	Workbooks and General Supplies		\$51,493.00
1	3	6	Computer Software		\$5,000.00
1	5	3	LEC for Tutors		\$3,500.00
1	11	1	Library Books		\$1,000.00
2	8	1	Red Ribbon Incentives		\$300.00
4	8	6	Payroll State Comp		\$137,783.00
Sub-Total					\$226,076.00
211 - ESEA Title I: Improving Basic Program					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	1	Extra Duty Pay for Tutorials		\$1,700.00
1	3	2	Workbooks and General Supplies		\$1,000.00
1	8	2	AR Incentives		\$500.00
1	10	1	Extra Duty Pay for Staff Development		\$2,269.00
1	10	2	Staff Development (Travel) for Administrators		\$700.00
1	10	4	Travel for counselor		\$600.00
1	11	1	Library Books		\$700.00
2	5	1	Raptor Supplies		\$200.00
3	2	1	Parent Liaison		\$27,150.00
4	8	1	Title 1-FTE		\$176,821.00

4	8	2	Title 1-Nurse Aide		\$26,425.00
Sub-Total					\$238,065.00
224 - IDEA - Part B: Formula Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	8	3	Diagnostician		\$40,491.00
Sub-Total					\$40,491.00
255 - ESEA II, A Training & Recruiting					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	8	1	Payroll		\$1.00
Sub-Total					\$1.00
263 - LEP Bilingual Program Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	2	Bilingual Strategist		\$84,327.00
Sub-Total					\$84,327.00
482 - Dr. Hochman Grant Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	4	2	Instructional Materials		\$214.00
Sub-Total					\$214.00
Grand Total					\$4,247,333.00