

**Laredo Independent School District**  
**Dr. Joaquin G. Cigarroa Middle School**  
**2018-2019 Goals/Performance Objectives/Strategies**

# Mission Statement

Dr. J. G. Cigarroa Middle School will develop students who are mentally, physically and emotionally ready to be effective learners for life and positive contributors to society

## Vision

Our Vision is to create a supportive environment where everyone is collectively responsible and accountable for achieving academic excellence. Students are authentically engaged in challenging data-driven instruction, assessments, interventions and enrichment opportunities. At CMS, we are establishing a culture committed to preparing college and career ready students by design and not by chance.

# Table of Contents

Goals .....	4
Goal 1: Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness. ....	4
Goal 2: Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development. ....	19
Goal 3: Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives .....	30
Goal 4: Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards. ....	33

# Goals

**Goal 1: Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.**

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

Domain I Score will increase







from \_\_\_\_\_ to \_\_\_\_\_  
(See Plan Addendum)

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will continue with the grade level and content area Teaming Concept to improve the quality of instruction provided to all students. Administration campus and district personnel will assist with planning and the day to day lesson delivery of targeted activities and assessments.	Principal, Assistant Principals, Instructional Vacillator, Teachers and District Deans.	An increase of 5% in all tested area of the STAAR Test for all student populations (GT, SP. Ed. ELL, At-Risk).				
Problem Statements: Demographics 1 - Student Academic Achievement 1 Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4397153.00, 199 - General Fund: Special Education (PIC 23) - 868966.00, 199 - General Fund: Bilingual (PIC 25) - 116787.00, 199 - General Fund: SCE (PIC 30) - 586303.00, 211 - ESEA Title I: Improving Basic Program - 506835.00, 199 - General Fund: Athletic (PIC 91) - 74973.00, 199 - General Fund: Operating (PIC 99) - 1589674.00, 224 - IDEA - Part B: Formula Fund - 368255.00, 263 - LEP Bilingual Program Fund - 18277.00, 435 - SSA Regional Day School - Deaf - 149709.00, 255 - ESEA II, A Training & Recruiting - 198230.00, 181 - Athletic Fund - 79128.00						

<p>2) Cigarroa Middle School will implement an Instructional process to improve student achievement in all academic areas by: Disaggregating Data, Developing Instructional Time line, Instructional Focus, Ongoing Assessments, Implementation of a consistent Enrichment Program, and Monitoring of Student Progress.</p>	<p>Principal, Assistant Principals, Instructional Facilitator, Master Teachers, Teachers and Instructional Deans</p>	<p>An increase of 5% in all tested area of the STAAR Test for all student populations (GT, SP. Ed. ELL, At-Risk).</p>				
<p>Instructional supplies and materials will be purchased for all students. (Consumables - work books, manipulatives, etc..)</p>		<p>Problem Statements: Demographics 1 Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 52182.00, 199 - General Fund: SCE (PIC 30) - 20443.00</p>				
<p>3) Cigarroa Middle School teachers and administration will disaggregate TEKS data during collaborative and faculty meetings in order to deliver effective instruction.</p>	<p>Principal, Assistant Principals, Instructional Facilitator, Master Teacher and Teachers.</p>	<p>Teachers will utilize effective lessons and activities that focus on student engagement and a high level of rigor resulting in a decrease of 3% - 5% in student failures every six weeks.</p>				
<p>Problem Statements: Student Academic Achievement 1</p>						
<p>4) Cigarroa Middle School will improve the transition and scheduling of incoming 6th grade students that were promoted through Grade Placement Committee and through ARDs.</p>	<p>Principal, Assistant Principals, Counselors</p>	<p>We expect an increase of 5% of all students showing growth on their progress monitoring system. (Sp. Ed. ELL and At-Risk)</p>				
<p>Problem Statements: Demographics 1</p>						
<p>5) Cigarroa Middle School will increase the number of Trail Blazing Classes (GT/Pre-AP) in each grade level and accelerate instruction by proving project basses, cross curricular classes.</p>	<p>Principal, Assistant Principals, Counselors, and Teachers</p>	<p>We expect an increase of 5% of all students showing growth in the Meet's and Master's Level in the STAAR test.</p>				
<p>Problem Statements: Student Academic Achievement 1</p>						
<p>6) Cigarroa Middle will develop and implement Social Studies interventions by incorporating Freedom Run, Mastering the TEKS Resources Guide and other resources to target the needs of all our students ( LEP, GT, Special Education and At-Risk students)</p>	<p>Principal, Assistant Principal, Master Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor and Social Studies Dean</p>	<p>We expect an increase of 5% of all tested students meeting standards and performing at the meets and masters level in the Social Studies STAAR test.</p>				
<p>Problem Statements: Student Academic Achievement 1</p>						
<p>Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 6000.00, 199 - General Fund: SCE (PIC 30) - 10000.00</p>						
<p>7) Cigarroa Middle will develop and implement Science interventions by incorporating Stem scopes, Mastering the Science TEKS Resources Guide and other resources to target the needs of all our students ( LEP, GT, Special Education and At-Risk students)</p>	<p>Principal, Assistant Principal, Master Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor and Science Dean</p>	<p>We expect an increase of 5% of all tested students meeting standards and performing at the meets and masters level in the Science STAAR test.</p>				
<p>Problem Statements: Student Academic Achievement 1</p>						
<p>Funding Sources: 199 - General Fund: SCE (PIC 30) - 10000.00, 199 - General Fund: Basic Instruction (PIC 11) - 10000.00</p>						

