

**Laredo Independent School District**  
**Clarence L. Milton Elementary School**  
**2019-2020**

**Accountability Rating: B**



# **Mission Statement**

C. L. Milton Elementary provides a high caliber education that prepares students to meet our rigorous state standards while promoting collegiality, life-long learning and producing proud and productive American Citizens.

## **Vision**

C. L. Milton Elementary immerses students in a learning environment that instills pride, challenges their natural curiosity, and promotes multidimensional learning in an all-inclusive, safe, learning environment.

## **Value Statement**

At C. L. Milton Elementary, we value hard work, passion, dedication, and loyalty. Our students' well being and success is of the utmost importance.

# Table of Contents

|   |    |
|---|----|
| Comprehensive Needs Assessment .....  | 5  |
| Demographics .....  | 5  |
| Student Academic Achievement .....  | 7  |
| School Processes & Programs .....   | 9  |
| Perceptions .....   | 11 |
| Priority Problem Statements .....   | 15 |
| Comprehensive Needs Assessment Data Documentation .....   | 17 |
| Goals .....   | 20 |
| Goal 1: C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness. ....  | 20 |
| Goal 2: C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development. ....                                 | 37 |
| Goal 3: C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives .....      | 46 |
| Goal 4: C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards. .... | 51 |
| State Compensatory .....  | 61 |
| Budget for Clarence L. Milton Elementary School: .....  | 61 |
| Personnel for Clarence L. Milton Elementary School: .....   | 62 |
| Title I Schoolwide Elements .....   | 63 |
| ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA) .....   | 63 |
| 1.1: Comprehensive Needs Assessment .....   | 63 |
| ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP) .....  | 63 |
| 2.1: Campus Improvement Plan developed with appropriate stakeholders .....  | 63 |
| 2.2: Regular monitoring and revision .....  | 63 |
| 2.3: Available to parents and community in an understandable format and language .....  | 63 |
| 2.4: Opportunities for all children to meet State standards .....   | 64 |
| 2.5: Increased learning time and well-rounded education .....   | 64 |
| 2.6: Address needs of all students, particularly at-risk .....  | 64 |
| ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE) .....   | 64 |
| 3.1: Develop and distribute Parent and Family Engagement Policy .....   | 64 |
| 3.2: Offer flexible number of parent involvement meetings .....   | 65 |

|   |    |
|---|----|
| Title I Personnel .....                 | 66 |
| 2019-2020 Campus Improvement Team ..... | 67 |
| Campus Funding Summary .....            | 68 |

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

C. L. Milton Elementary enrollment is 878 students.

|              |                    |
|--------------|--------------------|
| <b>Data</b>  | 878 students       |
| Hispanic     | 96% - 844 students |
| LEP          | 50% - 439 students |
| Economic Dis | 94% - 829 students |
| At Risk      | 56% - 488 students |
| Special Ed   | 5% - 43 students   |
| G.T.         | 8% - 66 students   |

### Demographics Strengths

Demographic strengths are the following:

- All day PK3-4 program
- (C.I.R.C.L.E.) curriculum for PK3-4
- Trailblazer classes
- Bilingual students are monitored every six weeks by our LPAC Committee
- Special Education students are monitored per six weeks based on their Individual Educational Plans.
- Gifted and Talented students are provided a differentiated curriculum with increased rigor
- 

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Attendance Rates consistently fall below 98% **Root Cause:** Parents may not be aware of Texas attendance compulsory law and the direct link that attendance has on learning

# Student Academic Achievement

## Student Academic Achievement Summary

### Accountability Rating Summary

|  | Component Score | Scaled Score | Rating |
|--|-----------------|--------------|--------|
| Overall  |                 | 80           | B      |
| Student Achievement                                    |                 | 74           | C      |
| <a href="#">STAAR Performance</a>                      | 46              | 74           |        |
| <a href="#">College, Career and Military Readiness</a> |                 |              |        |
| <a href="#">Graduation Rate</a>                        |                 |              |        |
| School Progress  |                 | 83           | B      |
| <a href="#">Academic Growth</a>                        | 68              | 69           | D      |
| <a href="#">Relative Performance (Eco Dis: 93.7%)</a>  | 46              | 83           | B      |
| <a href="#">Closing the Gaps</a>                       | 62              | 74           | C      |

### STAAR Percent at Approaches Grade Level or Above: All Grades and All Subjects

Reading 77%

Math 85%

Writing 69%

Science 76%

### 2019 Accountability Rating: B

#### Distinction Designations

|             |            |
|-------------|------------|
| ELA/Reading | Not Earned |
| Mathematics | Not Earned |
| Science     | Not Earned |

|                              |              |
|------------------------------|--------------|
| ELA/Reading                  | Not Earned   |
| Social Studies               | Not Eligible |
| Comparative Academic Growth  | Not Earned   |
| Postsecondary Readiness      | Not Earned   |
| Comparative Closing the Gaps | Not Earned   |

### Student Academic Achievement Strengths

- Intervention time is built in within Power hour schedule
- Designated supports used with special populations
- Tutorials for special ed students
- PLC focus will remain on instructional planning, strategies, and delivery
- CARES curriculum roll out
- Small group tutorials
- Writing committee
- C&I support
- Gifted and Talented Speaker Series and Projects
- CPALLS, TPRI, CBA's, Benchmarks
- Teacher reflections held after every benchmark
- Lexia, Smarty Ants, Education Galaxy Software, IXL, K12Summit
- DEAR time
- 

### Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Reading scores have fallen in 3rd and 5th grade **Root Cause:** PLCs must focus and curriculum planning and delivery of instruction

**Problem Statement 2:** Writing scores have fallen 3 years in a row **Root Cause:** PLCs must focus and curriculum planning and delivery of instruction

**Problem Statement 3:** Math Scores have fallen in 4th and 5th grade **Root Cause:** PLCs must focus and curriculum planning and delivery of instruction

**Problem Statement 4:** PLC's the focus on instruction, strategies, and delivery would produce academic growth **Root Cause:** Planning time needs to be used effectively and consistently



## School Processes & Programs

### School Processes & Programs Summary

C. L. Milton Elementary follows district initiatives and LISD's CARES curriculum.

Math lessons designed by Sandra Garza (consultant) are implemented with 2nd-5th grade students.

DEAR time is implemented school wide daily.

All teachers are highly qualified and are selected by our staffing committee.

Our Professional Learning Communities are dedicated to curriculum, strategies, and delivery of successful instruction.

