

# Chavez Elementary

Improvement Plan  
2023-2024



Board Approval Date: 10-16-23

## **The Mission of Little Elm ISD is to:**

ENGAGE, EQUIP, and EMPOWER each student to realize their full potential.

### **Vision:**

The Vision of the Little Elm ISD Community is to be "THE Destination District."

### **As Lobos We VALUE:**

- A culture founded on the highest qualities of character
- Unleashing every individual's highest potential
- Creating a community where every student loves to learn, every teacher loves to teach, and every person is proud to call home
- A foundation of culture that values unity and pride
- Embracing all of our kids as all of our kids
- Open, transparent, and timely communication

### **District Cornerstones**

- Focus on teaching the standards to the stated level of rigor so each student has an equal opportunity to learn in LEISD.
- Focus on the intentional design of Rigorous, Relevant, and Engaging lessons in every classroom.
- Support highly effective Professional Learning Communities in a variety of ways throughout each campus.

## **Little Elm ISD DIP/Strategic Plan Goals**

### **Teaching and Learning**

- We will provide a guaranteed & viable curriculum that ensures all students have equal learning opportunities.
- We will engage each student in learning experiences that increase student growth and achievement.
- We will engage each student in learning experiences that lead to increased college, career, and military opportunities for post-secondary readiness.
- We will engage each employee in meaningful learning experiences that support student success.

### **Community Engagement**

- We will communicate with the LEISD community to build trust, support, and involvement.
- We will foster relations with community partners to enhance educational opportunities.

### **Human Capital**

- We will recruit, recognize, and retain high quality and effective personnel to support student success at every level.

### **Ensuring Fiscal Health and Stability**

- We will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.

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### Executive Comprehensive Needs Assessment Summary

| <b>Areas Examined</b>      | <b>Summary of Strengths</b><br><i>(What Strengths were identified?)</i>                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Summary of Needs</b><br><i>(What needs were identified?)</i>                                                                                                            | <b>Priorities</b><br><i>(What are the priorities for the district?)</i>                                                                                                                          |
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| <b>Demographics</b>        | Chavez Elementary has 421 students and has a diverse campus with 36.6% being White, 29% Hispanic, 21.1% African American, 4.3% Asian/Pacific Islander, and 8.6% Two or more Races.                                                                                                                                                                                                                                                                                            | To enhance community participation in PTA and school events and allow families to learn what is going on in the school building. To create a culturally diverse community. | To build a community environment with constant communication to families through social media, texts, e-mails, and positive phone calls home.                                                    |
| <b>Student Achievement</b> | <p>At Cesar Chavez students take multiple measures of student achievement and progress which include:</p> <p>MAP, common formative/summative/standards based assessments, TPRI at the K-2 level</p> <p>MAP, common formative/summative/standards based assessments, STAAR Reading, Math, Science at the 3-5 level</p> <p>The staff is growing in awareness of how to utilize data from the various sources to inform instruction and promote growth amongst ALL learners.</p> | Chavez has an under performance of students in the areas meet and masters on state assessment                                                                              | Teachers will create SMART Goals by grade level and student centered smart goals in order to track individual data as well as host data meetings on MAP data to ensure progress of each student. |

|                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                               |                                                                                                                                                                                                                                              |
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| <b>Curriculum and Instruction</b>  | <p>Cesar Chavez staff has access to LEISD Curriculum and Instruction tools to include CANVAS course with year at a glance, understanding by design tools and the instructional toolkit.</p> <p>These resources include links to TEKS resource which supports a guaranteed and viable curriculum for each and every learner in grades PK-5.</p> <p>Each grade level works to plan collaboratively in professional learning communities during which time they focus on the 4 Essential Questions:</p> <p>What do we want students to learn?</p> <p>How will we know if they learned at it?</p> <p>What will we do if they did not learn it?</p> <p>What will we do if they already know it?</p> | <p>Chavez will strengthen Tier 1 instruction in order to increase rigor and provide quality instruction to all students.</p>                  | <p>Following the PLC cycle, teachers will continue to complete the cycles during their PLC's and utilizes the DDI, data protocol to analyze Tier 1 instruction and plan for reteach and instruction.</p>                                     |
| <b>Staff Quality and Retention</b> | <p>At 75% of each grade level staff returned this 23-24 school year. Two staff members received promotions and took different positions. Staff morale is strong.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Chavez will work to retain 85% of staff members and work to help encourage personal growth so staff can achieve their long term goals.</p> | <p>Morale Buddies- Staff will partner with another buddy in the building to be their check in buddy</p> <p>Principal/Staff Meetings- To allow administrator to help know staff long term goals and have conversations on how to support.</p> |
| <b>Technology</b>                  | <p>1-1 Technology for all Students. All students at Chavez have their own Chromebook. Every classroom in the building has a Promethian board and staff have been trained on how to use it.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Continue to enhance technology usage in the classroom to make it student-centered.</p>                                                     | <p>Training with District Technology for teachers and open times for them to meet with her to discuss ways to enhance their lessons plans.</p>                                                                                               |

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                     |                                                                                                                                                      |
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| <b>Family/Community Involvement</b> | <ul style="list-style-type: none"> <li>*True focus on community campus feel - a place where student love to learn, parents love to be a part of and staff are proud to all home</li> <li>*Variety of events to target community needs</li> <li>*Regular dialogue with PTA to meet campus goals</li> <li>*Visitor policy which seek to engage families in safe manners</li> <li>*Clear and transparent communication</li> </ul> | Gaining more volunteers to help with school wide activity and to increase support with the PTA. Creating different levels of volunteers within the PTA, parents can choose to volunteer at school, at home, or a hybrid of the two. | Use Voly to help families gain background check and be available to use it in order to sign up for various ways to be involved in the school system. |
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| Data Used in the Comprehensive Needs Assessment      |                                 |                                  |                                   |                                    |
|------------------------------------------------------|---------------------------------|----------------------------------|-----------------------------------|------------------------------------|
| 504 Data                                             | Campus Survey                   | HB3 Board Goals                  | Parent Surveys                    | Staff Title I Survey               |
| Accountability Report                                | Dyslexia Data                   | Homeless and Foster Care         | PEIMS Discipline                  | Strategic Plan                     |
| Administrator Input                                  | Educator Evaluations            | HR Complaints and Grievance data | Prior Year Data                   | SuccessED                          |
| Attendance                                           | Equity Data                     | LEISD Values and Cornerstones    | Professional Development Feedback | TAPR                               |
| C.I.R.C.L.E Data                                     | Failure Rates                   | LEISD Vision                     | Progress Reports                  | T-TESS                             |
| Cambium                                              | Federal Report Card             | Lesson Plans                     | School City                       | Teacher Retention                  |
| Counselor Input on Mental Health                     | FitnessGram                     | MAP Data                         | Special Education Data            | Teacher/Student Ratio              |
| Demographic Data                                     | FOCUS                           | MTSS (RtI) Data                  | STAAR                             | Technology Input from Stakeholders |
| Campus Performance on District Benchmark Assessments | GT Demographics and Performance | New Teacher Survey               | Safety Data                       | TELPAS                             |
|                                                      |                                 |                                  |                                   | TXKEA/TPRI/Tejas Lee               |