<p>8) Cigarroa Middle School will provide STAAR Academies in preparation for all tested content areas in all grade levels.</p> <p>1st. academy for 8th grade Reading and Math, and 7th grade Writing.</p> <p>2nd. academy for 6th and 7th grade Reading and Math, and for 8th grade Science and Social Studies.</p>	<p>Principal, Assistant Principal, Master Teachers, Teachers, Counselors, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor and Deans</p>	<p>We expect an increase of 5% of all tested students meeting standards and performing at the meets and masters level in all STAAR test.</p>				
<p>Problem Statements: Demographics 1</p> <p>Funding Sources: 199 - General Fund: SCE (PIC 30) - 15000.00, 199 - General Fund: Bilingual (PIC 25) - 42522.00</p>						
<p>9) Cigarroa Middle School will continue with our Accelerated Reader program and encourage all students to participate in all AR activities and grade level Contest throughout the school year.</p> <p>We will increase the number of books purchased as high interest books to encourage all students' participation (Specifically ELL, SPed),</p>	<p>Principal, Assistant Principals, Librarian</p>	<p>We expect to increase the number of all students meeting AR goals by 3-5%.</p>				
<p>Problem Statements: Demographics 1</p> <p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3559.00, 199 - General Fund: SCE (PIC 30) - 8000.00, 211 - ESEA Title I: Improving Basic Program - 123.00</p>						
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinued </p>						

**Performance Objective 1 Problem Statements:**

<p><b>Demographics</b></p>
<p><b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.</p>
<p><b>Student Academic Achievement</b></p>
<p><b>Problem Statement 1:</b> In 2017, 12% of our students met the Masters Grade Level Standard. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.</p>

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** LISD will meet State/Region STAAR student progress measures annually.

Domain II Score will increase from \_\_\_\_\_ to \_\_\_\_\_

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

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will implement teaming in which a group of students will share common content area teachers (ELAR, math, science, social studies). This strategy will establish stronger student/parent relationships and allow teachers to address and target students' academic needs/social needs and concerns. Teaming will allow teachers to use quality data to drive instructional decisions that will lead to improved student performance.	Principal, Assistant Principal, Master Teachers, Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor and Deans	We expect an increase of 5% of all tested students meeting standards and performing at the meets and masters level in all STAAR test.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00						
2) Cigarroa Middle School will implement After School, Friday Lock-ins, Saturday Tutorials and STAAR Academies to help students meet standards at the approaches, meets, and masters level.  Special Ed. ELL Students At-Risk GT/Pre-AP	Principal, Assistant Principal, Master Teachers, Teachers, Counselors, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor and Deans	We expect an have 70% of all tested students meeting standards and performing at the meets and masters level in all STAAR test.  We expect to see increase of 5-8% from CBA 1 to CBA 2 and from bench mark 1 to benchmark 2.				
Problem Statements: Demographics 1 - Student Academic Achievement 2 Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 40000.00, 199 - General Fund: SCE (PIC 30) - 15000.00						

**Performance Objective 2 Problem Statements:**

<b>Demographics</b>
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**Problem Statement 1:** In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. **Root Cause 1:** Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.

### **Student Academic Achievement**

**Problem Statement 2:** In 2017, 52% of the students met the STAAR Writing Standard. **Root Cause 2:** Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.




**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Domain III Score will increase from \_\_\_\_\_ to \_\_\_\_\_ (See Plan Addendum)

**Evaluation Data Source(s) 3:** Texas Accountability Reports

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Cigarroa Middle School will administer a Reading and Mathematics diagnostic test at the beginning of the school year for all students to identify strengths and weaknesses.  ELA and Math teachers will provide additional resources for at risk students identified through the diagnostic test.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, Teachers and Counselors.	The diagnostic test will show reading and math students' level of performance. Results will validate students scheduled in enrichment and intervention classes. Results of 3-5% increase in the STAAR reading and Math exams.				
Problem Statements: Demographics 1						
2) Cigarroa Middle School will provide Special Education, Bilingual and Migrant Tutors to assist and provide in-class support in ELA and Math classes for our At-Risk Students.	Principal, Assistant Principal, Master Teachers, Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor, Federal Programs Director and Deans	We expect to have a 10% decrease in the number of students failing ELA/Math classes and an increase of 5% in student progress for our Special Ed. ELL and Migrant students in the areas of ELA/Math STAAR test,				
Problem Statements: Demographics 1 Funding Sources: 199 - General Fund: Bilingual (PIC 25) - 12000.00						
						