### School Processes & Programs Strengths

- Seesaw lessons are implemented in all content area to develop speaking and listening skills of LEP students
- Fabulous Fun Friday and Techy Tuesday Tutorials
- iPad carts or iPads in Pk-5th Grade classrooms
- Special Education Tutors
- Professional Learning Communities
- Integrate real-world connection experiences for students in efforts to increase rigor and relevance through Instructional Field trips
- Daily Intervention blocks through Power Hour
- Provide professional staff development
- Purchase STAAR focused Workbooks
- Progress monitoring sheet for each student
- CPALLS, CBA's, Benchmarks, TPRI/Tejas Le, Rigby
- Technology used as a tool to enhance learning in the classroom
- Interventions provided by our Instructional Specialist, Content Area Deans and CEI teacher aide

- Writing Academies provided to 4th Grade Students
- SBDM committee
- Attendance Committee
- Morning and afternoon duties for all Teachers and Staff
- Grade Level Planning
- Faculty and Staff Monthly Meetings
- Instructional support from the Instructional Specialist, Technology Trainer, Dyslexia Teacher, Special Education support personnel, Bilingual Strategist, C&I
- School Events such as Open Houses, Progress/Report Card Days, Family Reading Night, and Parent Chats
- CNP Supper on Site
- After school Daycare

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Vertical alignment by content area is lacking **Root Cause:** Calendar should include vertical meetings among content areas

# Perceptions

## Perceptions Summary

C. L. Milton family provides a safe and welcoming environment for the learning community.

### School Vision

C. L. Milton Elementary focuses on providing a high caliber education that prepares students to meet our rigorous state standards while promoting collegiality, life-long learning and pride in becoming productive citizens.

### Mission Statement

C. L. Milton Elementary aspires to immerse students in a learning environment that will instill pride, challenge their natural curiosity, and promote multidimensional learning in an all-inclusive, safe, learning environment.

### School Theme

“Why Fit In When We Were Born to Stand Out”

## Perceptions Strengths

Teachers, staff members, and parents serve as positive role models for students. All stakeholders are valued and recognized at school events.

- Red Ribbon Week
- Annual Family Reading Night
- Student of the Month
- Community Leader Presentations
- Laredo Junior Achievement
- Principal's Advisory student group
- National Honor Society Induction Ceremonies
- Holiday Programs for Parents
- Honor Choir

- Sports
- Technology Club for 5th Grade students
- EOY Awards
- Principal's Award Pk-5th Grade
- Miles of Smiles Dental
- After School Child Care Program
- Flu Clinic
- End of the Year Awards ceremony
- WBCA participation
- Hoops for Heart
- Relay for Life Cancer Walk
- Week of the Young Child: activities
- Science Fair
- Reading Fair Participant
- Read Across America
- Class in Court: County Court at Law II
- Texas State Aquarium (5th Grade)
- Pee Wee Olympics
- Special Olympics
- Robotics Club
- UIL
- Chess Club
- Dance Team
- CNP Menu Advisory Committee
- National Honor Society
- Scripps Spelling Bee District and County
- Full Time campus security
- LISD Police Officer
- Staff assisting with Traffic Duty
- Daily use of staff identification tags
- RAPTOR Visitor Management System
- Campus cameras
- Exit door alarms
- Monthly fire/lock-down/severe weather campus drills

- Laredo Police Department, Fire Department, Sheriff's Office, Constable's Office, TX DOT Safety Presentations

## **Family and Community Involvement**

- SHAC (School Health Advisory Council) monthly meeting
- REMIND 101 messages
- Gifted and Talented showcase
- Sport Volunteers
- Monthly Cafesito with the Principal
- Home to School Connection: Notes/Newsletters/Monthly Calendar
- Flu Clinic
- Extended Library hours
- Merienda with Mom and Dining with Dad
- Educational Field Trips
- Chess Tournaments
- Skyward On-line registration
- WBCA events/participation
- Campus Compact
- Parent Volunteer luncheon and recognition day
- H.E.B Read 3 Parent Classes
- Parent Communication Logs
- TAMIU Health Center clinics
- School Messenger
- LPAC
- Report Card/Progress Report Day
- Open House
- Meet the Teacher Night
- Mother's Day Program
- Christmas Day Program
- Student of the Month
- Grandparents' Day
- Week of the Young Child Guest Readers and Parent Volunteers
- Parent Volunteers in the Classroom

## Community Partnerships

- H.E.B. Partnership
- Driscoll Health Plan
- Laredo Public Library
- Angel of Hope
- Coat them with Love
- Relay for Life Cancer Walk
- SCAN
- Pillar
- Child Advocacy Center
- Miles for Smiles Dental
- Laredo Junior Achievement
- Laredo Solid Waste Management Services
- County Court at Law II (Judge Victor Villarreal)
- Sheriff's Office
- Constables

### Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Team building activities would benefit the staff and faculty **Root Cause:** There must be a concerted effort to incorporate activities into meetings

# Priority Problem Statements

**Problem Statement 1:** Reading scores have fallen in 3rd and 5th grade

**Root Cause 1:** PLCs must focus on curriculum planning and delivery of instruction

**Problem Statement 1 Areas:** Student Academic Achievement

**Problem Statement 2:** Math Scores have fallen in 4th and 5th grade

**Root Cause 2:** PLCs must focus on curriculum planning and delivery of instruction

**Problem Statement 2 Areas:** Student Academic Achievement

**Problem Statement 3:** Writing scores have fallen 3 years in a row

**Root Cause 3:** PLCs must focus on curriculum planning and delivery of instruction

**Problem Statement 3 Areas:** Student Academic Achievement

**Problem Statement 5:** Team building activities would benefit the staff and faculty

**Root Cause 5:** There must be a concerted effort to incorporate activities into meetings

**Problem Statement 5 Areas:** Perceptions

**Problem Statement 6:** Vertical alignment by content area is lacking

**Root Cause 6:** Calendar should include vertical meetings among content areas

**Problem Statement 6 Areas:** School Processes & Programs

**Problem Statement 9:** Attendance Rates consistently fall below 98%

**Root Cause 9:** Parents may not be aware of Texas attendance compulsory law and the direct link that attendance has on learning

**Problem Statement 9 Areas:** Demographics

**Problem Statement 11:** PLC's the focus on instruction, strategies, and delivery would produce academic growth

**Root Cause 11:** Planning time needs to be used effectively and consistently

**Problem Statement 11 Areas:** Student Academic Achievement



# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Local diagnostic math assessment data
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data

- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved Prekindergarten and Kindergarten assessment data
- Other Prekindergarten and Kindergarten assessment data
- Grades that measure student performance based on the TEKS

### **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- STEM/STEAM data
- Section 504 data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

### **Student Data: Behavior and Other Indicators**

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Class size averages by grade and subject
- School safety data

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

- TTESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data



# Goals




**Goal 1: C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.**






**Performance Objective 1:** C. L. Milton 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 74% to 80%.

**Evaluation Data Source(s) 1:** 2018-19 TAPR Report  
2019-20 TAPR Report  
2018-19 STAAR Accountability Report  
2019-20 STAAR Accountability Report