| <b>Goal: 1 Teaching and Learning Goals</b>                                                                                                                       |                                                                            |                                            |                         | Curriculum and Learning Services will provide a guaranteed and viable curriculum that ensures all students have equal learning opportunities. |                                                                    |                                                                                                                                                                                                                |                                                                                          |                                                                     |                                            |
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| <b>Objective 1.1</b>                                                                                                                                             |                                                                            |                                            |                         | Staff will follow the cycle of the PLC to ensure all instruction is aligned with TEKS, curriculum, and data driven decisions.                 |                                                                    |                                                                                                                                                                                                                |                                                                                          |                                                                     |                                            |
| <b>Summative Evaluation (to be filled in by June 2024 by administration)</b>                                                                                     |                                                                            |                                            |                         |                                                                                                                                               |                                                                    |                                                                                                                                                                                                                |                                                                                          |                                                                     |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                               | <b>Person(s) Responsible</b>                                               | <b>Resources</b>                           | <b>Timelines</b>        | <b>Special Populations</b>                                                                                                                    | <b>Evidence of Success</b>                                         | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i><br><b>#1                      #2                      #3</b> |                                                                                          |                                                                     | <b>Supported by State or Federal Funds</b> |
| New staff members will be trained with Learning by Doing to understand the process of a PLC.                                                                     | Solution Tree                                                              | Learning by Doing Book                     | August 2023             | All                                                                                                                                           | Fall Kick Off Sign-In Sheets                                       | Oct- All new teachers were trained in August Kickoff                                                                                                                                                           | 100% complete                                                                            | 100% Complete                                                       |                                            |
| Continued PLC Coaching with Coach from Solution Tree to advance staff on next steps to ensure high curriculum is rigorously implemented into Tier 1 Instruction. | Solution Tree, Administration                                              | Learning by Doing, Solution Tree Resources | October 2023-April 2024 | All                                                                                                                                           | Landing Page with Solution Tree Coach with notes from each session | Oct- Admin met with Solution Tree coach to set up coaching days                                                                                                                                                | Feb- 2 Coaching sessions have been completed.                                            | May- Final coaching session with Chad Dumas from Solution Tree 5/21 | Title Funds?                               |
| Staff will meet after assessments to complete the data driven instruction protocol to analyze data and plan for a reteach and extension.                         | All Gen Ed and Special Education Teachers, Administration, IC, Specialists | Region 11 DDI Training Notes, Google Form  | August 2023- May 2024   | All                                                                                                                                           | Google Form and Google Folder of Notes                             | Oct- ongoing, teachers put in PLC agenda when data meetings occur after CSA/CFA-                                                                                                                               | February- Every team participate s in Data protocol after CSA's, led by TL or specialist | 100% Complete- Evidence in Google Forms                             |                                            |

|                                                                                                                                                                                                                                                                               |                                                                                                     |                                       |                       |     |                                                                 |                                                                                                                                                                                 |                                                                             |                                                                                                                 |  |
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|                                                                                                                                                                                                                                                                               |                                                                                                     |                                       |                       |     |                                                                 | admin and TL led.                                                                                                                                                               | or admin. Data collection-on going                                          |                                                                                                                 |  |
| Chavez Staff will participate in bi-weekly Chavez Learns professional development which will focus on vertical alignment, leadership, SEL, and data in students, and targeted small group instruction in order to increase knowledge in all capacities for all staff members. | Admin Team<br>Instructional Coach<br>Counselor<br>All General/Special Ed Teachers                   | Behavior Solutions, Learning by Doing | August 2023- May 2024 | ALL | Campus Year at a Glance schedule, Notes from committee meetings | Oct- <a href="#">Meetings at a Glance.</a> Committee s have met 2 times including leadership, SEL, Sunshine, and Events. Data Dig and Accountability Training occurred as well. | On going PD continues.                                                      | All Meetings on meetings at a glance document were completed with sign in sheets into Strive.                   |  |
| Chavez teachers will clearly communicate feedback on each unit of the curriculum to the curriculum department in timely feedback.                                                                                                                                             | Assistant Superintendent for Curriculum and Learning; Curriculum Coordinators; Principals; Teachers | Google forms                          | July 2023-Sept 2023   | All | Record of input from stakeholders; Updated curriculum documents | Oct- Teachers and Admin use the Google Form to put in questions/c oncerns about curriculum. Benchmark Phonics training occurred.                                                | Google Form available in curriculum guides for teachers to put feedback in. | Teachers completed form as they went through units to provide feedback and were a part of ELAR and Math cadres. |  |

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue



| <b>Goal: 2 Teaching and Learning Goal</b>                                                                                                                 |                                                                          |                                                                         |                      | LEISD will engage each student in learning experiences that increase student growth and achievement.                                                    |                            |                                                                                                                                                                                                                                    |                                                               |                                                            |                                            |
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| <b>Objective 2.1</b>                                                                                                                                      |                                                                          |                                                                         |                      | Teachers will implement student-centered hands-on learning experiences in classrooms that includes targeted strategies for specific groups of students. |                            |                                                                                                                                                                                                                                    |                                                               |                                                            |                                            |
| <b>Summative Evaluation (to be filled in by June 2024 by administration)</b>                                                                              |                                                                          |                                                                         |                      |                                                                                                                                                         |                            |                                                                                                                                                                                                                                    |                                                               |                                                            |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                        | <b>Person(s) Responsible</b>                                             | <b>Resources</b>                                                        | <b>Timelines</b>     | <b>Special Populations</b>                                                                                                                              | <b>Evidence of Success</b> | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1                      #2                      #3</b> |                                                               |                                                            | <b>Supported by State or Federal Funds</b> |
| Cohort #3 will be trained in blended learning strategies and implement strategies that promote student ownership and success with learning in classrooms. | Math Coordinators; Assistant Superintendent for Curriculum and Learning; | Education Elements partnership                                          | Sept. 2023-Mar. 2024 | All                                                                                                                                                     | Sign-in sheets             | Oct-Blended Learning training has started. Walkthrough was unable to happen but MOY will.                                                                                                                                          | MOY Blended Learning Walks occurred 2/12                      | EOY-Feedback given to staff from BL Walks                  | Local Funds                                |
| Train teachers on targeted phonic program(s) in grades K-5 for quality implementation.                                                                    | Coordinator for Elementary ELA                                           | Strive; Software and Materials for student and teacher use; MAP Fluency | September 2023       | K-5                                                                                                                                                     | MAP Fluency data           | Oct-Benchmark Phonics training done by Reading Specialist.                                                                                                                                                                         | Benchmark Phonics has been implemented in all K-5 classrooms. | Training Complete and implemented into all K-5 classrooms. | Local Funds Title 1- \$330                 |