**Performance Objective 3 Problem Statements:**

Demographics
<b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

**Evaluation Data Source(s) 4:** Texas Accountability Reports

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will engage all students in real life experiences through educational field trips (making real world connections to content area materials). AEP Grant  Trips to include: Higher Ed. to Laredo Community College, TAMIU - Planetarium, Early College, UT Austin. Fiesta Texas, San Antonio ART Museum Corpus Christi State Aquarium Webb County Heritage Foundation Museum Texas Wildlife Ranch	Principal, Assistant Principal, Master Teachers, Teachers, Counselors, Instructional Facilitator, Science and Social Studies Deans	An increase of students learning and making connections as demonstrated in the following: 75% of all students meeting standards on CBAs and on Benchmarks and a 70% passing rate for all students in all tested areas of the STAAR exam.				
Problem Statements: Demographics 1 Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1200.00						

**Performance Objective 4 Problem Statements:**

Demographics
<b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.







**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 5:** LISD will increase the Number of Students (Percent) meeting EL progress (Advancing a minimum of 1 English Language Proficiency Level on TELPAS). (Domain III)

Increase percent of students advancing at least one proficiency level from \_\_\_\_\_ to \_\_\_\_\_.

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

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<p>1) Cigarroa Middle School will provide first year ELL students in 6th-8th grade with intensive language and vocabulary acquisition instruction based on their Oral Language Proficiency Levels.</p> <p>For all ELL students, Cigarroa Middle will provide intensive language and vocabulary acquisition instruction based on their Oral Language Proficiency Levels and prior years TELPAS Composite Ratings</p>	<p>Principal, Assistant Principal, Master Teachers, Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor, and ELA Dean</p>	<p>The number of students increasing one language proficiency level as demonstrated on TELPAS will increase by 3-5%.</p>				
<p>Problem Statements: Demographics 1</p>						
<p>  = Accomplished              = Continue/Modify              = Considerable              = Some Progress              = No Progress              = Discontinue         </p>						

**Performance Objective 5 Problem Statements:**

Demographics
<p><b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.</p>


**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

# of CCMR Indicators met will increase from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 6:** Texas Accountability Reports

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Cigarroa Middle School will increase the number of Trail Blazing Classes (GT/Pre-AP) in each grade level and accelerate instruction by proving project basses, cross curricular classes.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, Teachers and Counselors.	We expect an increase of 5% of all students showing growth in the Meet's and Master's Level in all STAAR test.				
Problem Statements: Student Academic Achievement 1 Funding Sources: 199 - General Fund: GT (PIC 21) - 1160.00						
2) Cigarroa Midde School will provide all of our 8th grade students a College and Career Readiness Course through our CTE classes.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, SPED. CTE Teachers, Technology Trainer, and Counselors (SPED).	We expect 100% of all our 8th grade students to master the TEKS for their College and Career Readiness course.				
						

**Performance Objective 6 Problem Statements:**

Student Academic Achievement
<b>Problem Statement 1:</b> In 2017, 12% of our students met the Masters Grade Level Standard. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Dual Enrollment participation rate will increase from \_\_\_\_\_ to \_\_\_\_\_.

Advanced Placement participation rate will increase from \_\_\_\_\_ to \_\_\_\_\_.

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

**Summative Evaluation 7:**

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.







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

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

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

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug

<p align="center"><b>PBMAS</b></p> <p>1) Cigarroa Middles will review the STAAR results for our SPED. students and through our ARD process correctly identify the most appropriate instructional setting for our students. Through the process we will identify the most appropriate instructional strategies, assessments and modifications for each student.</p>	<p>Principal, Assistant Principals, Instructional Facilitator, Master Teacher, SPED. Teachers, Diagnostician, Bilingual Strategist, and Counselors (SPED).</p>	<p>We expect to have a 10% decrease in the number of students failing ELA/Math classes and an increase of 5% in student progress for our Special Ed. ELL</p>				
<p>Problem Statements: Demographics 1 Funding Sources: 199 - General Fund: Special Education (PIC 23) - 368.00</p>						
<p>2) Cigarroa Middle School will review and address the needs of all our ELL/SPED. learners through SIOP/ELL strategies, Super 8 and Fundamental 5 implementation. * Teachers will continue to attend trainings on implementation of effective ELL strategies for their respective content areas. * model lessons will be incorporated into the content areas classes with guidance and assistance from our Bilingual Department (Strategist), Department Master Teachers, and teachers . *We will continue to incorporate ELL writing skills trough our TELPAS Tuesday Writing Plan and begin to strengthen the oral reading proficiency of all our ELL students through our Talking Thursdays initiative.</p>	<p>Principal, Assistant Principal, Master Teachers, Teachers, Instructional Facilitator, Bilingual Strategist, Special Ed. Supervisor, and ELA Dean</p>	<p>The number of students increasing one language proficiency level as demonstrated on TELPAS will increase by 3-5%.</p>				
<p>Problem Statements: Demographics 1</p>						
<p align="center">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Performance Objective 8 Problem Statements:**

<p><b>Demographics</b></p>
<p><b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.</p>

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Increase industry certificates from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 9:** TAPR Report-

**Summative Evaluation 9:**

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


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

Increase Domain I score from \_\_\_\_ to \_\_\_\_.