**Summative Evaluation 1:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| <p><b>Additional Targeted Support Strategy</b><br/>           1) C. L. Milton Elementary will coordinate with campus administrators to ensure district goals are being implemented to achieve student performance from all populations: Special Ed, GT, LEP, At-Risk, Hispanic, Economically Disadvantage</p>                            | Principal, Assistant Principal, Grade Level Lead Teachers, Instructional Specialist, Bilingual Strategist<br>Principal monthly faculty meeting, sign-in/agenda, Grade level (Horizontal) meetings and agenda Dept. (vertical) meetings and agenda      | Student achievement and student growth will be reflected on accountability ratings |  |     |      |           |
| <p><b>Additional Targeted Support Strategy</b><br/>           2) C. L. Milton Elementary will will monitor Tier I, II, and III instruction and interventions for At-Risk students. Students will utilize intervention programs such as iStation, Lexia, Reading Plus, iRead, Imagine Math, V-Math, IXL, K12Summit, Smarty Antz, etc.</p> | Principal, Assistant Principal, Instructional Specialist, RTI Coordinator, Counselor, Grade Level Lead Teachers Local/State Assessment Data including results from TPRI/TEJAS LEE, Rigby, LAS Links, STAAR, Benchmarks, CBA's, Checkpoints, CPALS, etc | Student achievement and student growth will be reflected on accountability ratings |  |     |      |           |
| <p><b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 21019.00, 199 - General Fund: GT (PIC 21) - 624.00, 211 - ESEA Title I: Improving Basic Program - 1904.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 800.00</p>   |  |  |   |     |      |           |

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| <p><b>Additional Targeted Support Strategy</b></p> <p>3) C. L. Milton Elementary will develop a vertical alignment plan for Writing with a focus on sub-populations, including Special Ed/Bilingual/At-Risk/Economically Disadvantaged students. Committee will meet after Benchmarks to review compositions and conference with each student to provide feedback.</p> | <p>Principal, Assistant Principal, Instructional Specialist, Counselor, Lead Teachers, Teachers Local/State</p> <p>Assessment data will be positively impacted including STAAR data, Benchmarks, and CBA's.</p>                                      | <p>Student achievement and student growth will be reflected on accountability ratings</p>                  |  |     |      |           |
| <p><b>Funding Sources:</b> 199 - General Fund: Special Education (PIC 23) - 110.00</p>   |  |  |   |     |      |           |
| <p>4) C. L. Milton will implement, monitor and revise district/campus initiatives as needed including TELPAS Tuesdays, Unicorn Power Hour, Fundamental Five, and Vertical Alignment campus-based initiatives.</p>  | <p>Administration, Teachers, Leadership Team</p>   | <p>Local/State Assessment data will be positively impacted including STAAR data, Benchmarks and CBA's.</p> |  |     |      |           |
| <p>5) C.L. Milton will continue to provide a strong Bilingual Program to ensure that students acquire the academic language proficiency needed to reduce our retention rate and to reduce our disproportionate representation in Special Ed. *Early Exit Bilingual Program PK-3 to 5th *Pre-LAS/LAS LINK *Terra Nova *TELPAS Dictionaries</p>                          | <p>Principal, Assistant Principal, Teachers, Director of Special Education, Director of Bilingual Dept., Bilingual Strategist</p> <p>Check lesson plans, LEP Failure Reports, Special Ed. Reports, TELPAS Scores, Pre-LAS/LAS, Assessment scores</p> | <p>TELPAS scores will improve as the academic language proficiency increases.</p>                          |  |     |      |           |

| Strategy Description   | Monitor   | Strategy's Expected Result/Impact              | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 6) C. L. Milton Elementary staff members and other professionals will assist classroom teachers to allow for intensive enrichment and development for Gifted and Talented students. GT students will participate in GT end of the Year Showcase, TSPS projects, Trailblazing courses and Masters Grade level challenge.  | Principal,<br>Assistant Principal,<br>Counselor,<br>Instructional Specialist,<br>Librarian,<br>Head Teachers,<br>Teachers<br>Check CBA's every six weeks,<br>Report cards,<br>STAAR Results | Improved student achievement among GT students |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |   |  |   |     |      |           |






**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** C. L. Milton Elementary will meet State/Region STAAR student progress measures annually.

Domain II School Progress Score will increase from 83 to 90

**Evaluation Data Source(s) 2:** 2017-18 TAPR Report  
 2018-19 TAPR Report  
 2017-18 STAAR Accountability Report  
 2018-19 STAAR Accountability Report

**Summative Evaluation 2:**

| Strategy Description  | Monitor   | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|---|---|---|---|-----|------|-----------|
|   |   |   | Formative   |     |      | Summative |
|   |   |   | Nov   | Mar | June | July      |
| <p><b>Targeted Support Strategy</b></p> <p>1) C. L. Milton Elementary will allow for prescriptive student interventions/tutorials to meet growth needed based on prior year's STAAR results and CBA/Benchmark results for the current year. Auxiliary staff members and other professionals will assist classroom teachers to allow for intensive remediation for all At Risk/Bilingual/Special Education/Economically Disadvantaged/General Education students by assisting in the following ways.</p> <p>Tutorials: Tuesday and Thursdays (1st semester)</p> <p>Tutorials: Tuesday, Wednesday and Thursdays (2nd semester) Extended Day till 5:00 p.m. for 3rd, 4th and 5th graders.</p> <p>Saturday Tutorials for 3rd, 4th and 5th graders.</p> <p>In class support.</p> | <p>Principal,<br/>Assistant Principal<br/>Teachers<br/>Instructional specialist</p> <p>Check CBA's every six weeks, Report cards, STAAR Results</p> | <p>Student achievement and student growth will be reflected on accountability ratings</p> |  |     |      |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished                 </div> <div style="text-align: center;">  = Continue/Modify                 </div> <div style="text-align: center;">  = No Progress                 </div> <div style="text-align: center;">  = Discontinue                 </div> </div>                                |   |   |   |     |      |           |








**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 3:** C. L. Milton 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 74% to 80%

**Evaluation Data Source(s) 3:** 2017-18 TAPR Report  
 2018-19 TAPR Report  
 2017-18 STAAR Accountability Report  
 2018-19 STAAR Accountability Report

**Summative Evaluation 3:**






| Strategy Description  | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|---|--|---|---|-----|------|-----------|
|   |  |   | Formative   |     |      | Summative |
|   |  |   | Nov   | Mar | June | July      |
| <p><b>Targeted Support Strategy</b></p> <p>1) C. L. Milton Elementary staff members and other professionals will assist classroom teachers to allow for intensive remediation for all At-Risk/Bilingual/Special Education students by assisting in Unicorn Power Hour. During this intervention time, students will be able to use instructional programs such as Accelerated Reader, Lexia, V-Math, IXL, Splash Math, iStation, and K12Summit to help close academic gaps.</p> | <p>Principal, Assistant Principal, Librarian, Instructional Specialist, All Teachers</p> <p>CBA results, Report cards, Instructional Software Data reports</p> | <p>Student achievement and student growth will be reflected on accountability ratings</p> |  |     |      |           |
| <p><b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 3000.00, 211 - ESEA Title I: Improving Basic Program - 3000.00</p>  |  |   |   |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue  |  |   |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 4:** C. L. Milton Elementary will supplement instructional programs to increase District and Campus Graduation Rate for all students and special populations through the use of parental involvement by offering learning session on Technology, STAAR information, make and take night and to empower community members to help students at home.(Domain I & III)

**Evaluation Data Source(s) 4:** 2017-18 TAPR Report  
 2018-19 TAPR Report  
 2017-18 STAAR Accountability Report  
 2018-19 STAAR Accountability Report

