Campus Improvement Plan 2020/2021



Date Reviewed: Date Approved:

Mission

Elma E. Barrera Elementary is in partnership with the administration, staff, teachers, parents, and the community. The district is committed to providing all students with the highest quality instruction through the use of modern technology, well-trained teachers, and high performing learning environments. It is our goal to reach a level of high student performance, exemplary academic achievement, and to produce self-motivated citizens who will fulfill their potential and enhance their welfare for the future.

Nondiscrimination Notice

ELMA E BARRERA ELEMENTARY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Santa Rosa Independent School District Board of Trustees

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ELMA E BARRERA ELEMENTARY Site Base

Name	Position
Camarillo, Gregorio	EEBE Principal
Hernandez, Cynthia	EEBE Dean of Instruction
Trevino, Juan	EEBE Counselor
Rodriguez, Juan	Teacher
Mosqueda, Anid	Teacher
Thompson, Martha	Teacher
Badillo, Maria	Teacher
Spears Mejorado, Laura	Teacher
Ortiz, Yesenia	Teacher
Castillo, Jose	Teacher
Perez, Oneida	Teacher

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 1. (HB 3 - STUDENT OUTCOME GOAL READING) The percent of 3rd-Grade students that score MEETS grade level or above on STAAR Reading willincrease from 41% in August 2019 (TAPR) school year to 45% by the August 2024 school year.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
We will integrate instructional technology into the curriculum to enhance classroom instruction and learning for all students. (Target Group: All) (Strategic Priorities: 2,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans
2. We will provide reading resources, materials, and professional development for all teachers and classrooms based on data and student needs. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
3. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
4. We will promote literacy through our libraries by creating a well-balanced and diverse library collection in both printed and electronic books and provide multiple platforms such as Accelerated Reader, MyOn, MackenVIA, Brain POP in all grade levels for all students. (Target Group: All) (Strategic Priorities: 1,2,4)	Dean of Instruction, Director of Curriculum and Instruction	Ongoing		
5. We will provide informational sessions for students and parents about the importance of literacy and making real-world connections by highlighting bestselling authors. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Librarian	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 2. (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economica

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental reading resources, materials, and professional development for all teachers and classrooms based on data and students in special programs, such as EL, SPED, 504, and MIGRANT. (Target Group: ECD,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1,2,4)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		Criteria: 01/15/21 - Pending
2. We will promote literacy through our libraries by creating a well-balanced and diverse library collection in both printed and electronic books and provide multiple platforms such as Accelerated Reader, MyOn, MackenVIA, Brain POP in all grade levels to provide options for leveled reading for struggling students. (Target Group: ECD,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Librarian, Principal	Ongoing		
3. We will provide extended learning opportunities beyond the regular school day for students that are not demonstrating curriculum mastery through classroom extensions such as blitzes, academies, and tutorials. (Target Group: All) (Strategic Priorities: 1,2,4)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 3. (HB 3 - STUDENT OUTCOME GOAL MATH) The percent of 3rd Grade students that score MEETS grade level or above on STAAR Math will increase from 53% in the August 2019 (TAPR) school year to 57% by the August 2024 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide Math resources, materials and professional development for all teachers and classrooms based on data and student needs. (Target Group: All) (Strategic Priorities: 1,2,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
2. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Target Group: All) (Strategic Priorities: 1,2,4)	Director/Coordinators	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 4. (HB 3 - STUDENT OUTCOME GOAL MATH CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former, current) English Learners (current, monitored) will demonstrate a 4% increase in student achievement by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental Math resources, materials and professional development for all teachers and classrooms based on data and students in special programs.(Target Group: ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys, 504) Ongoing DMAC (Target Group: ECD,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1,2,4)	After School Program Director/Coordinators, Director of Curriculum and Instruction, Librarian, Principal	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 5. (HB 3 - COLLEGE AND CAREER READINESS) The percentage of high school graduates that meet the criteria for Career and College Readiness in the Texas A-F accountability system will increase from 60% in the graduating Class of 2020 to 64% in the graduating Class of 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will use the ACE Afterschool program staff to support student achievement for students struggling in reading and math areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Target Group: All)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
2. Will provide nominations, screening, and evaluations for those that are gifted and talented program and provide rigorous curriculum and enrichment opportunities within the classroom for those that are identified as gifted and talented. (Target Group: All,GT,K,1st) (Strategic Priorities: 4)	Counselor(s), Director of Curriculum and Instruction, Principal	Ongoing		
3. We will provide a social-emotional curriculum and prevention programs for bullying, cyberbullying, tobacco and drug use, suicide prevention, character building, leadership, and mental health. (Target Group: All) (Strategic Priorities: 1,4)	After School Program Director/Coordinators, Counselor(s), Director of Curriculum and Instruction, Principal, Safety Coordinator/SRISD Chief of Police, School Nurse	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 6. (HB 3 - COLLEGE AND CAREER READINESS CLOSING THE GAPS) Identified Hispanic, special education, and economically disadvantagedstudents will demonstrate a 4% increase by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental college ready resources, materials and professional development for all teachers and classrooms based on data for students in special programs, such as EL, SPED, 504, AND MIGRANT. (Target Group: ECD,Migrant,LEP,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1,3,4)	Director of Curriculum and Instruction	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 7. (ATTENDANCE) All campuses will continuously strive to maintain a 97% attendance rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campuses will sustain a progress monitoring system for all grade levels and ensure that all PEIMS reporting is correct and in accordance with statutes, policy, and truancy prevention laws. (Target Group: All) PEIMS Coordinator, Principal (Target Group: All) (Strategic Priorities: 2,4)	PEIMS Coordinator/Clerks, Principal	Ongoing		
2. Campuses will ensure that retention/promotion practices are implemented according to policy, statutes, and TEC code. (Target Group: All) (Strategic Priorities: 1)	Counselor(s), Dean of Instruction, PEIMS Coordinator/Clerks, Principal	Ongoing		