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

**Summative Evaluation 10:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) ) Cigarroa Middle School will implement our District Technology Plan to reinforce our academics. We will use our Technology Resources to provide technology based interventions for all our students.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, SPED. CTE Teachers, Technology Trainer, Bilingual Strategist, and Counselors (SPED).	We expect an increase of 5% of all tested students meeting standards and performing at the meets and masters level in all STAAR test. We expect to have a 10% decrease in the number of students failing ELA/Math/Science/ Social Studies classes.				
Funding Sources: 180 - E-Rate Fund - 236080.00						

2) Cigarroa Middle School will provide all of our 8th grade students a College and Career Readiness Course through our CTE classes.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, SPED. CTE Teachers, Technology Trainer, and Counselors (SPED).	We expect 100% of all our 8th grade students to master the TEKS for their College and Career Readiness course.				
						



**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

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

Improve or increase the number of teachers at proficient or higher from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 11:** STaR Survey

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will implement our District Technology Plan to reinforce our academics. We will use our Technology Resources to provide technology based interventions for all our students. a. increase the number of I-pads, laptops and document cameras by 5%. b. to have 100% of all teachers attending and meeting 12hr. updates. c. increase the level of teachers' technology proficiency by 10%.	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, SPED. CTE Teachers, and Technology Trainer.	We expect to have 100% of teacher meeting the 12hrs. technology updates.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 13367.00, 199 - General Fund: Bilingual (PIC 25) - 1500.00						

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


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

District Retention rate will decrease from \_\_\_\_\_ to \_\_\_\_\_

Campus Retention rate will decrease from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 12:** Failure Reports

**Summative Evaluation 12:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will implement Response To Intervention (RTI) plan for all struggling students who might be At-Risk of failing courses or grade level due to poor attendance or grades.	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, SPED., CTE Teachers, Truant officer and Counselors (SPED)/At-Risk.	We expect to have a 10% decrease in the number of students failing due to attendance and course failures.				
2) Cigarroa Middles School will provide an intervention strategy Summer School Now for students who fail 1 or more courses during a six weeks. (Students will be provided with instruction in the content areas they fail).	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, SPED., CTE Teachers, Truant officer and Counselors (SPED)/At-Risk.	We expect to have a 10% decrease in the number of students failing due to attendance and course failures.				
Problem Statements: Perceptions 1						
						

**Performance Objective 12 Problem Statements:**

**Perceptions**

**Problem Statement 1:** In 2017, we had more than 6 days with low attendance. (below 75%attendance rate) **Root Cause 1:** A barrier exists in communicating the importance of daily attendance.

**Goal 2: Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.**

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

District Attendance rate will increase from \_\_\_\_ to \_\_\_\_.

Campus will maintain or increase attendance rate from \_\_\_\_ to \_\_\_\_.

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will continue with a Calling Committee to ensure ALL Students not present or tardy to first period and throughout the day are called, visited or contacted by our Truant Officers/attendance staff.	Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk.	We expect to increase our daily attendance rate to 97%.				
Problem Statements: Perceptions 1 Funding Sources: 199 - General Fund: SCE (PIC 30) - 54025.00						
2) Cigarroa Middle School will continue the NBA Program (Never Been Absent) to provide a school wide incentive program for perfect attendance by recognizing students through ceremonies and prizes. Incentive Rewards for perfect attendance; Pop Corn Parties, Ice Cream Parties Movies tickets. Drawing for I-Pods, X-boxes, bicycles and other small electronic devices.	Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk.	We expect to increase our daily attendance rate to 97%.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						

**Performance Objective 1 Problem Statements:**

## Perceptions

**Problem Statement 1:** In 2017, we had more than 6 days with low attendance. (below 75%attendance rate) **Root Cause 1:** A barrier exists in communicating the importance of daily attendance.

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.


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

District dropout rate will decrease from \_\_\_\_\_ to \_\_\_\_\_.

Campus will maintain or decrease dropout rate from \_\_\_\_\_ to \_\_\_\_\_

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

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will undertake recovery efforts through the various entities such as T-REX, UISD, Texas Dept. of Human Resources, Charter and Private Schools	Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk and CIS.	We expect to have our drop out rate at no higher than 1%.				
2) Cigarroa Middle School will refer At-Risk students and recovered dropouts to community agencies to ensure academic success and monitor each student's attendance.	Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk and CIS	We expect to recover 100% of our Leavers.				
Funding Sources: 199 - General Fund: SCE (PIC 30) - 18000.00						
						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 3:** LISD will increase the number of students who graduate on time, with college readiness distinctions.