**Summative Evaluation 4:**



| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| 1) C. L. Milton teachers will assist in the enrichment of instructional programs to support all students with and emphasis on the higher achieving population by targeting technology in the classroom. Teachers will use instructional programs such as iStation, K12 Summit, IXL, V-Math, Accelerated Reader, IPads, desktop computers, etc  | Administration<br>Teachers<br>Digital Instructional specialist | Student achievement and student growth will be reflected on accountability ratings |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |  |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 5:** C. L. Milton 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 38% to 60%

**Evaluation Data Source(s) 5:** TELPAS reports

**Summative Evaluation 5:**






| Strategy Description   | Monitor   | Strategy's Expected Result/Impact           | Reviews   |     |      |           |
|--|---|---|---|-----|------|-----------|
|  |   |   | Formative   |     |      | Summative |
|  |   |   | Nov   | Mar | June | July      |
| <p><b>Targeted Support Strategy</b></p> <p>1) C. L. Milton Elementary will continue to provide a strong Bilingual Program to ensure that students acquire the academic language proficiency needed to reduce our retention rate and to reduce our disproportion representation in Special Ed. *Early Exit Bilingual Program PK-3 to 5th *Pre-LAS/LAS LINK *Terra Nova *TELPAS Dictionaries</p> | <p>Principal, Assistant Principal, Teachers, Director of Special Education, Director of Bilingual Dept., Bilingual Strategist</p> <p>Check lesson plans, LEP Failure Reports, Special Ed. Reports, TELPAS Scores, Pre-LAS/LAS assessment scores</p> | <p>TELPAS composite scores will improve</p> |  |     |      |           |
| <p><b>Funding Sources:</b> 199 - General Fund: Bilingual (PIC 25) - 10398.00</p>   |   |   |   |     |      |           |
|   |   |   |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 6:** C. L. Milton 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 74 to 80

**Evaluation Data Source(s) 6:** Evaluation Data Source(s) :2017-18 TAPR Report  
 2018-19 TAPR Report  
 2017-18 STAAR Accountability Report  
 2018-19 STAAR Accountability Report

**Summative Evaluation 6:**






| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|---|---|-----|------|-----------|
|  |  |   | Formative   |     |      | Summative |
|  |  |   | Nov   | Mar | June | July      |
| <p><b>Targeted Support Strategy</b><br/>                     1) C. L. Milton Elementary Teachers will promote CCMR through rigor of lessons as indicated in state standards, use of Fundamental Five strategies, EDI, higher order thinking, questioning, and meta cognitive strategies. Promotion of College Readiness through college shirts on the first Friday of each month.</p>  | Principal, Assistant Principal, Instructional Specialist, Lead Teachers, Teachers<br><br>Local/State Assessments | Increase student achievement and student growth in the accountability reports |  |     |      |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished                 </div> <div style="text-align: center;">  = Continue/Modify                 </div> <div style="text-align: center;">  = No Progress                 </div> <div style="text-align: center;">  = Discontinue                 </div> </div> |  |   |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 7:** We will support LISD's goal to meet State/Region participation rates in dual enrollment and/or Advanced Placement coursework.

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

**Summative Evaluation 7:**






| Strategy Description   | Monitor   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Teachers will support advanced placement by targeting students in Trailblazer classes through the integration of programs that promote higher order thinking and problem solving and district initiatives including the Technology Skills Contests, Coding Club, Chess club participation, Robotics, NEHS, Technology showcase, GT/TPSP showcase, GT Fall/Spring Oral Keynote Address, etc.      | Principal, Assistant Principal, Instructional Specialist, Technology Trainer, Teachers, Club Sponsors<br><br>CBA and Benchmark Data, Grades<br><br>Report Card grades, Club sign in forms, TPSP Evaluation, Oral Address Rubric | Students will become familiar with the expectations of advanced placement classes and expectations. in advance placement coursework. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |   |  |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 8:** C. L. Milton 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.

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

**Summative Evaluation 8:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact | Reviews   |     |      |           |
|--|--|-----------------------------------|---|-----|------|-----------|
|  |  |                                   | Formative   |     |      | Summative |
|  |  |                                   | Nov   | Mar | June | July      |
| 1) C. L. Milton will provide teachers and staff with professional development opportunities to ensure teachers are well equipped with research-based teaching strategies and well versed in revisions of state standards in order to impact student success outcomes and support instructional programs.   | Principal,<br>Assistant Principal,<br>Instructional Specialists,<br>District Deans | Highly qualified teachers         |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |                                   |   |     |      |           |



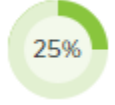
**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 9:** C. L. Milton 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 74 to 84.

**Evaluation Data Source(s) 9:** Staff Development Calendar/Sign In Sheets

**Summative Evaluation 9:**

| Strategy Description   | Monitor   | Strategy's Expected Result/Impact                          | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary Teachers will work collaboratively with Technology Campus Trainer to monitor and maintain required Technology PD hours. Tech trainer will assist teachers with effective implementation of technology apps in the classroom. C. L. Milton will utilize the Library Media Center to enhance instruction through the purchase of software programs such as Renaissance Place-AR, Alexandria, Reading Materials and providing incentives for Reading Night, Reading Projects, and AR Challenges. | Administration, Librarian, Technology Trainer Digital Learning Specialist   | Student growth will be reflected on accountability ratings |    |     |      |           |
|  | <b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 5757.00, 199 - General Fund: Bilingual (PIC 25) - 1400.00, 211 - ESEA Title I: Improving Basic Program - 1000.00 |  |   |     |      |           |
| 2) C.L. Milton Elementary will utilize Region One or contracted consultants to provide research based professional development that is aligned to the TEKS.  | Administration, Teachers<br><br>Sign-Ins, Agendas, Workflow   | Student growth will be reflected on accountability ratings |   |     |      |           |
|  | <b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 200.00  |  |   |     |      |           |
| 3) C. L. Milton Elementary will encourage administration, counselor, nurse, librarian and teachers to attend professional development training and conferences that provide leadership strategies that impact instruction.   | Administration, Counselors, Nurse, Librarian, Teachers<br><br>Conference Documentation, Job number and Substitute information, Workflow   | Student growth will be reflected on accountability ratings |  |     |      |           |
|  | <b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 1892.00   |  |   |     |      |           |

| Strategy Description | Monitor | Strategy's Expected Result/Impact | Reviews   |     |      |           |
|----------------------|---------|-----------------------------------|-----------|-----|------|-----------|
|                      |         |                                   | Formative |     |      | Summative |
|                      |         |                                   | Nov       | Mar | June | July      |
|                      |         |                                   |           |     |      |           |








**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 10:** LISD will effectively integrate the teaching and learning of technology applications and skills within the curriculum as per School Technology and Readiness (STaR) survey standards. Increase the number of teachers from Proficient to Accomplished by 50%.

