

Socorro Independent School District
Paso Del Norte School
2016-2017 Campus Improvement Plan
Accountability Rating: Met Standard



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Mission Statement

Paso Del Norte will strive to ensure that all students are given the opportunity to achieve academic success in an environment that fosters high expectations, safety and competition.

Vision

Always Compete, Be the Best That You Can Be!

Our priority is finding creative ways to ensure we are, as a team, Improving Lives.

Principal

Nathan Ballard

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Paso Del Norte is one of 48 campuses in the Socorro Independent School District. Paso Del Norte opened its doors in 2003 with 1354 students. Paso Del Norte serves predominantly low and middle class families. Paso Del Norte currently serves 1150 students in grades Kinder thru 8th grade. Paso Del Norte's is experiencing a steady decline in enrollment as the community stabilizes and ages. Five years ago, 1300 students were served by the campus, which in an decrease of 5.09%. This year the campus enrollment is down 63 students or 5.09%. Below, is a detailed breakdown of our demographics:

Female	566	49.69%
Male	573	50.31%

Ethnicity		
Hispanic-Latino	993	87.18%

Race		
American Indian - Alaskan Native	1	0.09%
Asian	14	1.23%
Black - African American	53	4.65%
Native Hawaiian - Pacific Islander	0	0.00%
White	57	5.00%
Two-or-More	21	1.84%

Other Student Information (2015 - 2016 Fall PEIMS file loaded 05/24/2016) Count Percent

At-Risk	426	37.40%
Economically Disadvantaged	702	61.63%
Title I Homeless(*Special Notes*)	0	0.00%
Immigrant	13	1.14%
Limited English Proficient (LEP)	173	15.19%
Migrant	0	0.00%

Military Connected	120	10.54%
Foster Care	1	0.09%
Student by Program (2015 - 2016 Fall PEIMS file loaded 05/24/2016) Count Percent		
Bilingual	121	10.62%
English as a Second Language (ESL)	32	2.81%
Career and Technical Education (CTE)	82	7.20%
Free Lunch Participation	523	45.92%
Reduced Lunch Participation	179	15.72%
Other Economically Disadvantaged	0	0.00%
Gifted & Talented	37	3.25%
Special Education (SPED)	90	7.90%
Title 1 Participation	1,139	100.00%
Dyslexia	19	1.67%

Our Title I school wide program is focused on closing the achievement gaps in Reading, Writing, Science, Social Studies and Math, while emphasizing Career and College readiness. SCE monies are used to afford students the opportunities to attend extended day, intersession and summer school tutoring and enrichment. Our SCEI Instructional coaches also provides ongoing tutoring interventions for our students, and instructional support to the staff. Our Parent Liaison provides training opportunities for parents. Instructional aides assist students that are At Risk for failing by providing in classroom supports. At risk personnel using IStation and Quick screeners identify which areas to provide targeted interventions through small group instruction and one to one assistance. The campus site based committee looked at last year's program evaluations, climate surveys, campus surveys, STAAR assessment results, IStation Tiered results to identify areas of strengths and weaknesses. Committees have been formed to address these areas. This year's Climate showed overall improvements, however PDN will continued to promote an environment that is focuses on the needs to the students and faculty.

Demographics Strengths

- 96.26% Average Daily Attendance
- Standard leveled funding for tutoring services for all students in need of academic support at all campuses
- Coordinated professional development for teachers in order to serve special populations
- Progressive technology programs to address students with different learning styles

Demographics Needs

- Increase the academic performance of LEP and Special Education students to improve both standardized test scores and PBMAS results
- Support students coded At-Risk via effective interventions to diminish the achievement gap
- Provide adequate resources for all student learning, particularly for populations experiencing academic difficulty

Student Achievement

Student Achievement Summary

Paso Del Norte School received a Met Standard accountability rating by Texas Education Agency. Our school earned 2 Campus Distinctions Designations from Texas Education Agency for our performance in the following areas: Top 25% Student Progress and Top 25% Closing Performance Gaps.

Texas Education Agency Accountability Rating: Met Standard		
Index 1: Student Achievement	Target Score: 60	Actual Score: 84
Index 2: Student Progress	Target Score: 30	Actual Score: 43
Index 3: Closing Performance Gaps	Target Score: 28	Actual Score: 51
Index 4: Postsecondary Readiness	Target Score: 12	Actual Score: 34
Distinction Designations: Top 25% Student Progress and Top 25% Closing Performance Gaps		

Student Achievement Strengths

STAAR scores for the 2015-16 school in grades 5th and 8th grade Reading and Math; and Algebra I. The scores are as follows:

5th Grade Reading: 90.8%

5th Grade Math: 96.9%

8th Grade Reading: 93.5%

8th Grade Math: 97.1%

Algebra I: 100%

Student Achievement Needs

We will continue to strive to obtain 100% mastery of TEKS for ALL students. When analyzing our data, we identified our LEP and economically disadvantaged students to need the most assistance in gaining mastery.

We will continue to close the achievement gap for our LEP and economically disadvantaged students. We will continue to provide training on how to plan instruction using the English language proficiency levels, differentiated instruction, and SIOP strategies for our LEP population

School Culture and Climate

School Culture and Climate Summary

The 2nd Annual SISD Climate Survey allowed us to celebrate strengths, monitor changes, and respond to areas of challenge in our effort to build a positive and safe learning environment that maximizes student learning. Third through eighth grade *students* completed the survey on school computers between February 2nd – February 13th, 2015. Parent surveys are available online at www.sisd.net .