|                                                                                                                                                                                                                                                              |                                                                                                                                                                     |                                  |                            |     |                                     |                                                                                                       |                                                                                        |                                                                                          |                      |
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| Another round of teachers will participate in STEM Training to help create a goal of 100% of teachers trained by 2025.                                                                                                                                       | Jennifer Culver                                                                                                                                                     | STEM Resources                   | September 2023-May 2024    | All | STEM plan                           | Oct-Stem Training has started for 8 staff members and is led by IC..                                  | STEM Training continues. Set to finish by May.                                         | All 8 teachers finished STEM Training, Evidence uploaded and certification obtained.     |                      |
| Chavez administrators will help to create a walkthrough for LEISD that encompasses STEM, blended learning, phonics, and student-centered learning “look fors” in classrooms PK-12. Staff will train teachers on the use and use it to guide PD and training. | Deputy Superintendent, Assistant Superintendent for Curriculum and Learning; Campus Principals; Teachers; Curriculum Coordinators<br>Special Education Coordinators | Dana Center training and support | August 2022-May 2024       | All | Walkthrough Form                    | Walkthroughs are completed by admin, coach, TL's. Using data to plan January PD                       | Training in April to discuss next steps. IC and Admin use the information to guide PD. | May 17th-final training complete for walkthrough. Information present at TL Retreat 5/21 | ESSER Funds \$30,000 |
| Train the Trainer PD for Kaagan Strategies. Lead teachers will attend the training and come back to campus to train the rest of the staff on new and engaging strategies and how to use them in the classroom.                                               | Principal, Team Leaders                                                                                                                                             | KAGAN Webinar                    | October 2023-November 2023 | ALL | Lesson Plans, Training Presentation | 11/10-Husman trained staff on Kaagan strategies and teachers made materials to implement in to plans. | 100% complete                                                                          | 100% complete                                                                            | Title Funds          |

|                                                                                                                                                                                                                                                                                                 |                                                                               |                                                        |                      |      |                                                                                         |                     |  |                                                               |             |
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| ESL Teacher will train teachers on tools in Elevation to increase language proficiency and engagement.                                                                                                                                                                                          | ESL Teacher                                                                   | Elevations                                             | January 2024         | ALL  | Training Presentation, Sign in Sheets                                                   | Planned for January |  | Ongoing to next school year.                                  |             |
| All Special Education Inclusion Teachers have been provided with a social skills curriculum and received training for implementation. Inclusion Teachers will utilize the curriculum to work with social skills groups. These groups will increase time on task and improve peer relationships. | Executive Director for Special Populations                                    | Second Step (Elementary)<br>School Connect (Secondary) | August 2023-May 2024 | k-12 | Walkthrough Form Data (Walkthroughs will be done by the Special Education Coordinators) |                     |  |                                                               | Local Funds |
| Implement Newsela across the content areas of reading, social studies, and science in grades 3-12.                                                                                                                                                                                              | Curriculum coordinators; Campus reading, social studies, and science teachers | Newsela platform; Training                             | August 2023-May 2024 | 3-12 | Usage reports; Reading/English I and II STAAR data                                      |                     |  | Newsela being used in 3-5, shown in lesson planning and PLC's | Local Funds |
|                                                                                                                                                                                                                                                                                                 |                                                                               |                                                        |                      |      |                                                                                         |                     |  |                                                               |             |

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| <b>Goal: 3 Teaching and Learning Goals</b>                                                                                                                                                                                                       |                                                       |                                                                                    |                         | We will engage each student in learning experiences that lead to increased growth and achievement.         |                                                                  |                                                                                                                                                                                                                                                               |                                            |
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| <b>Objective 3.1</b>                                                                                                                                                                                                                             |                                                       |                                                                                    |                         | Chavez Staff will engage each student in learning experiences that increase student growth and achievement |                                                                  |                                                                                                                                                                                                                                                               |                                            |
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b>                                                                                                                                                                     |                                                       |                                                                                    |                         |                                                                                                            |                                                                  |                                                                                                                                                                                                                                                               |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                                                                                                               | <b>Person(s) Responsible</b>                          | <b>Resources</b>                                                                   | <b>Timelines</b>        | <b>Special Populations</b>                                                                                 | <b>Evidence of Success</b>                                       | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1                      #2                      #3</b>                            | <b>Supported by State or Federal Funds</b> |
| Targeted interventions and small group instruction, utilizing Leveled Literacy Intervention and Hands 2 Mind Math will increase STAAR Growth. Reading Meets Category will grow from 21 to 33% and Math Meets Category will grow from 18% to 25%. | Administrators<br>Teachers<br>Tutors                  | Data meetings; MAP data; STAAR data<br><br>Pam Harris Consulting and LEAD Partners | August 2022-May 2023    | All                                                                                                        | Lobo Time Lesson Plans, MAP data, STAAR data                     | October- Grades 1,2,3,5 have implemented Lobo Time for intervention and extension. Tier 3 tutors and specialists use LLI and Hand 2 Mind Math to intervene students. All Grade level teachers provide daily targeted small groups based on MAP scores.        | Title 1 - \$3,320                          |
| Progress monitor student growth on MAP and gain 65% at or above RIT range by EOY.                                                                                                                                                                | Administrators<br>Teachers                            | MAP Data Meetings<br>Tutors                                                        | August 2022-May 2023    | ALL                                                                                                        | NWEA MAP reports, Progress Monitoring Data from each grade level | October- Teachers were trained in Progress Monitoring in September. Monthly Kid Talk meetings, progress monitoring is assessed to determine next steps for a student.<br><br>January- Data Dig on MAP and plan put into place for next steps for all students | Title 1- Tutors \$44,098                   |
| 80% of Students will grow 2 or more reading levels in the 23-24 School Year by participating in                                                                                                                                                  | Administrators<br>Teachers<br>Specialists<br>Dyslexia | HMH Reading Records, Fontus and Pinnel,                                            | September 2023-May 2024 | ALL                                                                                                        | Reading Records                                                  | October- MOY reading levels will take place in December, daily guided reading instruction is happening.                                                                                                                                                       |                                            |

|                                                  |             |                |  |  |  |  |  |
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| daily guided reading<br>small group instruction. | Specialists | MAP<br>Fluency |  |  |  |  |  |
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| <b>Objective 3.2</b>                                                                                                                                                                                                                                                                                 |                                             |                                            |                               | Chavez Elementary staff/students will participate in daily SEL lessons and activities in order to reduce the number of discipline referrals and to provide an equal learning opportunity for all students. |                                                                                                                 |                                                                                                                                                                                                                                                       |             |
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| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b>                                                                                                                                                                                                                         |                                             |                                            |                               |                                                                                                                                                                                                            |                                                                                                                 |                                                                                                                                                                                                                                                       |             |
| <b>Strategies and Action Steps</b>                                                                                                                                                                                                                                                                   | <b>Person(s) Responsible</b>                | <b>Resources</b>                           | <b>Timelines</b>              | <b>Special Populations</b>                                                                                                                                                                                 | <b>Evidence of Success</b>                                                                                      | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct),<br/>DEIC (Nov) Review 2 -<br/>Campus (Feb), DEIC (March)<br/>Review 3 - Campus (May),<br/>DEIC (June)</i><br><b>#1                      #2                      #3</b>                        |             |
| Staff and Students will participate in daily Morning Announcements which include an SEL strategy, restorative circle, and zones of regulation lesson. Classrooms will include flexible seating and focused areas in the room to enhance literacy and math learning while supporting the whole child. | Administrator<br>s, Counselor               | Momentous<br>Institute<br>Resources        | Aug.<br>2022-May<br>2022      | All                                                                                                                                                                                                        | SEL strategies used in the classroom, calm down corners in every part of the school, Focus discipline referrals | October- Morning meetings happen daily in all classrooms as well as morning announcements. 75% of classrooms have some form of flexible seating in them.<br><br>February- Morning Meetings continue to happen daily as well as morning announcements. |             |
| Teachers will be coached in Behavior Solutions through Solution Tree in Order to follow the MTSS procedures and have strategies for all tiers of behavior                                                                                                                                            | Administrator                               | Solution<br>Tree-<br>Behavior<br>Solutions | October<br>2023-April<br>2024 | ALL                                                                                                                                                                                                        | Classroom Walks, Focus Discipline referrals, MTSS notes                                                         | August- Tier 1 training for Behavior Solutions<br><br>November- Tier 2 training Behavior Solutions<br><br>December- PLC consultant meets with admin to discuss Tier 3 steps                                                                           | Title Funds |
| Mentors from outside of the school building will be assigned to students to work on social skills,                                                                                                                                                                                                   | Administrator<br>s, Teachers,<br>Counselors |                                            | October<br>2023- May<br>2024  | All                                                                                                                                                                                                        | Reflections from students                                                                                       | On hold- waiting for new counselor to begin                                                                                                                                                                                                           |             |