**Evaluation Data Source(s) 10:** STaR Survey, TTESS

**Summative Evaluation 10:**

| Strategy Description   | Monitor   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will collaborate with district and campus trainers to provide teachers with technology professional development to improve teacher's technology skills in an effort to increase their proficiency with technology apps and improve ratings on the STaR survey.  | Principal, Assistant Principal<br>Digital Learning Specialists<br>Program Usage, Data Reports | Student achievement and student growth will be reflected on accountability ratings |  |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 1800.00   |   |  |   |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |   |  |   |     |      |           |

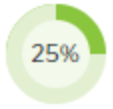

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.






**Performance Objective 11:** C. L. Milton Elementary will decrease the number of student retentions at Elementary and Middle School through specialized instructional support.

Campus Retention rate will decrease from 2.5% to 1.5%.

**Evaluation Data Source(s) 11:** Failure Reports

**Summative Evaluation 11:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews  |     |      |           |
|--|--|--|--|-----|------|-----------|
|  |  |  | Formative  |     |      | Summative |
|  |  |  | Nov  | Mar | June | July      |
| 1) C. L. Milton Elementary will utilize CPALLS, Rigby, TPRI and benchmark data to determine areas of need to drive instruction in the classroom and determine the need for instructional support materials that will impact student success in an effort to reduce the number of retentions at all grade levels. | Principal<br>Assistant Principal<br>Instructional Specialist<br>Classroom teachers<br>Resource teacher<br><br>Lesson Plans,<br>Learning Walks,<br>Failure reports,<br>Monitoring Form                | Student achievement and student growth will be reflected on accountability ratings |   |     |      |           |
| 2) C. L. Milton Elementary will provide all students with extended day tutorials with an emphasis on at risk students and provide teachers with the needed resources to address the needs of all students.   | Administration,<br>Teachers,<br>Instructional Specialist, Lab Managers<br><br>Local and State Data,<br>Sign-In Sheets,<br>Lesson Plans,<br>Learning Walks,<br>Monitoring Form,<br>Intervention Plans | Student achievement and student growth will be reflected on accountability ratings |  |     |      |           |

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| 3) C. L. Milton Elementary will utilize CPALLS, Rigby, TPRI and benchmark data to determine areas of need to drive instruction in the classroom and determine the need for instructional support materials that will impact student success in an effort to reduce the number of retentions at all grade levels.   | Principal<br>Assistant Principal<br>Instructional Specialist<br>Classroom teachers<br>Resource teacher<br><br>Failure Reports,<br>Grade Audits,<br>Weekly and CBA<br>Assessments, RTI<br>Documentation | Student achievement and student growth will be reflected on accountability ratings while failure reports will reflect less retentions. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |  |   |     |      |           |

**Goal 1:** C. L. Milton Elementary establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 12:** LISD will increase the number of earned industry-recognized certifications through participation in CTE program yearly.  
(High School Only)

**Evaluation Data Source(s) 12:** TAPR Report-

**Summative Evaluation 12:**







## Goal 2: C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 1:** C. L. Milton Elementary will increase meet and/or exceed State/Region attendance rates on a yearly basis.

Campus will maintain or increase attendance rate to 99%

**Evaluation Data Source(s) 1:** Attendance Reports

### Summative Evaluation 1:

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will analyze daily, weekly, monthly, and yearly attendance data and identify initiatives, incentives, certificates, and recognition that will decrease absenteeism and promote attendance on a daily basis and for tutorials.   | Principal<br>Asst. Principal<br>Instructional Specialist<br>Technology Trainer<br>Counselor<br>Librarian<br>Teachers | Students will be motivated to attend school on a daily basis and receive instruction thus meeting our district attendance goal of 98%. |    |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 5000.00, 199 - General Fund: Operating (PIC 99) - 2000.00   |  |  |   |     |      |           |
| 2) C.L. Milton will establish an attendance committee that will be in charge of promoting attendance, making daily calls to parents, filling out truant reports, and refer to counselor.   | Principal<br>Asst. Principal<br>Instructional Specialist<br>Technology Trainer<br>Counselor<br>Librarian<br>Teachers | Students will be motivated to attend school on a daily basis and receive instruction thus meeting our district attendance goal of 98%. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |  |   |     |      |           |

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 2:** C. L. Milton will meet or decrease its dropout rate as compared to the annual State/Region drop our rates.

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

**Summative Evaluation 2:**

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.




**Performance Objective 3:** C. L. Milton Elementary will implement a district-wide Discipline Management Plan which reinforces positive student behavior and reduces the number of student discipline referrals. This program will be PBIS, a committee will be form to check on the implementation and monitoring of this program.





# of Discipline referrals will decrease

# of Discretionary placements at alternative campuses will remain at 0 and special ed referrals will remain at 0

**Evaluation Data Source(s) 3:** 425 Report-discipline report

**Summative Evaluation 3:**

| Strategy Description  | Monitor   | Strategy's Expected Result/Impact  | Reviews   |   |      |           |
|---|---|--|---|---|------|-----------|
|   |   |  | Formative   |   |      | Summative |
|   |   |  | Nov   | Mar   | June | July      |
| 1) C. L. Milton Elementary will implement the Positive Behavior Intervention and Support program that will build systems capacity for implementing a multi-tiered approach to social, emotional and behavior support                  | All campus staff and administration   | Improved social, emotional and academic outcomes for all students, including students with disabilities and students from underrepresented groups                    |  |   |      |           |
| <b>Problem Statements:</b> Perceptions 1  |   |  |   |   |      |           |
| 2) C.L. Milton will provide flexible meetings and support to parents to help them cope with their child(ren)'s behavioral, emotional, and academic needs by providing community resource list (SCAN, CAPS, MHMR, etc) to obtain help. | Principal<br>Asst. Principal<br>Instructional Specialist<br>Teachers<br>Counselor | Parents and students will be provided with support and resources to parents who seek help to help their children overcome behavioral, emotional, and academic needs. |  |  |      |           |

| Strategy Description   | Monitor | Strategy's Expected Result/Impact | Reviews   |     |      |           |
|--|---------|-----------------------------------|-----------|-----|------|-----------|
|  |         |                                   | Formative |     |      | Summative |
|  |         |                                   | Nov       | Mar | June | July      |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |         |                                   |           |     |      |           |

**Performance Objective 3 Problem Statements:**

| Perceptions  |
|--|
| <b>Problem Statement 1:</b> Team building activities would benefit the staff and faculty <b>Root Cause 1:</b> There must be a concerted effort to incorporate activities into meetings |

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 4:** C. L. Milton Elementary will develop civically-engaged students by increasing the number of students participating in in school/community activities. (i.e, National Honor Society, PBIS club, or other organizations that are civic oriented)

**Evaluation Data Source(s) 4:** Membership reports

**Summative Evaluation 4:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|---|-----------|-----|------|-----------|
|  |  |   | Formative |     |      | Summative |
|  |  |   | Nov       | Mar | June | July      |
| 1) C. L. Milton Elementary will increase the number of participants in community and charitable events such as Pennies for Tennis, Relay for Life, JA Bowl-a-thon, Jump Rope for Heart, and Pennies for Patients. We will promote extra-curricular activities (UIL, Sports, Cheerleading, Chess, Technology Tech, Music/Choir, National Honor Society, Spelling Bee, etc). | Administration<br>Teacher<br>Counselors<br>Honor Society<br>Sponsors | Student will participate in community projects that will raise awareness of their civic duty  |           |     |      |           |
| 2) C. L. Milton Elementary will provide instructional field trips which will raise civic awareness and alignment to state standards and promote real-life learning experiences.  | Administration<br>Teachers<br>Counselors                             | Lesson plans for these field trips will ensure that Student will participate in out-of-classroom activities that will raise awareness of their civic duty and lead to achievement in the STAAR test |           |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 3100.00, 199 - General Fund: Operating (PIC 99) - 4000.00   |  |   |           |     |      |           |
| 3) C. L. Milton Elementary will provide instructional material and supplies for students attending After School services.  | Administration<br>After school Daycare<br>Coordinator                | After school program will address the needs of AR students  |           |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 0.00  |  |   |           |     |      |           |
| = Accomplished                = Continue/Modify                = No Progress                = Discontinue  |  |   |           |     |      |           |



**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 5:** C. L. Milton 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 250 to 300.