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

Number of student with distinctions will increase

from \_\_\_\_\_ to \_\_\_\_\_.

**Evaluation Data Source(s) 3:** Counseling Reports

TAPR Report

PEIMS Submission Report

**Summative Evaluation 3:**

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

# of Discipline referrals will decrease from \_\_\_\_ to \_\_\_\_\_

# of Discretionary placements at alternative campuses will decrease for:







All Students from \_\_\_\_\_ to \_\_\_\_\_ and

Special Ed. Students from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 4:** 425 Report

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug

<p>1) Cigarroa Middle School will provide all teachers with ongoing Disciplinary Classroom Management Training (CHAMPS).</p> <p>Training on coding of incidents.</p>	<p>Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk and CIS</p>	<p>We expect to have a 5% decrease in the number of discretionary placements at the DAEP.</p>				
<p>  = Accomplished          = Continue/Modify          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>						



**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.







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

# of Incidents and Citations will decrease from \_\_\_\_\_ to \_\_\_\_\_

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

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will reinforce the school's In School Suspension (ISS) Program that will deter student misbehavior and creates a safe and conducive learning environment.  a. Call parents to inform them of students inappropriate behavior. b. Ensure that teachers assign classwork for students assigned to ISS. c. Ensure that a counselor address behavioral problem noted on referral.	Principal, Assistant Principals, Instructional Facilitator, Teachers, Truant officer and Counselors (SPED)/At-Risk and CIS	We expect to have a 5% decrease in the number of disciplinary referrals.				
2) Cigarroa Middle School will assign all faculty and staff to assist with morning and cafeteria duties.	All campus staff.	We expect to have a 5% decrease in the number of disciplinary referrals.				
3) Cigarroa Middle School will provide all teachers with ongoing Disciplinary Classroom Management Training (CHAMPS).	Principal, Assistant Principals,	We expect to have a 5% decrease in the number of disciplinary referrals and an increase in positive student classroom engagement of 10%.				


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

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

**Evaluation Data Source(s) 6:** Membership reports

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide activities that encourage student attendance and Participation achievement such as: Jr. National Honor Society, Student Council, Health Professionals of America, Robotics, Cheerleading, Rose Buds,	Principal, Assistant Principals, Instructional Facilitator, Teacher Sponsors, and Counselors	We expect to have a 2-3% increase in the total number of student performances.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 4000.00						
						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

# of students that participate in at least 1 activity

from \_\_\_\_\_ to \_\_\_\_\_

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

from \_\_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 7:** Participation reports

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide activities that encourage student attendance and Participation achievement such as: Athletics, UIL, Band, Orchestra, Choir, Chess, Robotics, Cheerleading, Rose Buds, Art Club.	Principal, Assistant Principals, Athletic Director and Fine Arts Director	We expect to have a 3-5% increase in the total number of students participating in extra and co-curricular programs				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 31025.00						

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 8:** LISD will improve the services provided to address bullying and violence prevention.

District will decrease the incidents of bullying from \_\_\_\_ to \_\_\_\_

Campus will decrease the incidents of bullying from \_\_\_\_ to \_\_\_\_

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

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will implement a comprehensive guidance program including group and individual presentations on: <ul style="list-style-type: none"> <li>a. Bullying (reporting and committing acts of)</li> <li>b. Drug Awareness (Red Ribbon)</li> <li>c. Conflict Resolution</li> <li>d. Responsible Behavior</li> <li>e. Gang Awareness</li> <li>f. Violence Prevention (Teen Dating)</li> <li>g. College Readiness</li> <li>h. Suicide Prevention</li> <li>I. Character Education</li> <li>j. Career Guidance</li> <li>k. Conflict Resolution (mediation)</li> </ul>	Principal, Assistant Principals, Instructional Facilitator, Teachers, Counselors (SPED)/At-Risk and CIS	We expect to have 100% of our student population attend a session with their grade level counselor as they will provide; whole class and individual services to their grade level students. Counselors will promote the students social, emotional and physical well being by implementing counseling sessions, parents conferences, referrals to outside agencies and students' behavioral contracts.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 1000.00, 199 - General Fund: Basic Instruction (PIC 11) - 11463.00						







**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

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

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School faculty and staff will provide incoming 6th grade students with a smooth transition to the middle school environment: a. campus visit and orientation during our Guppy Camp. b. recruitment of students for the different school organizations. c. Parent meeting to provide campus expectations.	Principal, Assistant Principals, Teachers, Counselors, Attendance Team, and Parental Liaison	We expect for all parents to be aware of school facilities, programs and services available to all students.				
2) Cigarroa Middle School faculty and staff will provide continuity of services to all 7th grade students: a. Testing areas of 7th grade STAAR, school activities for 7th and 8th graders.	Principal, Assistant Principals, Teachers, Counselors, Attendance Team, and Parental Liaison	We expect for all parents to be aware of school facilities, programs and services available to all students.				
3) Cigarroa Middle School faculty and staff will prepare all 8th grade students for a smooth transition to the high school through: a. Recruitment opportunities to the different high school programs. b. Corrida de Toros at Cigarroa High School. c. Presentation from the different Magnet and Early College High Schools. d. Course Selection based on student interest. e. detailed ARDs for our SPED. students	Principal, Assistant Principals, Teachers, Counselors, Attendance Team, and Parental Liaison	We expect for all parents to be aware of school facilities, programs and services available to all students.				