|                                                                                                                                             |                                                                                                   |                                                                              |                       |     |                                   |                                                                                                                      |             |
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| self-help strategies, and as a positive role model.                                                                                         |                                                                                                   |                                                                              |                       |     |                                   |                                                                                                                      |             |
| Students will receive a book in their birthday month from the librarian to help promote literacy at home                                    | Librarian, Amin                                                                                   |                                                                              | August 2023-May 2024  | ALL | Social Media Pictures             | February- Librarian continues to pull students monthly to celebrate birthdays and provide them with a birthday book. | Title Funds |
| One administrator will attend Conscious Discipline and bring back information to the staff.                                                 | Admin                                                                                             |                                                                              | April 2024            | ALL | Certificate of Training           | February- Training will take place in April                                                                          | Title Funds |
| Staff will participate in monthly MTSS meetings to track progress monitoring on behavior and academics and plan for next steps for students | Administrator s, Counselors, Social Worker, Specialists, Behavior Therapists, Special Ed Teachers | Academic Data, Behavior Trackers, Success Ed, FOCUS behavior/attendance data | August 2023- May 2024 | ALL | SST Meetings, MTSS/Kid Talk Notes | Kid Talk meetings- happen monthly                                                                                    |             |

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|                                                                              |                              |                  |                  |                                                                                                                                                                                                                                                              |                            |                                                                                                                                                                       |                                            |
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| <b>Goal: 4 Teaching and Learning Goal</b>                                    |                              |                  |                  | LEISD will engage each employee in meaningful learning experiences that support student success.                                                                                                                                                             |                            |                                                                                                                                                                       |                                            |
| <b>Objective 4.1</b>                                                         |                              |                  |                  | Target learning and high quality implementation and follow through on learning in the areas of coaching, gifted and talented strategies, STEM strategies, emergent bilingual students and special student groups to increase student growth and achievement. |                            |                                                                                                                                                                       |                                            |
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b> |                              |                  |                  |                                                                                                                                                                                                                                                              |                            |                                                                                                                                                                       |                                            |
| <b>Strategies and Action Steps</b>                                           | <b>Person(s) Responsible</b> | <b>Resources</b> | <b>Timelines</b> | <b>Special Populations</b>                                                                                                                                                                                                                                   | <b>Evidence of Success</b> | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i> | <b>Supported by State or Federal Funds</b> |

|                                                                                                                                                                                                                                                                                             |                                                                                                        |                                                     |                      |       |                                                   | #1 | #2                                         | #3 |                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------|-------|---------------------------------------------------|----|--------------------------------------------|----|----------------------------------------------------------------|
| Onboard new administrators and staff with PLC training                                                                                                                                                                                                                                      | Director for Professional Learning                                                                     | Training; Strive                                    | July 2023-Aug. 2023  | All   | Strive records; Schedules                         | ✓  |                                            |    | ESSER<br>\$14,000                                              |
| Have 100% of our full-time instructional staff participate with fidelity in Professional Learning Communities (PLC), adhering to all professional expectations and behaviors from August 2023-May 2024 as evidenced by campus and district meetings and an increase in student achievement. | Deputy Supt.; Assistant Supt. for Curriculum and Learning; Campus Principals; Teachers                 | Training; PLC schedules; Data                       | Aug. 2023-May 2024   | All   | Campus PLC schedules; Student success data        |    |                                            |    |                                                                |
| 100% of our staff will participate in coaching, including campus administrators.                                                                                                                                                                                                            | Principals; Campus Coaches; Asst. Supt. of Curriculum and Learning; Director for Professional Learning | Video equipment; Supplies; Time; Continued training | Sept. 2022-May 2023  | PK-12 | Coaching training records and calendars           |    |                                            |    | Title II Funds<br>\$60,000                                     |
| 100% of administrators and instructional staff required by state and district guidelines will complete 30 hours of gifted and talented or 6 hour update training no later than February 2024.                                                                                               | Director for Professional Learning; Campus Principals                                                  | Funds for training; GT Training; Strive             | Aug. 2023-Feb.. 2024 | PK-12 | Sign in sheets; Strive records; Certificates      |    |                                            |    | Title II<br>\$28,000<br>Local<br>\$12,000 (Region 10 contract) |
| Train teachers and administrators on MAP Accelerator and MAP Fluency for                                                                                                                                                                                                                    | Director for Accountability; Asst. Supt. for Curr. and                                                 | MAP Fluency and MAP Accelerator software            | July 2023-Sept. 2023 | PK-12 | Training records; Fidelity in use of the software |    | Map Fluency Training occurred in September |    | Local Budget<br>\$                                             |

|                                                                                                                               |                                                                                                                                                   |                                  |                      |     |                                                                    |                                                     |                 |
|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|----------------------|-----|--------------------------------------------------------------------|-----------------------------------------------------|-----------------|
| Implementation with students.                                                                                                 | Learning; Coordinator for Digital Learning                                                                                                        |                                  |                      |     |                                                                    |                                                     |                 |
| Train teachers and administration on EduClimber to effectively meet student academic, behavioral, and social emotional needs. | Director for Prof. Learning and Advanced Academics; Director of Zellers Early Education Center and Curriculum; Asst. Supt. for Curr. and Learning | EduClimber software and training | July 2023–Sept. 2023 | All | Training records; Data in EduClimber; Student performance on STAAR | Administration was trained in October on EduClimber | Local Budget \$ |

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

| <b>Goal: 5 Community Engagement</b>                                          |                                     |                                        |                      | LEISD will communicate with the LEISD community to build trust, support, and involvement.        |                                                           |                                                                                                                                                                                                    |                                            |
|------------------------------------------------------------------------------|-------------------------------------|----------------------------------------|----------------------|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Objective 5.1</b>                                                         |                                     |                                        |                      | Chavez staff will communicate with the LEISD community to build trust, support, and involvement. |                                                           |                                                                                                                                                                                                    |                                            |
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b> |                                     |                                        |                      |                                                                                                  |                                                           |                                                                                                                                                                                                    |                                            |
| <b>Strategies and Action Steps</b>                                           | <b>Person(s) Responsible</b>        | <b>Resources</b>                       | <b>Timelines</b>     | <b>Special Populations</b>                                                                       | <b>Evidence of Success</b>                                | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1      #2      #3</b> | <b>Supported by State or Federal Funds</b> |
| Chavez staff and PTA will plan family engagement events and parent education | Administrators, Logistics Committee | PTA, Community Events<br><br>Lego Kits | August 2023-May 2024 | ALL                                                                                              | Sign-in sheets, social media, logistics committee agendas | Campus Carinival- September<br><br>50 Day Sock Hop<br><br>Spirit Assemblies                                                                                                                        | Title 1- \$1,000                           |