% of student body populations that participates in at least 1 activity from 30% to 33%.

**Evaluation Data Source(s) 5:** Participation reports

**Summative Evaluation 5:**

| Strategy Description  | Monitor   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|---|---|--|-----------|-----|------|-----------|
|   |   |  | Formative |     |      | Summative |
|   |   |  | Nov       | Mar | June | July      |
| 1) C. L. Milton Elementary will provide students with extra-curricular activities to enhance academic performance | Administration Sponsors<br>Music Teacher<br>Digital Learning Specialist | Student participation in extracurricular activities will increase in UIL academic events, choir, cheer leading, spelling bee, Technology Showcase, Chess Club and other activities |           |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 1000.00  |   |  |           |     |      |           |
| = Accomplished                = Continue/Modify                = No Progress                = Discontinue         |   |  |           |     |      |           |

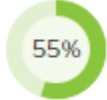




**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 6:** C. L. Milton Elementary will improve the services provided to address bullying and violence prevention.

Campus will decrease the incidents of bullying from 5 to 0

**Evaluation Data Source(s) 6:** Counseling Reports  
Discipline Report (425)

**Summative Evaluation 6:**

| Strategy Description   | Monitor                     | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|-----------------------------|--|---|-----|------|-----------|
|  |                             |  | Formative   |     |      | Summative |
|  |                             |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will implement PBIS, program that supports schools, districts, and states to build systems capacity for implementing a multi-tiered approach to social, emotional and behavior support that will instill respect, kindness and compassion to prevent bullying and provide a safe, drug-free positive learning community.  | Administration<br>All Staff | PBIS improves social, emotional and academic outcomes for all students, including students with disabilities and students from underrepresented groups |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                             |  |   |     |      |           |

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.







**Performance Objective 7:** C. L. Milton Elementary will support students as they transition from Elementary to Middle School (5th-6th), by increasing transition activities from 2 to 3.

**Evaluation Data Source(s) 7:** Counseling Reports

CIA Agendas

Sign in sheets

**Summative Evaluation 7:**






| Strategy Description   | Monitor                   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|---------------------------|--|---|-----|------|-----------|
|  |                           |  | Formative   |     |      | Summative |
|  |                           |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will invite middle school personnel to speak to their incoming 6th graders about programs, clubs, and opportunities in middle school.   | Administration Counselors | Families and students will receive pertinent information that facilitate their transition from 5th grade to middle school. |  |     |      |           |
| 2) C. L. Milton Elementary students will have the opportunity of visiting and taking a tour of their respective middle school so that they can feel comfortable and have a sense of knowing their future surroundings.   | Administration Counselors | Students will feel more at ease as they transition from 5th grade to middle school and setting them up for success.        |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                           |  |   |     |      |           |

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 8:** C.L. Milton 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. Number of distinctions will increase from 0 to 2.

**Evaluation Data Source(s) 8:** Counseling Reports  
TAPR Report  
PEIMS Submission Report

**Summative Evaluation 8:**






| Strategy Description   | Monitor   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 1) C.L. Milton will develop a partnership with parents, businesses, and higher education institutions for them to participate in school-related projects, community events, and provide educational experiences for our students (i.e. field trips, sports, donations, motivational speakers, career day, red ribbon week, fire prevention week, etc) and deter future drop-outs.                            | Principal<br>Asst. Principal<br>Instructional Specialist<br>Teachers<br>Counselor<br>Librarian<br>Technology Technician | All students will be provided with opportunities to explore their community and surrounding communities helping them create an expectation to graduate and become active members of society. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |   |  |   |     |      |           |

**Goal 2:** C. L. Milton Elementary provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 9:** LISD Police Department will work with all stakeholders to insure a safe and secure environment. (District Only)  
# of Incidents and Citations will decrease.

**Evaluation Data Source(s) 9:** Police Reports on case numbers for the year.

**Summative Evaluation 9:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| 1) C.L. Milton will train all campus staff and enforce security and visitor safety procedures provided by the district to create a safe school zone.   | Principal<br>Asst. Principal<br>Teachers<br>Counselor<br>Office Staff<br>Campus Security | Students will be provided with a safe learning environment that will nurture their learning and ensure their safety. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |  |   |     |      |           |

### Goal 3: C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 1:** C. L. Milton Elementary will provide clear and concise information regarding policy, administrative guidelines, achievement, activities and pertinent issues from administration to school, home, and community.

Increase number of parents and community members participating in Site-Based Decision Making committees form 2 to 3.

Increase the number of parents/community members that attend informative meetings including Town Hall Meetings from 10 to 20.

Increase the number of positive social media postings by a minimum of 50%

**Evaluation Data Source(s) 1:** Sign in sheets  
Social Media Posts

**Summative Evaluation 1:**

| Strategy Description  | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|---|--|--|-----------|-----|------|-----------|
|   |  |  | Formative |     |      | Summative |
|   |  |  | Nov       | Mar | June | July      |
| 1) C. L. Milton Elementary will maintain and nourish parental partnerships, community agency collaborations, and provide decision making opportunities for parents and community members through advisory committees, SBDM, LPAC, RTI, ARDs, and parent meetings.   | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers              | Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and community donations/grants that benefit our students received.                                      |           |     |      |           |
| 2) C. L. Milton Elementary will provide parents and community with pertinent information through parent conferences/meetings, campus notes, campus website, phone calls, school messenger, parent portal, marquee, Facebook, grade level, newsletter, and during report card night, STAAR Night, TELPAS Night | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Maintain, nourish, and encourage parent and community business relationships that will encourage collaborative decision making and provide information to better help meet the social, behavioral, and academic needs of our students. |           |     |      |           |
| = Accomplished                = Continue/Modify                = No Progress                = Discontinue   |  |  |           |     |      |           |

**Goal 3:** C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 2:** C. L. Milton 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 111 to 130.

Volunteer Hours will increase from 10,441 to 12,000.