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

**Goal 3: Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives**

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

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

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

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

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will disseminate information and promote a positive image through informative sessions with parents during PTO, Workshops for Parents, Parental Involvement Meetings, Extra Curricular Activities, Meet the Teacher Night, Progress and Report Card Night, Open House and Family Reading Night.	Principal, Assistant Principals, Teachers, Counselors, Attendance Team, and Parental Liaison, CIS Counselor	We expect an increase of 5-10% in the number of parents attending our school activities.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 4500.00, 199 - General Fund: Bilingual (PIC 25) - 500.00						
2) Cigarroa Middle School will inform parent of their children's academic progress and school events for the school year through: a. Campus Web Page b. Parent Liaison c. School Messenger d. Marquee e. Parent's Newsletter f. PTC Meetings g. Parent/Teacher conferences	Principal, Assistant Principals, Teachers, Counselors, Attendance Team, and Parental Liaison, CIS Counselor	We expect an increase of 5-10% in the number of parents attending our school activities				

3) Cigarroa Middle School will establish and maintain social media sites (e.g. Facebook) for the campus to promote and highlight upcoming activities and accomplishments.	Principal, Assistant Principals,, Teachers, Counselors, Attendance Team, and Parental Liaison, CIS Counselor	We expect an increase of 5-10% in the number of parents attending our school activities.				
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 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 3:** Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

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


Parent volunteers will increase from \_\_\_\_\_ to \_\_\_\_\_

Volunteer Hours will increase from \_\_\_\_\_ to \_\_\_\_\_

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

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will promote partnerships with local business and community agencies to provide students and their families with support services such as: a. SCAN b. CAPS c. PILLAR d. Communities In Schools (CIS) e. MHMR	Principal, Assistant Principals,, Teachers, Counselors (Academic/CIS/At-Risk, LCDC), and Parental Liaison,	We expect an increase of 3-5% of our families using our community resources.				
2) Cigarroa Middle School will promote and support efforts to participate in community service as a measure of positive behavior and civil duty in: a. Pennies for Tennis Campaign b. United Way of Laredo c. Relay for Life d. Food Drive for (Food Bank and Salvation Army e. TAMIU Planetarium f. Coat them with Love Campaign g. Pink to do Campaign	Principal, Assistant Principals, Teachers, Counselors (Academic/CIS/At-Risk, LCDC), and Parental Liaison,	We expect an increase of 3-5% participation by our campus students, faculty and staff.				



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



**Goal 4: Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.**


**Performance Objective 1:** LISD will promote a positive organizational culture that values customer service and every employee through professional development and employee appreciation activities throughout the year to include:

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

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

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide initiatives to recognize all faculty and staff for the efforts and achievements through: <ul style="list-style-type: none"> <li>a. Perfect Attendance Incentives</li> <li>b. Teacher Appreciation Week</li> <li>c. Nurses Week</li> <li>d. Counselors Recognition Week</li> <li>e. Golden Apple Nominations</li> <li>f. Professional and Para-Professional Nominations</li> <li>g. School Bell Award Nominee</li> <li>h. Birthday of the Month Celebration</li> <li>i. Secretary's Day</li> <li>j. Child Nutrition Recognition</li> <li>k. Custodial Staff Recognition</li> </ul> District Recognitions include: <ul style="list-style-type: none"> <li>a. Service Awards</li> <li>b. Retirement Banquet</li> <li>c. Professional and Para-Professional Celebrations</li> </ul>	Principal, Assistant Principals, and Parental Liaison.	We expect to recognize 100% of all school employees.				



**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

Decrease the number of PEG campuses from \_\_\_\_ to \_\_\_\_\_

Maintain the number of IR Campuses at Zero (0)

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

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

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

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

**Summative Evaluation 2:**

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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


Increase Teacher Retention Rate  
from \_\_\_\_ to \_\_\_\_\_

Increase the % of Teacher scoring an Proficient in all domains on T-TESS  
from \_\_\_\_\_ to \_\_\_\_\_.