|                                                                                                                                                                                                                          |                                 |                                     |                         |     |                                                 |                                                                                                                                                                    |  |
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| nights each quarter of the school year.                                                                                                                                                                                  |                                 |                                     |                         |     |                                                 | Literacy Night<br>STEM Night                                                                                                                                       |  |
| Staff will perform home visits to get to know each family and provide families with information on the upcoming school year.                                                                                             | Administrator                   | All about Chavez Information Sheets | August 2023             | All | Social Media posts, Staff reflections           | August- All staff went to every Chavez student's home that was registered to introduce them to their new teacher and provide them with back to school information. |  |
| Chavez staff will participate in LEISD sponsored activities such as Back to School Bash, Homecoming Parade, 533 Run,                                                                                                     | All Staff                       | District Communication on events    | August 2023-May 2024    | ALL | Social Media, sign in sheets                    |                                                                                                                                                                    |  |
| Chavez will host Community Events such as Thanksgiving Day Feast, Grand Parents Day, Veteran's Day Assembly, etc in order to gain support from stakeholders and community members to support transdisciplinary learning. | Admin, Logistics Committee, PTA | Social Media                        | September 2023-May 2024 | ALL | Volunteer sign ins, logistics committee agendas | 100% complete                                                                                                                                                      |  |
| Weekly Communication to Parents will go via Smore in order to enhance knowledge of understanding of                                                                                                                      | Administrators                  | SMORE                               | August 2023-May 2024    | ALL | Weekly Smores                                   | Weekly SMORE continues to go out on Fridays.                                                                                                                       |  |

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| learning in the classroom as well as social emotional lessons and school wide events |  |  |  |  |  |  |  |
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✓ =Accomplished

C =Considerable

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N =No Progress

X =Discontinue

| <b>Goal: 6 Community Engagement</b>                                                                                                                                        |                                     |                          |                  | LEISD will foster relations with community partners to enhance educational opportunities. |                                        |                                                                                                                                                                                                                |                                            |
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| <b>Objective 6.1</b>                                                                                                                                                       |                                     |                          |                  | LEISD will create opportunities to increase community involvement.                        |                                        |                                                                                                                                                                                                                |                                            |
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b>                                                                                               |                                     |                          |                  |                                                                                           |                                        |                                                                                                                                                                                                                |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                                         | <b>Person(s) Responsible</b>        | <b>Resources</b>         | <b>Timelines</b> | <b>Special Populations</b>                                                                | <b>Evidence of Success</b>             | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | <b>Supported by State or Federal Funds</b> |
| Providing a resource to the community for specific volunteer opportunities to support schools                                                                              | Director for Communication Services | Voly.org                 | Sept. - May      | All                                                                                       | Participation with Voly.org            |                                                                                                                                                                                                                |                                            |
| Continue to support community experiences and programs that are unique to Little Elm ISD (633 Run, Movie Night at the Stadium, Pool Party @ The Cove; Realtor Event, etc.) | Director for Communication Services | Volunteers; Sponsorships | Sept. - May      | All                                                                                       | List of events and participation rates |                                                                                                                                                                                                                |                                            |

|                                                                            |                      |                                              |               |            |                |  |                      |
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| Provide learning opportunities for parents of emergent bilingual students. | Coordinator for EB's | Funds for a consultant to train EBs' parents | February 2023 | PK-12 EB's | Sign in sheets |  | Title III<br>\$1,550 |
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X =Discontinue

| <b>Goal: 7 Human Capital</b>                                                                                                                                                                              |                                                                                      |                                                          |                          | LEISD will recruit, recognize, and retain high quality and effective personnel to support student success at every level. |                                                                                              |                                                                                                                                                                                            |                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Objective 7.1</b>                                                                                                                                                                                      |                                                                                      |                                                          |                          | Target recruiting of high quality personnel through LEISD Grow Your Own Programs                                          |                                                                                              |                                                                                                                                                                                            |                                            |
| <b>Summative Evaluation (to be filled in by June 2024 by administration)</b>                                                                                                                              |                                                                                      |                                                          |                          |                                                                                                                           |                                                                                              |                                                                                                                                                                                            |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                                                                        | <b>Person(s) Responsible</b>                                                         | <b>Resources</b>                                         | <b>Timeline</b>          | <b>Special Populations</b>                                                                                                | <b>Evidence of Success</b>                                                                   | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov) Review 2 - Campus (Feb), DEIC (March) Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | <b>Supported by State or Federal Funds</b> |
| Explore partnerships with universities/alternative certification programs to grow our own - targeting LEISD paraprofessional and auxiliary staff - to attain degree(s) and teacher certification.         | Coordinator for Human Resource Services                                              | Hartwell; iTeach; Google interest form; Nomination Forms | September 2023-June 2024 | All                                                                                                                       | List of partnerships explored and the results; Para/Aux information events for degree/cert   |                                                                                                                                                                                            |                                            |
| Continue student Grow Your Own Program -- target LEHS Seniors who are active in Texas Association of Future Educators (TAFE) to return to LEISD as an employee upon completion of their Education degree. | Executive Director for Human Resource Services; Director for Human Resource Services | Partnership with TAFE at LEHS                            | August 2023-May 2024     | All                                                                                                                       | Recognition of % 2023 Seniors majoring in Education; communication w/LEHS Alumni Association |                                                                                                                                                                                            |                                            |

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**Goal: 7 Human Capital**

LEISD will recruit, recognize, and retain high quality and effective personnel to support student success at every level.

**Objective 7.2**

Increase and enhance recognition efforts of the hard work and support of district vision/mission/values by LEISD staff.

**Summative Evaluation (to be filled in by June 2024 by administration)**

| Strategies and Action Steps    | Person(s) Responsible                                               | Resources                                             | Timelines               | Special Populations | Evidence of Success                                                                                   | Formative Reviews<br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | Supported by State or Federal Funds |
|--------------------------------|---------------------------------------------------------------------|-------------------------------------------------------|-------------------------|---------------------|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Carpool Kudos                  | Human Resource Services Department; Coordinator for Digital Content | Social Media platforms; microphones                   | September 2023-May 2024 | All                 | "Social media "likes", "shares", comments; increased staff morale; community connection/participation |                                                                                                                                                                                                         |                                     |
| Heart of the Lobos Recognition | Human Resource Services Department                                  | QR Code linked to Google Form; Social Media platforms | September 2023-May 2024 | All                 | "Social media "likes", "shares", comments; increased staff morale; staff connection/participation     |                                                                                                                                                                                                         |                                     |