**Evaluation Data Source(s) 2:** Volunteer Report

**Summative Evaluation 2:**






| Strategy Description  | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|---|--|---|-----------|-----|------|-----------|
|   |  |   | Formative |     |      | Summative |
|   |  |   | Nov       | Mar | June | July      |
| 1) C. L. Milton Elementary will encourage parental involvement and participation through campus holiday activities, special events, music programs, book fairs, extended library hours, reading nights, campus beautification committee.  | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Parents will be provided with opportunities to help their children maximize their intellectual growth and academic achievement of students.                               |           |     |      |           |
| 2) C. L. Milton Elementary will recruit and retain parent volunteers and community members to serve as mentors and roles models by having parental informational booths, career day, junior achievement day, Read Across America Week, Week Of the Young Child, Red Ribbon Week, Sports, Flu Clinic, etc. | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Parents and community members will be provided with opportunities to volunteer help our students maximize their intellectual growth and academic achievement of students. |           |     |      |           |
| = Accomplished               = Continue/Modify               = No Progress               = Discontinue  |  |   |           |     |      |           |

**Goal 3:** C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 3:** Campus Parent Advisory Committee will convene to plan, review, and improve School, Teacher, Parent Compact and Parent and Family Engagement Policy.

**Evaluation Data Source(s) 3:** Meeting Sign-in  
Meeting minutes

**Summative Evaluation 3:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|---|---|-----|------|-----------|
|  |  |   | Formative   |     |      | Summative |
|  |  |   | Nov   | Mar | June | July      |
| 1) Parents will be invited to attend Campus Parent Advisory Committee including campus needs assessments and campus improvement plan meetings. Campus improvement plan and campus needs assessments along with parent policies and compact will be available in the front office, campus website, and electronic form.   | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Parents will be provided with opportunities to convene to plan, review, and improve School, Teacher, Parent Compact, Parent Engagement Policy, Campus Improvement Plan. Copies of plans will be available in front office, website, and electronically. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |   |   |     |      |           |








**Goal 3:** C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 4:** Hold a Title I Meeting in September to review funding, curriculum and assessments, programs and rights of parents and to distribute the written Parent and Family Engagement Policy, Teacher, Parent Compact in both English and Spanish.

**Evaluation Data Source(s) 4:** Meeting Sign-in Forms on file

**Summative Evaluation 4:**






| Strategy Description   | Monitor  | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|--|--|---|-----|------|-----------|
|  |  |  | Formative   |     |      | Summative |
|  |  |  | Nov   | Mar | June | July      |
| 1) Parents will invited through campus newsletter, marquee, notes, etc to attend Title 1 meeting.  | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Title 1 meeting will be held to review funding, curriculum and assessments, programs and rights of parents and to distribute the written Parent and Family Engagement Policy, Teacher, Parent Compact in both English and Spanish. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |  |   |     |      |           |

**Goal 3:** C. L. Milton Elementary develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 5:** Provide flexible informative meetings in both morning and evening to encourage more parent participation.

**Evaluation Data Source(s) 5:** Meeting Sign-in  
Meeting Agendas

**Summative Evaluation 5:**






| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|---|---|-----|------|-----------|
|  |  |   | Formative   |     |      | Summative |
|  |  |   | Nov   | Mar | June | July      |
| 1) Parent meetings will be held in the mornings, mid-day, and afternoons to encourage parent participation.  | Principal<br>Asst. Principal<br>Parent Liaison<br>Counselor<br>Teachers<br>Librarian | Parents will be encouraged to participate in informative meetings throughout the day and accommodate their schedules. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |   |   |     |      |           |

## Goal 4: C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 1:** C. L. Milton 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 95 % of campus personnel, increasing the number of employee appreciation activities .

**Evaluation Data Source(s) 1:** Employee survey feedback  
 Staff developments for continuous professional growth  
 Employee recognition events (employees of the month, perfect attendance awards)

### Summative Evaluation 1:

| Strategy Description   | Monitor                      | Strategy's Expected Result/Impact         | Reviews   |     |      |           |
|--|------------------------------|---|---|-----|------|-----------|
|  |                              |   | Formative   |     |      | Summative |
|  |                              |   | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will celebrate special occasions for teachers as they arise, as well as yearly holidays or Employee Appreciation Days/Weeks such as Thanksgiving, Christmas and Teacher Appreciation Week. Celebrations may include Luncheons and activities to promote a positive campus culture.  | Administration and all staff | Campus staff participation, campus morale |  |     |      |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished         </div> <div style="text-align: center;">  = Continue/Modify         </div> <div style="text-align: center;">  = No Progress         </div> <div style="text-align: center;">  = Discontinue         </div> </div> |                              |   |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** C. L. Milton Elementary will develop organizational structures that effectively respond to, and efficiently support the implementation of all state, federal and district performance mandates, operation and initiatives, as reviewed annually by campus administration.

**Evaluation Data Source(s) 2:** Campus data reports  
 Individualized student reports (DMAC)  
 RTI progress monitoring to enhance effective prescriptive action plans

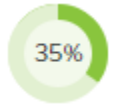
**Summative Evaluation 2:**






**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 3:** C. L. Milton 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 90% to 95% Increase the % of Teacher scoring Proficient to Accomplished in all domains on T-TESS from 95%. Increase the % of Campus Leaders scoring proficient to accomplished in all areas of T-PESS to 100%

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

**Summative Evaluation 3:**

| Strategy Description  | Monitor  | Strategy's Expected Result/Impact     | Reviews   |     |      |           |
|---|--|---------------------------------------|---|-----|------|-----------|
|   |  |                                       | Formative   |     |      | Summative |
|   |  |                                       | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will retain/recruit highly qualified teachers and provide mentors for first year teachers and/or teachers with growth plans. Continuous staff development throughout the year. | Principal, Assistant Principal, Instructional Specialist | Evidence growth on T-TESS Evaluations |  |     |      |           |






| Strategy Description  | Monitor  | Strategy's Expected Result/Impact       | Reviews   |     |      |           |
|---|--|---|---|-----|------|-----------|
|   |  |   | Formative   |     |      | Summative |
|   |  |   | Nov   | Mar | June | July      |
| 2) C. L. Milton Elementary will ensure teacher training and support to maintain highly qualified teachers to meet the needs outlined in the CNA.  | Principal, Assistant Principal, instructional specialist | Foster professional growth of teachers. |  |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Basic Instruction (PIC 11) - 2907008.00, 199 - General Fund: GT (PIC 21) - 50950.00, 199 - General Fund: Special Education (PIC 23) - 438940.00, 199 - General Fund: Bilingual (PIC 25) - 81645.00, 199 - General Fund: SCE (PIC 30) - 188044.00, 199 - General Fund: Basic Instruction PreK (PIC 32 - 318777.00, 199 - General Fund: SCE Pre K (PIC 34) - 335282.00, 199 - General Fund: Bilingual Pre K (PIC 35) - 33007.00, 199 - General Fund: Operating (PIC 99) - 720053.00, 211 - ESEA Title I: Improving Basic Program - 228562.00, 224 - IDEA - Part B: Formula Fund - 4101.00, 255 - ESEA II, A Training & Recruiting - 1.00, 263 - LEP Bilingual Program Fund - 10516.00, 435 - SSA Regional Day School - Deaf - 2052.00 |  |   |   |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue  |  |   |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 4:** LISD will generate, leverage, and strategically utilize all resources through 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 non-compliant with CH (Local) Policy.