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 8. Objective 8. (CLUBS/ORGANIZATIONS) All campuses will provide leadership opportunities through clubs and organizations such as: Student Council, NationalHonor Society, Fellowship of Christian Athletes, Skills USA, FFA, and UIL.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Will provide leadership opportunities to school counsel. (Target Group: All) (Strategic Priorities: 4)		Ongoing		

Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators,

Objective 1. EEBE will provide the needed preparation for staff members to maximize efficiency and student achievement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will recruit highly effective staff by marketing/advertisement, job fairs, website announcements, social media outlets, and public relations. (Strategic Priorities: 4)	Superintendent(s)	Ongoing		Criteria: Ongoing
2. We will ensure that all EEBE employees have the required credentials and certifications for their assignments. (Strategic Priorities: 1,4)	Principal, Superintendent(s)	Ongoing		
3. We will align staffing levels with student enrollment and validate staffing guidelines and requirements. (Strategic Priorities: 1,4)	Director of Curriculum and Instruction, Principal, Superintendent(s)	Ongoing		
4. We will provide support for new teachers by coordinating New Teacher/Mentor academies through Region One to maximize effectiveness. (Strategic Priorities: 1,4)	Coordinator for Special Services	Ongoing		
5. Professional development will be provided to teachers for sheltered instruction, bilingual program, reading/mathematics strategies, differentiated instruction, classroom management, and foundation reading skills. (Target Group: All) (Strategic Priorities: 1,2,4)		Ongoing		
6. EEBE will provide professional development for the academic core areas such but not limited to the Phonics Toolkit Leveled program which are needed to provide academic growth and success. (Target Group: All) (Strategic Priorities: 1,2,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
7. EEBE will provide professional development to staff and teachers for the integration of technology and instructional software. (Target Group: All) (Strategic Priorities: 2,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal, Technology Specialist	Ongoing		
8. Appropriate staff will attend Region One TEKS resource sessions for lesson designs and to maintain vertical and horizontal alignments. (Target Group: All) (Strategic Priorities: 1,2,4)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Teacher(s), Technology Specialist	Ongoing		

Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators,

Objective 1. EEBE will provide the needed preparation for staff members to maximize efficiency and student achievement

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. EEBE will utilize Region One and consultants as resources to enhance staff and student learning. (Target Group: All) (Strategic Priorities: 1,2,4)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing		
10. Teachers, staff, and administration will attend training on their area of specialty and/or areas of need to complete their CPE hours for the school year. (Target Group: All) (Strategic Priorities: 1,2,4)	Counselor(s), Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Paraprofessionals, PEIMS Coordinator/Clerks, Principal, Teacher(s)	Ongoing		
11. EEBE will purchase incentives, plan events and/or luncheons to promote a positive culture where administrators, teachers and staff feel valued and appreciated. (Target Group: All) (Strategic Priorities: 1,4)	Counselor(s), Dean of Instruction, Prin Secretary, Principal, Teacher(s)	Ongoing		

Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 1. We will implement, monitor and evaluate and align curriculum that meet state standards and allows and allows to improves school climate that leads to students success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EEBE will provide enrichment activities and supplies for students and teachers to ensure student success. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Coordinator for Special Services, Counselor(s), Dean of Instruction, Principal	Ongoing		
2. Provide digital curriculum resources such as HMH Reading, Pearson Science and Social Studies, Pearlized Math and Sharon Wells but not limited to these. (Target Group: All) (Strategic Priorities: 2,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
3. EEBE will use I-station Reading and Math Pre-Kinder - 5th grade, STAR Reading and Math 1st - 5th grade, Early Literacy and Math Pre-Kinder through Kinder, STEMSCOPES Science Kinder - 5th grade, AMIRA Fluency Kinder - 3rd grade, IXL Reading, Math and Science 3rd - 5th grade, ABC Mouse Pre-Kinder through Kinder supplemental programs for students. (Target Group: All) (Strategic Priorities: 1,2,4)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing		
4. EEBE will provide a reading diagnostic tools CLI for Pre-Kinder and Amplify/mclass for Kinder - 2nd grade. (Target Group: PRE K,K,1st,2nd) (Strategic Priorities: 1,2,4)		Ongoing		

Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 2. We will upgrade the necessary equipment to ensure equity for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. EEBE will upgrade needed software programs such as canvas and zoom platforms for online learning. (Target Group: All) (Strategic Priorities: 2,4)	Chief Financial Officer, Director of Curriculum and Instruction, Principal, Technology Specialist	As Needed		
2. EEBE will upgrade technology devices for in class and online learning such as chromebooks but not limited to chromebooks. (Target Group: All) (Strategic Priorities: 2,4)	Principal, Technology Specialist	Ongoing		

Goal 4. (FAMILY AND COMMUNITY ENGAGEMENT) We will increase the communication between teachers, parents, students, and business partners to meetstudent academic and social-emotional needs.

Objective 1. By the end of 2024 parental involvement will increase a minimum of 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EEBE will invite 100% of our parents to attend all educational and informational sessions at the campus or virtually. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Dean of Instruction, Principal	Ongoing		
2. EEBE will create family involvement activities such as but not limited to Family Fun Night, Dia de Cultura, Fall Festival, Literacy Night, Math/Science Night, drive through kinder and 5th grade ceremony and Winter Wonderland. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Counselor(s), Dean of Instruction, Principal	Yearly		
3. EEBE will encourage to participate in our campus parent volunteer program. (Target Group: All) (Strategic Priorities: 1,4)	After School Program Director/Coordinators, Principal	Ongoing		
4. EEBE Site Based Decision Making Committees will meet once a month to discuss our students instructional needs. (Target Group: All) (Strategic Priorities: 1,2,4)	SBDM Committee	Monthly		
5. EEBE will use communication software to increase home and school communication. (Target Group: All) (Strategic Priorities: 1,4)	Principal, Teacher(s), Technology Specialist	Ongoing		

Goal 4. (FAMILY AND COMMUNITY ENGAGEMENT) We will increase the communication between teachers, parents, students, and business partners to meetstudent academic and social-emotional needs.

Objective 2. We will increase opportunities for all our parents to become a part of the learning process and their child's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EEBE will increase informational sessions for parents on multiple topics. (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director/Coordinators, Counselor(s), Dean of Instruction, Librarian, Principal, Teacher(s)	Yearly		

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff withthe social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 1. EEBE will increase safety and security measures across the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. EEBE has a police officer within the building. Visitors will have to buzz in through the front door security camera/door entry system. Visitors need to check in the front office, produce valid I.D. for the Raptor, and be on the registration forms. (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal	Daily	(L)Local Districts	Criteria: Student surveys, parent surveys, or campus improvement survey.
2. EEBE will train all required staff on safety and emergency protocols and procedures. (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Safety Coordinator/SRISD Chief of Police	Ongoing	(F)Title I Part A	
3. EEBE will conduct state mandated safety drills (fire, lock down, lock out, evacuation drills, etc.). (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Monthly		
4. EEBE will implement a multi-hazard emergency plan and ensure all staff members are trained on procedures. (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
5. EEBE will create crisis intervention teams and train all staff on non-violent crisis intervention protocols. (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
6. EEBE will train required personnel in CPR, AED equipment and diabetic policies and procedures. (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police, School Nurse	Yearly		
7. EEBE will provide public fairs and assemblies for safety initiatives. (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Counselor(s), District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
8. EEBE will continue updates on security cameras and software systems. (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Technology Specialist	Ongoing		

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff withthe social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 2. EEBE will provide a Social and Emotional curriculum for students and professional development for staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EEBE Will provide students with character strong curriculum lessons and activities. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Instruction, Principal, Teacher(s)	Ongoing		
2. EEBE will implement a suicide prevention and intervention program. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Instruction, District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police, Teacher(s)	Ongoing		

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff withthe social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 3. Campuses will have assemblies and campaigns to create awareness on topics such as bullying, cyberbullying, suicide, drugs, tobacco, self-harm.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. EEBE students, teachers, and staff will participate in red ribbon activities during the month of October for drug prevention awareness. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Instruction, Principal, Teacher(s)	Ongoing		
2. EEBE will invite guest speakers and organizations to participate in class and campus presentations and events. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Gear Up Facilitator, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
3. EEBE will implement an alcohol, tobacco, and drug awareness program. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), District Police Dept	Ongoing		

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff withthe social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 4. EEBE will maintain a supportive school culture which meets the physical well-being of all campus students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
EEBE will provide public fairs and assemblies for health initiatives. (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Principal, School Nurse	Yearly		
2. EEBE will promote a healthy lifestyle for students by implementing a physical activity program to include nurse screenings and physical assessment fitness program. (Target Group: All) (Strategic Priorities: 4)	Athletic Coordinator, PE/Health Teachers, Principal, School Nurse	Ongoing		