✓ =Accomplished

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X =Discontinue

| <b>Goal: 7 Human Capital</b>                                                         |                                                |                                                                  |                         | LEISD will recruit, recognize, and retain high quality and effective personnel to support student success at every level.                         |                                                                                     |                                                                                                                                                                                                                |                                            |
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| <b>Objective 7.3</b>                                                                 |                                                |                                                                  |                         | Strengthen relationships between the Human Resource Services department and 1st and 2nd year new campus personnel to increase retention in LEISD. |                                                                                     |                                                                                                                                                                                                                |                                            |
| <b>Summative Evaluation (to be filled in by June 2024 by administration)</b>         |                                                |                                                                  |                         |                                                                                                                                                   |                                                                                     |                                                                                                                                                                                                                |                                            |
| <b>Strategies and Action Steps</b>                                                   | <b>Person(s) Responsible</b>                   | <b>Resources</b>                                                 | <b>Timelines</b>        | <b>Special Populations</b>                                                                                                                        | <b>Evidence of Success</b>                                                          | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | <b>Supported by State or Federal Funds</b> |
| Before/after school check-in sessions with 1st & 2nd yr staff once/year              | Executive Director for Human Resource Services | Pre-visit survey; Snacks; Swag                                   | Sept. 2023-May 2024     | All                                                                                                                                               | Topics of interest addressed during session                                         |                                                                                                                                                                                                                |                                            |
| 1st year LEISD staff check-in/campus visits at least once per semester (during HR2U) | Human Resource Services Department             | Time; tracking system for notes                                  | Sept. 2023-May 2024     | All                                                                                                                                               | Check In Notes; Meeting agenda                                                      |                                                                                                                                                                                                                |                                            |
| Adopt-A-Staff Member (1st year staff only)                                           | Human Resource Services Department             | Google form; contact with PTAs; list of ways to support; Hashtag | October 2023 - May 2024 | All                                                                                                                                               | Social media posts; higher retention rate of 1st year staff; increased staff morale |                                                                                                                                                                                                                |                                            |

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N =No Progress

X =Discontinue

|                                                            |                                                                                                                                      |
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| <b>Goal: 8 Ensuring Fiscal Health &amp; Sustainability</b> | LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level. |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|

| <b>Objective 8.1</b>                                                                                                                                                           |                                                   |                  |                      | Provide laser-focused customer service and training for campuses and departments. Foster a spirit that the Business Team is a part OF the success in our classrooms rather than a part FROM the educational experience of our students. |                                                 |                                                                                                                                                                                                                |                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b>                                                                                                   |                                                   |                  |                      |                                                                                                                                                                                                                                         |                                                 |                                                                                                                                                                                                                |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                                             | <b>Person(s) Responsible</b>                      | <b>Resources</b> | <b>Timelines</b>     | <b>Special Populations</b>                                                                                                                                                                                                              | <b>Evidence of Success</b>                      | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | <b>Supported by State or Federal Funds</b> |
| Execute meaningful training to Budget Managers & Support Staff                                                                                                                 | Assistant Superintendent for Business and Finance | Training Modules | July 2023 -June 2024 | All                                                                                                                                                                                                                                     | Training sign in sheets; training presentations |                                                                                                                                                                                                                |                                            |
| Ongoing analysis and modification of procedures to sustain compliance while also providing ease of use for campuses and departments (including conversion to Laserfiche forms) | Assistant Superintendent for Business and Finance | Clear Procedures | July 2023 -June 2024 | All                                                                                                                                                                                                                                     | Feedback from stakeholders                      |                                                                                                                                                                                                                |                                            |

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| <b>√ =Accomplished</b> <b>C =Considerable</b> <b>S =Some Progress</b> <b>N =No Progress</b> <b>X =Discontinue</b> |
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|                                                                              |                                                                                                                                      |
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| <b>Goal: 8 Ensuring Fiscal Health &amp; Sustainability</b>                   | LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level. |
| <b>Objective 8.2</b>                                                         | Build capacity within our community about LEISD's financial status.                                                                  |
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b> |                                                                                                                                      |

| Strategies and Action Steps                                                                                                                                                                                                                                      | Person(s) Responsible                             | Resources                                      | Timelines            | Special Populations | Evidence of Success            | Formative Reviews<br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1                      #2                      #3</b> | Supported by State or Federal Funds |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------|----------------------|---------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Evaluate programs for fiscal sustainability & savings opportunities                                                                                                                                                                                              | Assistant Superintendent for Business and Finance | Program data                                   | Sept 2023 -May 2024  | All                 | Program analysis               |                                                                                                                                                                                                                             |                                     |
| Meeting series about the 2023-24 General Operating Deficit                                                                                                                                                                                                       | Assistant Superintendent for Business and Finance | Meeting locations, workshops and presentations | Sept 2023 -Aug 2024  | All                 | Meeting agendas; presentations |                                                                                                                                                                                                                             |                                     |
| Maintain and successfully repeat awards to build trust around financial practices such as Texas Comptroller Transparency Stars Program and Texas Association of School Business Officials<br>a. Excellence in Financial Management and b. Purchasing Award Merit | Assistant Superintendent for Business and Finance | Award criteria                                 | July 2023 -Jun, 2024 | All                 | Awards granted                 |                                                                                                                                                                                                                             |                                     |
| Meeting series about the 2022 Bond Program                                                                                                                                                                                                                       | Assistant Superintendent for Business and Finance | Bond meeting locations and presentations       | Sept 2023 -Aug 2024  | All                 | Meeting agendas; presentations |                                                                                                                                                                                                                             |                                     |

✓ =Accomplished

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N =No Progress

X =Discontinue

## Goal: 8 Ensuring Fiscal Health & Sustainability

LEISD will ensure funding for teaching and learning, operations, and capital improvements to support student success at every level.

| <b>Objective 8.3</b>                                                                                                                                                                                                                                                     |                                                   |                  |                        | LEISD will maintain & improve budget alignment between Business Services, Human Resources, and the Student Information System Services. |                                          |                                                                                                                                                                                                                |                                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Summative Evaluation (to be filled in by June 2023 by administration)</b>                                                                                                                                                                                             |                                                   |                  |                        |                                                                                                                                         |                                          |                                                                                                                                                                                                                |                                            |
| <b>Strategies and Action Steps</b>                                                                                                                                                                                                                                       | <b>Person(s) Responsible</b>                      | <b>Resources</b> | <b>Timelines</b>       | <b>Special Populations</b>                                                                                                              | <b>Evidence of Success</b>               | <b>Formative Reviews</b><br><i>Review 1 - Campus (Oct), DEIC (Nov)</i><br><i>Review 2 - Campus (Feb), DEIC (March)</i><br><i>Review 3 - Campus (May), DEIC (June)</i><br><b>#1            #2            #3</b> | <b>Supported by State or Federal Funds</b> |
| Maintain and Continuously improve Position Management Information System (PMIS) through intentional collaboration with Human Resource Services and continue Lobo 360° reviews with campuses and departments to ensure correct coding for all staff salaries and stipends | Assistant Superintendent for Business and Finance | PMIS             | Aug, 2023 - June, 2024 | All                                                                                                                                     | 100% coding compliance                   |                                                                                                                                                                                                                |                                            |
| Complete Year 3 of compensation analysis/equity/alignment project                                                                                                                                                                                                        | Assistant Superintendent for Business and Finance | Funds for equity | Sept 2023 - June 2024  | All                                                                                                                                     | Verified equitable salaries and benefits |                                                                                                                                                                                                                |                                            |