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

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

### Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School Administration and Instructional Facilitator will work closely with school leadership team to build instructional capacity for all classroom teachers. We will focus on effective research based strategies, curriculum, data and rigorous instruction aligned to the LEAD Curriculum and the use of the Fundamental 5 to increase student learning and engagement, thus providing teachers with opportunities for success during their T-TESS observations.	Principal, Assistant Principals, Instructional Facilitator and District Deans.	We expect an increase in the number of students passing district and state exams: 70% of all students meeting standards at Meets and or Masters Level.				
2) Cigarroa Middle School Administration, Teachers, Counselors and Instructional support staff will receive professional staff development in content areas, instructional pedagogy, or other areas of need (discipline) through:  a. Region One Service Center b. CAMT c. CAST d. GT Conference e. Smart Conference f. SIOP/Bilingual Trainings g. Content Area Academies h. Content Area Quality Review Sessions	Principal, Assistant Principals, Instructional Facilitator and District Deans.	We expect an increase in student engagement and in the number of students passing district and state exams: 70% of all students meeting standards at Meets and or Masters Level.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 3100.00, 199 - General Fund: SCE (PIC 30) - 10000.00, 211 - ESEA Title I: Improving Basic Program - 2369.00						
						

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

LISD will maintain FIRST Rating.

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







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

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

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

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will support state/district curriculum by following procurement guidelines when purchasing materials and technology resources that are researched based and address the needs of all students including Special Education, LEP, At-Risk, Migrant and Gifted and Talented.	Principal, Assistant Principals, Bookkeeper, Campus and District Technology personnel, Deans, Special Education Supervisor, and Bilingual Dept., Strategist.	We expect to see an increase of 3-5% in the usage of the technology resources utilized by all of our students.				

<p>2) Cigarroa Middle School will maintain equipment and license purchased based on standard-based instruction and researched based methods to support the needs of all our students (Special Education, At-Risk, LEP, Migrant and Gifted and Talented).</p>	<p>Principal, Assistant Principals, Bookkeeper, Campus and District Technology personnel, Deans, Special Education Supervisor, and Bilingual Dept., Strategist.</p>	<p>We expect to see an increase of 3-5% in the usage of the technology resources utilized by all of our students and appropriate the necessary funding to sustain usage of all equipment and licenses.</p>				
<p>Problem Statements: Demographics 1 Funding Sources: 199 - General Fund: SCE (PIC 30) - 18500.00</p>						
<p>3) Cigarroa Middle School will purchase furniture (student desks, teacher' chairs and desks), custodial maintenance and safety equipment for the upkeep, including daily operations and safety of our campus in accordance to procurement policies and procedures.</p>	<p>Principal, Assistant Principals, Bookkeeper, Campus and District Custodial personnel, and District Safety Officer.</p>	<p>We expect a decrease of 2-3% in the number of furniture that is in-operable or inadequate.</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - 35545.00, 199 - General Fund: Basic Instruction (PIC 11) - 3900.00</p>						
<p>4) Cigarroa Middle School will train all campus sponsors on the Administrative Regulations that govern student activity fundraising to include:</p> <ul style="list-style-type: none"> <li>a. Filling of Club by-laws</li> <li>b. money collect from student forms</li> <li>c. Fundraising workflows procedures</li> <li>d. Activity Reports</li> <li>e. student sign in sheets</li> <li>f. Conflict of Interest forms</li> <li>g. procurement procedures</li> </ul>	<p>Principal, Assistant Principals, Bookkeeper, Campus and District finance personnel.</p>	<p>We expect to have 100% of school sponsors in compliance with Administrative Regulations.</p>				
<p>Problem Statements: Demographics 1</p>						
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						

**Performance Objective 4 Problem Statements:**

<p><b>Demographics</b></p>
<p><b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.</p>

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 5:** LISD will implement a system of internal controls to provide reasonable assurance that the District meets its objectives.

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

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

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

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will train all campus sponsors on the Administrative Regulations that govern student activity fundraising to include:  a. Filling of Club by-laws b. money collect from student forms c. Fundraising workflows procedures d. Activity Reports e. student sign in sheets f. Conflict of Interest forms g. procurement procedures	Principal, Assistant Principals, Bookkeeper, Campus and District finance personnel.	We expect to have 100% of school sponsors in compliance with Administrative Regulations.				

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 6:** LISD will maintain a safe, secure and healthy learning and working environment for all students and employees.

The number of workman's compensation claims will decrease from \_\_\_\_\_ to \_\_\_\_\_.


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

Increase the number of students getting the flu shot from \_\_\_\_ to \_\_\_\_\_

**Evaluation Data Source(s) 6:** Workman's Compensation Reports  
 Blue Cross/Blue Shield Data  
 Flu Report

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide training to all faculty and staff on the Campus Crisis Response Team (CERT) Plan on the following procedures:  a. Lockdowns b. Fire Drills c. Bomb Threats d. Severe Weather Drills (Tornado, Natural Disasters)	Principal, Assistant Principals, Police Officers, Campus and District Custodial personnel, and District Safety Officer.	We expect to have 100% of all staff trained.				
2) Cigarroa Middle School will utilize and enforce security procedures for all visitors, faculty, staff and students through: Raptor System, Sign-in/Visitor Pass, Monitoring of LISD tags (visitors/contracted services)	Principal, Assistant Principals, Police Officers, Campus and District Safety Officer.	We expect 100% of all visitors to present identification when entering school premises.				
Funding Sources: 211 - ESEA Title I: Improving Basic Program - 510.00						
3) Cigarroa Middle School will provide students, faculty and staff and opportunity to be vaccinated with the flu shot.	Principal, Assistant Principals, School Nurse, and Parental Liaison.	We expect to increase the total number of students, faculty and staff that receive the flu shot by 3-5%.				