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

**Summative Evaluation 4:**

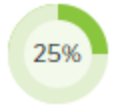





| Strategy Description  | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|---|--|---|---|-----|------|-----------|
|   |  |   | Formative   |     |      | Summative |
|   |  |   | Nov   | Mar | June | July      |
| <p>1) C. L. Milton Elementary's expenses will comply to budget allotted on the CNA and CIP. The campus will allocate resources to support the instructional model and standard-based practices, as well as well as maintain fixed costs. Resources include: Alexandria Library Software, Fixed Copier Costs, Instructional Workbooks for all content areas, GT general Supplies, UIL Supplies, Sp. ed. General Supplies, Web-Based Instructional software, Instructional Materials, General supplies, toner for classrooms, materials for Administrative Office, technology for upper grades for classroom instruction, Administration General Supplies, Nurse's General Supplies, Counselor's General Supplies, After School Daycare General Supplies, Raptor Labels, Copier Rental, Laminating Machine, poster making machine</p> | <p>Principal, Budget Clerk<br/>Principal, CEIC<br/>Budget Chairperson,<br/>Campus Bookkeeper</p> | <p>100% Budget compliance<br/>Budget allocation Report Budget Committee Allocation<br/>Comprehensive Needs Assessments CEIC Agendas Sign in sheets<br/>Grade level meetings</p> |  |     |      |           |
| <p><b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 3300.00, 211 - ESEA Title I: Improving Basic Program - 3383.00, 199 - General Fund: Basic Instruction (PIC 11) - 14000.00</p>   |  |   |   |     |      |           |
| <p style="text-align: center;">  = Accomplished                = Continue/Modify                = No Progress                = Discontinue         </p>   |  |   |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 5:** LISD 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   | Monitor   | Strategy's Expected Result/Impact  | Reviews   |     |      |           |
|--|---|--|---|-----|------|-----------|
|  |   |  | Formative   |     |      | Summative |
|  |   |  | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will monitor and maintain campus inventory, expenses, and budget allocation through appropriate training and checks/balances  | Principal, Budget Clerk                                   | Proper inventory reports maintained  |  |     |      |           |
| <b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 131722.00   |   |  |   |     |      |           |
| 2) C. L. Milton Elementary will conduct fundraisers to provide campus incentives and educational field trips to enhance instruction.   | Administration, Teachers, Parent Volunteers, Budget Clerk | Fundraiser Workflow and Approval, Inventory, Fundraiser Documentation, Deposits. |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |   |  |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 6:** LISD will maintain a safe, secure and healthy learning and working environment for all students and employees. The number of workman's compensation claims will be maintained at 0%. The number of employees that participate in district health and wellness initiatives will increase from 40% to 60%. Increase the number of students getting the flu shot to 300.

**Evaluation Data Source(s) 6:** Workman's Compensation Reports, Blue Cross/Blue Shield Data Flu Report, Sick Leave bank awareness, School nurse log/reports

**Summative Evaluation 6:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact                         | Reviews   |     |      |           |
|--|--|---|---|-----|------|-----------|
|  |  |   | Formative   |     |      | Summative |
|  |  |   | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will provide safety training to all staff and CERT Team regarding emergency procedures such as Lock Downs, Fire Drills, CPR, AED , BBP training, avoiding hazardous work conditions, and encouragement of a healthier lifestyle.  | Administration, Counselors, Wellness Champion coordinator.<br>Teacher training sign-in sheets, Fire Drill & Lock down logs | Staff will be thoroughly trained on emergency procedures. |  |     |      |           |
| <b>Funding Sources:</b> 211 - ESEA Title I: Improving Basic Program - 0.00   |  |   |   |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |   |   |     |      |           |

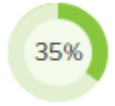


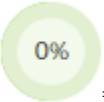



**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 7:** C. L. Milton Elementary will maintain a safe and secure environment by increasing response time and completion of all work orders.

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

**Summative Evaluation 7:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|-------------------------------------|---|-----|------|-----------|
|  |  |                                     | Formative   |     |      | Summative |
|  |  |                                     | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will hold expedite work orders, conduct monthly meetings, purchase and maintain janitorial supplies and custodial equipment in order to maintain a clean working environment conducive to learning.   | Principal, Assistant Principal, Head Custodian | Safe, clean, and secure environment |  |     |      |           |
|  |  |                                     | <b>Funding Sources:</b> 199 - General Fund: Operating (PIC 99) - 15877.00           |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |                                     |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 8:** C. L. Milton Elementary will Develop and maintain a staffing plan that utilizes data driven decision making to balance available budgetary resources with best practices and district needs. Maintain the number of Class Size Ratio Waivers submitted to the Texas Education Agency at 0%.

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






**Summative Evaluation 8:**

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 9:** C. L. Milton Elementary schools 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:**

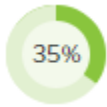




| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews  |     |      |           |
|--|--|---|--|-----|------|-----------|
|  |  |   | Formative  |     |      | Summative |
|  |  |   | Nov  | Mar | June | July      |
| 1) C. L. Milton Elementary will continue to provide instructional interventions and resources needed based on local/state assessment data throughout the years to close gaps and/or move student groups' passing rates from approaches to meets and meets to masters.  | Principal, Assistant Principal, Instructional Coordinator, Counselor, Librarian, SpEd Dept., Lead Teachers, Teachers | Increase in performance rates on all three passing levels (Approaches, Meets, Masters) by the second administration |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |  |   |  |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 10:** LISD 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, HR training videos through IT

**Summative Evaluation 10:**



| Strategy Description   | Monitor        | Strategy's Expected Result/Impact             | Reviews   |     |      |           |
|--|----------------|---|---|-----|------|-----------|
|  |                |   | Formative   |     |      | Summative |
|  |                |   | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will conduct BOY Customer Service Training.   | Administration | Better customer service throughout the campus |  |     |      |           |
|  = Accomplished  = Continue/Modify  = No Progress  = Discontinue |                |   |   |     |      |           |

**Goal 4:** C. L. Milton Elementary establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 11:** LISD will promote an increase in teachers meeting expectations on certification attempts. Number of teachers participating in review sessions will increase. The teacher passing rate on certification attempts will increase.

**Evaluation Data Source(s) 11:** Certification Reports, HR tracking reports, SBEC certification data, HR teacher workshops targeted for all mandated state certification exams

**Summative Evaluation 11:**

| Strategy Description   | Monitor  | Strategy's Expected Result/Impact   | Reviews   |     |      |           |
|--|--|---|---|-----|------|-----------|
|  |  |   | Formative   |     |      | Summative |
|  |  |   | Nov   | Mar | June | July      |
| 1) C. L. Milton Elementary will support teachers by informing them of training available to pass pending certifications. Mentor teachers will be assigned if needed. | Principal, Assistant Principal, Mentor Teacher | Number of certification attempts will decrease and probationary certificates will be fulfilled in due time. |  |     |      |           |
|    |  |   |   |     |      |           |