✓ =Accomplished

C =Considerable

S =Some Progress

N =No Progress

X =Discontinue

**LEISD 2023-2024 Professional Development Calendar**  
**Days Designation- Elementary Campuses**

|         |         |         |         |         |
|---------|---------|---------|---------|---------|
| July 24 | July 25 | July 26 | July 27 | July 28 |
|---------|---------|---------|---------|---------|



|  |                |                |                |  |
|--|----------------|----------------|----------------|--|
|  | New Teacher PD | New Teacher PD | New Teacher PD |  |
|--|----------------|----------------|----------------|--|

| July 31 | August 1      | August 2      | August 3      | August 4      | August 7      | August 8      |
|---------|---------------|---------------|---------------|---------------|---------------|---------------|
|         | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off |

| August 9      | September 1                   | October 10                              | November 10                   | January 5, 2024               | March 8, 2024                 | May 28, 2024                       |
|---------------|-------------------------------|-----------------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------------|
| Fall Kick Off | Professional Learning 1/2 Day | Parent Teacher Conferences (Elementary) | Professional Learning 1/2 Day | Professional Learning 1/2 Day | Professional Learning 1/2 Day | Professional Learning Exchange Day |

### Days Designation- Secondary Campuses

| July 24 | July 25        | July 26        | July 27        | July 28 |
|---------|----------------|----------------|----------------|---------|
|         | New Teacher PD | New Teacher PD | New Teacher PD |         |

| July 31 | August 1      | August 2      | August 3      | August 4      | August 7      | August 8      |
|---------|---------------|---------------|---------------|---------------|---------------|---------------|
|         | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off | Fall Kick Off |

| August 9      | September 1                                | October 10                                 | November 10                                | January 5, 2024                            | March 8, 2024                              | May 28, 2024                       |
|---------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|------------------------------------|
| Fall Kick Off | Professional Learning 1/2 Day<br>TIP ½ Day | Professional Learning Full Day (Secondary) | Professional Learning 1/2 Day<br>TIP ½ Day | Professional Learning 1/2 Day<br>TIP ½ Day | Professional Learning 1/2 Day<br>TIP ½ Day | Professional Learning Exchange Day |

## APPENDIX A: STATE AND FEDERAL REQUIREMENTS

### Bullying Prevention

| Strategies                                                                                                                                                                                                                        | Resources                                                                                                             | Staff Responsible                                                                        | Evaluation                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Develop and/or implement positive proactive intervention strategies that address offenses such as bullying (and support student organizations and efforts to address this), harassment, and violence (dating and/or sexual abuse) | Campus Budgets<br>Guidance Lessons<br>Quaver (Pre K & Elementary Only),<br>Title IV \$14, 800.00<br>No Place for Hate | Director for Student Services,<br>Director for Counseling Services,<br>School counselors | Discipline Referrals, Campus Reports, Campus Needs Assessment<br><br>Documentation of campus (K-12) participation in the No Place for Hate Program and designation as a No Place for Hate campuses. |
| Revise the bullying training module for teachers                                                                                                                                                                                  | District Budget<br>Online training through Safeschools                                                                | Director for Student Services,<br>Director for Human Resources                           | Revised Modules, Sign-in Sheets from trainings<br><br>Staff Training record in Safe Schools                                                                                                         |

### Child Abuse and Sexual Abuse Prevention

| Strategies                                                                                                                                           | Resources                                                                                            | Staff Responsible                                                                                       | Evaluation                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| All district staff members will be trained in recognizing and reporting child abuse, sexual abuse, and sex trafficking at the beginning of the year. | District Budget<br>Online training through Safeschools<br>Children Advocacy Center for Denton County | Campus Administrators, Director for Human Resources, Director of Counseling Services, School counselors | Staff Training record in Safe Schools<br><br>Sign in sheets indicating attendance for training<br><br>Recognizing and Reporting Child Abuse Certificate |
| All LEISD staff will follow child abuse, sexual abuse, and sex trafficking reporting requirements.                                                   | Outside presenters, state training modules                                                           | All staff                                                                                               | District documentation                                                                                                                                  |

## School Resource Officer(s) Duties

| Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Resources                                                              | Staff Responsible                           | Evaluation                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <p><b><u>Scope of Assignment for SRO's in Little Elm ISD</u></b></p> <ul style="list-style-type: none"> <li>• Establish rapport with the students</li> <li>• Establish rapport with the parents, faculty, staff, and administrators.</li> <li>• Create programs that benefit the students, school district and police.</li> <li>• Be a positive role model for students and adults.</li> <li>• Provide safety for students, faculty, staff and all persons involved with the school district.</li> <li>• Provide limited counseling to students, parents and staff as necessary.</li> <li>• Assist in maintaining order and enforcing school policies on school property. In conjunction with school officials, the SRO will take the appropriate law enforcement action, consistent with a police officer's duty. As soon as practicable, the SRO shall make the principal of the school aware of such action. At the principal's request, the SRO shall take appropriate law enforcement action against</li> </ul> | <p>Space at campuses; funding for salaries</p> <p>Title IV \$6,750</p> | <p>Board of Trustees<br/>Superintendent</p> | <p>Data on number of arrest; increase or decrease in the presence of drugs on campus; number of cases each SRO works</p> |

intruders and unwanted guests who may appear at the school and related school functions, to the extent that the SRO may do so under authority of law.

- Refer students and/or their families to the appropriate agencies for assistance when the need is determined.
- **The SRO shall not act as a school disciplinarian.**  
However, if the principal believes an incident is a violation of the law, the principal should contact the SRO. Furthermore, upon request by any school official, staff member or any district employee the SRO is required to attend disciplinary proceedings or meetings with students and/or parents especially where safety may be a concern.
- Provide assistance in cases of poor attendance and truancy.
- The District shall provide the SRO with access to an office and such equipment as is necessary at his/her assigned school. This equipment shall include a telephone, lockable filing space, and access to a computer and/or secretary assistance.

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|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| <ul style="list-style-type: none"> <li>• Provide access and encourage classroom participation by SRO's.</li> <li>• Provide the opportunity for SRO's to address teachers and administrators about the SRO program, goals and objectives.</li> <li>• Seek input from SRO regarding criminal justice problems relating to students.</li> <li>• Provide timely evaluation information concerning SRO to Police Chief.</li> <li>• <b>The SRO is first and foremost a law enforcement officer. This fact must be constantly reinforced.</b> Nothing required herein is intended to or will constitute a relationship of duty for the assigned police officer or the Town beyond the general duties that exist for the law enforcement officer within the State.</li> </ul> |  |  |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|

#### Coordinated Health- SHAC Council

| Strategies                                                                                 | Resources                           | Staff Responsible                                   | Evaluation                       |
|--------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------|----------------------------------|
| The SHAC Council will meet a minimum of 4 times per year.                                  | Student Activities Budget           | Coordinator of Health Services;<br>SHAC Chairperson | Sign in Sheets, Minutes, Agendas |
| The council will provide the LEISD Board an annual report of their activities for the year | Meeting time; Facility for meetings | Director of Student Services; SHAC Chairperson      | Board Agenda with Presentation   |

|                                                                                           |                                 |                                                                                                                                                             |                 |
|-------------------------------------------------------------------------------------------|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| The majority of the council membership will be parents and the co-chair will be a parent. | Parent and community volunteers | Coordinator of Health Services;<br>SHAC Chairperson<br><br>Director for Counseling Services will be co-facilitating with the Coordinator of Health Services | Membership List |
|-------------------------------------------------------------------------------------------|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|