4) Cigarroa Middle School nurses will provide presentations to parents, students, faculty and staff concerning safety and health information.	Principal, Assistant Principals, Counselor, School Nurse, and Parental Liaison.	We expect to have 100% of all students attending a health and safety presentation.				
5) Cigarroa Middle School nurses will provide all school sponsors with CPR, First Aid training and the usage of the defibrillator.	Principal, Assistant Principals, Counselors, School Nurse, and all sponsors.	We expect to have 100% of all staff trained.				
						



**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

The number of work orders will decrease from \_\_\_\_ to \_\_\_\_

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

**Summative Evaluation 7:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
1) Cigarroa Middle School will ensure that 100% of work orders submitted are completed in a timely manner. Follow up will be monitored for not completed work orders.	Principal, Assistant Principals, Custodial Staff and Division of Operations Staff.	We expect 100% of all work orders completed within 10 working days.				


**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 8:** Develop and maintain a staffing plan that utilizes data drive decision making to balance available budgetary resources with best practices and district needs.

Decrease the number of Class Size Ratio Waivers submitted to the Texas Education Agency from \_\_\_\_ to \_\_\_\_.

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

**Summative Evaluation 8:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will implement teaming in which a group of students will share common content area teachers (ELAR, Math, Science, Social Studies and Writing). This strategy will establish stronger student/parent relationships and allow teachers to address and target students' academic needs/social needs and concerns. Teaming will allow teachers to use quality data to drive instructional decisions that will lead to improved student performance.	Principal, Assistant Principals, Instructional Facilitator and District Deans.	We expect an increase in student engagement and in the number of students passing district and state exams: 70% of all students meeting standards at Meets and or Masters Level.				
Problem Statements: Demographics 1 - Student Academic Achievement 2						
						

**Performance Objective 8 Problem Statements:**


Demographics
<b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.
Student Academic Achievement
<b>Problem Statement 2:</b> In 2017, 52% of the students met the STAAR Writing Standard. <b>Root Cause 2:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 9:** LISD schools will not have 1 or more student groups that fail to meet performance standards for three consecutive years.

**Evaluation Data Source(s) 9:** STAAR Data

**Summative Evaluation 9:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide intensive, rigorous and engaging instruction in all content areas with an emphasis on Writing, Science and Social Studies for all students (Special Education, ELL, Migrant and At-Risk).	Principal, Assistant Principals, Instructional Facilitator, Master Teachers, Teachers and District Deans.  Problem Statements: Demographics 1	We expect an increase in student engagement and in the number of students passing district and state exams: 60% of all students meeting standards at Meets and or Masters Level.				
						

**Performance Objective 9 Problem Statements:**

Demographics
<b>Problem Statement 1:</b> In 2017 less than 50% of our ELL and Special Education students met the STAAR standards in all subjects. <b>Root Cause 1:</b> Our current campus culture and structures do not support a consistent system for planning, implementing, and monitoring daily quality instruction.

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

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

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

**Summative Evaluation 10:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School will provide all faculty and staff training to ensure the best customer service, instruction, student safety, compliance and daily campus operational functions.	Principal, Assistant Principals, District Human Resources Dept., Finance Dep., and Technology Dept.	We expect to have 100% of all staff trained.				

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 11:** LISD will promote an increase in teachers meeting expectations on certification attempts.

Number of teachers participating in review sessions will increase from \_\_\_\_ to \_\_\_\_

The teacher passing rate on certification attempts will increase from \_\_\_\_\_ to \_\_\_\_\_.

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

**Summative Evaluation 11:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Cigarroa Middle School Administration, Teachers and Instructional support staff will receive professional development in content areas, instructional pedagogy, or other areas of need (discipline) through:  a. Region One Service Center b. CAMT c. CAST d. GT Conference e. Smart Conference f. SIOP/Bilingual Trainings g. Content Area Academies h. Content Area Quality Review Sessions	Principal, Assistant Principals, Instructional Facilitator and District Deans.	We expect 100% of our teachers to succeed in their certification attempts.				
2) Cigarroa Middle School will provide new teachers with TxBess Mentors to provide assistance and support through modeling, coaching, and observations.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, District Deans, and TxBess Coordinator	We expect 100% of our teachers to succeed in their certification attempts.				

3) Cigarroa Middle School will inform teachers of Review sessions for Teacher Certification.	Principal, Assistant Principals, Instructional Facilitator, Master Teacher, District Deans, and Human Resource Department	We expect 100% of our teachers to succeed in their certification attempts.				