#### Dating Violence Awareness

| Strategies                                                                                                                                                        | Resources                                                                        | Staff Responsible                                                                                               | Evaluation                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------|
| Develop and/or implement positive proactive intervention strategies that address offenses such as bullying, harassment, and violence (dating and/or sexual abuse) | Campus Budgets<br>Guidance Lessons<br>Children Advocacy Center for Denton County | Director for Student Services,<br>Director for Counseling Services,<br>School counselors, Campus Administrators | Discipline Referrals, Campus Reports  |
| Provide secondary teachers with staff training on relationship abuse awareness, detection and prevention.                                                         | District Budget<br>Online training through Safeschools                           | Director for Human Resources,<br>Campus Administrators                                                          | Staff Training record in Safe Schools |

#### Suicide Prevention

| Strategies                                                        | Resources                                                                                                                                                                                             | Staff Responsible                                                                      | Evaluation                                                                         |
|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| All staff members will be trained on Suicide Prevention/Awareness | District Budget<br>Counselor led staff presentation<br>The Jordan Elizabeth Harris Foundation<br>Hope Squad Advisor Training<br>Online training through Safeschools<br>Hope Squad \$1500.00, Title IV | Director for Human Resources<br>Director for Counseling Services,<br>School counselors | Training sign in sheets, Training Agendas<br>Staff Training record in Safe Schools |

#### Trauma-Informed Care

| Strategies | Resources | Staff Responsible | Evaluation |
|------------|-----------|-------------------|------------|
|------------|-----------|-------------------|------------|

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|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| All staff members will be trained procedures for trauma-informed care | Board Policy FFAC LEGAL and FFAC LOCAL<br>Online training through Safeschools<br>Outside resources | Deputy Superintendent, Director for Student Services and Safety, Director for Counseling Services, Nurses; Principals, School counselors | Training sign in sheets, Training Agendas<br>Staff Training record in Safe Schools |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|

### Drug Prevention

| Strategies                                                                                                    | Resources                                                                 | Staff Responsible                                                                               | Evaluation                                                                                                  |
|---------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Little Elm ISD will teach drug awareness and prevention<br>Lessons to promote mental and physical well-being. | District Budget<br>Guidance Lesson<br>Quaver from Title IV Funds \$11,100 | Director for Student Services and Safety, Director for Counseling, School counselors, Educators | Lesson Plans, Discipline Records<br>Counselor guidance lessons along with school wide prevention activities |

### Federal Programs Compliance

| Strategies                                                                                                                                                                                                        | Resources                                                                    | Staff Responsible                                                                   | Evaluation                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------|
| The district will evaluate student achievement in the following programs: Title I, Bilingual/ESL, LEP, Gifted and Talented, Special Education, Career and Technical Education and students in at-risk situations. | MAP software; Eduphoria Aware; STAAR data                                    | Curriculum and Instruction Staff, Campus Administration, School Counselors          | Data reports; Comprehensive Needs Assessment     |
| Title I, Part A campuses will implement the supplemental funds to maximize student learning and achievement.                                                                                                      | Title I Part A Funds \$527,460                                               | Director for Accountability, Assessment, and Federal Programs                       | Budget reports, Annual federal compliance report |
| All programs which receive federal funding will maintain compliance with Education Department General Administrative Regulations (EDGAR) .                                                                        | Title I, Title II, Title III, Title IV, Perkins, Early Head Start/Head Start | Director of Purchasing, Director of Business Services, Directors over federal funds | Budget reports, Annual federal compliance report |

|                                                                                                                                                                     |                                |                                                                                                                                |                                                                                                          |
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| Title II Part A funds will be utilized to improve teacher leadership development across LEISD.                                                                      | Title II Part A Funds \$32,000 | Director for Professional Learning;<br>Campus Principals                                                                       | Program nominations, participation of nominees, sign in sheets                                           |
| Title II Part A funds will be utilized in the continued development of campus and district administrators as well as instructional coaches in the areas of coaching | Title II Part A Funds \$60,000 | Director for Professional Learning<br>Campus<br>Administrators District<br>Administrators<br>Instructional Coaches             | Professional Learning Sessions, Sign-in Sheets, Feedback forms                                           |
| Title IV Part A funds will be utilized for drug prevention and awareness training of secondary campuses                                                             | Title IV Part A                | Director for Professional Learning<br>Director of Student<br>Services Campus<br>Administrators                                 | Professional Learning Sessions, Sign-in Sheets, Feedback forms                                           |
| Title IV Part A funds will be utilized for development of gifted and talented teachers and programs grades 5-6                                                      | Title IV Part A                | Director for Professional Learning<br>Director of Special<br>Programs Campus<br>Administrators Gifted<br>and Talented Teachers | Professional Learning Sessions, Sign-in Sheets, Feedback forms, Implementation of Materials and Programs |

### Student Achievement

| Strategies                                                                                                                                                                                                                  | Resources                                                                         | Staff Responsible                                                                                                                                     | Evaluation                                                                                         |
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| All students will have a graduation pathway plan developed in 8th grade, and an annual review with parent notification will occur to ensure that students are progressing towards graduation with their cohort as expected. | Guidance Lesson<br>Eduthings, \$7,500<br>Chart Your Course                        | Director of Student Services,<br>Director for Counseling Services,<br>School counselors, Campus<br>administration                                     | Completed plans for all 8th graders.                                                               |
| Services will be provided for at-risk students to increase academic achievement and reduce the dropout rate for these students                                                                                              | State Comp Ed Funds \$225,000<br>2 Academic Specialist and<br>Instructional Coach | Assistant Superintendent for<br>Curriculum and Learning,<br>Directors, Campus<br>Administration, School<br>Counselors, Campus Testing<br>Coordinators | State Comp Ed Reports, Annual district report to school board, School board agenda, Campus reports |



## APPENDIX B: SITE-BASED DECISION MAKING MEMBERS 2023-2024

| Committee Member            | Role                              | School            | Term Year |
|-----------------------------|-----------------------------------|-------------------|-----------|
| Blaise Brockman             | Teacher                           | Chavez Elementary | 23-24     |
| Alexandra Crompton          | Teacher                           | Chavez Elementary | 23-24     |
| Hadley Husman               | Teacher                           | Chavez Elementary | 23-24     |
| Tiffany Sober               | Sped- Teacher                     | Chavez Elementary | 23-24     |
| Jennifer Everman            | Academic Specialist               | Chavez Elementary | 23-24     |
| Edmond Ramos                | Academic Specialist               | Chavez Elementary | 23-24     |
| Leslie Henrichs             | Paraprofessional                  | Chavez Elementary | 23-24     |
| Katayoon Ghavamzadeh Shater | Paraprofessional                  | Chavez Elementary | 23-24     |
| Blanca Chhim                | Paraprofessional                  | Chavez Elementary | 23-24     |
| April Grizzle               | Specialized Instructional Support | Chavez Elementary | 23-24     |
| Rachael Myers               | Speicalized Instructional Support | Chavez Elementary | 23-24     |
| Monica Neubauer             | Parent                            | Chavez Elementary | 23-24     |
| Nicole Kan                  | Parent                            | Chavez Elementary | 23-24     |
| Sandi Hill                  | Business Member                   | Chavez Elementary | 23-24     |
| G Delatora                  | Community Member                  | Chavez Elementary | 23-24     |
| Lindsay Sivick              | Administrator                     | Chavez Elementary | 23-24     |
| Audra Vandiver              | Administrator                     | Chavez Elementary | 23-24     |