School Culture and Climate Strengths

The Climate survey revealed that nearly 90% of parents and students are happy with our school. Ninety percent of Paso Del Norte students say they feel safe at our school. Additionally, parents stated that teachers at Paso Del Norte are helpful, and they feel comfortable with their child's teacher.

School Culture and Climate Needs

Students at Paso Del Norte feel that they are not recognized enough for their achievements. Efforts have been made to recognize students on a more frequent basis. Among new initiatives are Pizza with the Principal, Paw Pride Tickets, Perfect Attendance incentives each 9 Weeks, and Honor Roll incentives. We have continued with Terrific Kids and Student of the Month.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

In Socorro ISD, students are released early one day per month so that teachers can receive professional development that is presented by both school administrators and Instructional Coaches. District initiatives and trainings are funneled to teachers through the administration and the leadership team. During PLC meetings, teachers plan for the following week's instruction and share teaching strategies.

Staff Quality, Recruitment, and Retention Strengths

Recent trainings attended by the Paso Del Norte staff include: Balanced Literacy Framework, Kagan Cooperative Learning, 90 minute Guided Math Block, Math Stations, and Blended Learning. Administrators and leadership team will continue to support teachers so they can refine their skills in using the strategies in all the above mentioned programs. Walkthroughs will continue in order to identify and provide continued support for the staff.

Staff Quality, Recruitment, and Retention Needs

Teachers have different needs in the area of staff development. Therefore, we will offer a more specialized plan of staff development for teachers. Based on a needs assessment survey, teachers will communicate their staff development needs. For example, some teachers that are new to a grade level need training on that specific curriculum. Administrators and leadership team will offer afterschool staff development sessions tailored to the faculty's particular needs.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Paso Del Norte is committed to providing rigorous and relevant instruction to all students, keeping in mind that we are preparing them to be individuals that have a positive impact on our community. Most importantly, our students will possess the knowledge and skills to succeed in a global community. Paso Del Norte students have enjoyed great academic successes the past few years.

Curriculum, Instruction, and Assessment Strengths

This year 100% of our 8th graders who took algebra passed the EOC exam. Paso Del Norte will include high school courses during the instructional day to include: Algebra, STEM, and Spanish.

2016 STAAR scores in 5th and 8th grade are among the best in the district. All scores in these grade are above 90% and are among the Top 5 in the district.

2016/17 Spring Benchmark scores for 8th grade reading is 82%. Goal of 90% is attainable with instructional time still available.

Curriculum, Instruction, and Assessment Needs

There is a great need to continue to monitor the progress of ELL students. It is imperative that students are provided with intensive, targeted and explicit instruction to support their transition to English.

There is also a need to ensure that we are providing our students in Special Education the support needed to be successful.

Based off the Spring Benchmark scores Tier 3 Students will:

Receive frequent progress monitoring

Receive differentiated instruction in the classroom

Consistent use of modifications or accommodations as needed

Assist after school tutoring

Assist Power Saturdays

Family and Community Involvement

Family and Community Involvement Summary

Paso Del Norte is continuously looking for ways to promote a positive school culture that involves parents and the community. Administrators, faculty and staff, along with the campus parent liaison work together to increase the involvement and communication with the parents. This is done through opportunities for parents to become involved in every aspect of their child's academic success. Parents are invited to an Open House at the beginning of the year where they meet their child's teacher. Throughout the year they are invited to volunteer meetings are provided by parent liaison so they are provided opportunities to be more involved among their child's education. Library night as well as STAAR night gives parents a chance to visit the campus library and learn about all the resources available to them such as book check out and book fairs.

Family and Community Involvement Strengths

- Parents are invited to trainings in the areas of academics, parenting, nutrition and educational opportunities. Parents were invited to a STAAR information night. Parents of Middle School students are offered information about future college plans through Collegiate Forums and military families are invited to special sessions dedicated to welcoming them to the school and community. PDN hosted a military night
- PDN's administrative team, involves parents in all aspects of their child's education. Fundraising provide the campus with money to purchase student incentives and necessary items that the campus could not purchase otherwise. Outside canopies that protect parents, students and teachers from the elements were purchased through these funds. A monthly newsletter goes out to parents to keep them informed of upcoming events and any other pertinent school information. This year PDN continued with implementation of Watch DOGS, WATCH D.O.G.S. (Dads Of Great Students) is an innovative father involvement program. The Parents are always welcome at the school and volunteers are always on hand to assist teachers and students. The GIVE (Get Involved in Education) volunteer program has approximately 25 volunteers that were consistently at the school.
- These activities are a sampling additional activities in which parents can participate: Parent Teacher Conferences, Fall Festival with performances from Fine Arts Students, Spelling Bee, Open House, Terrific Kids, Student awards assemblies, Penguin Patch, end of year field days, field trips, Latino Literacy program, book fairs and 8th grade Farewell Assembly.

Family and Community Involvement Needs

The percentage of parental involvement is minimal so there is an need for more programs such as Reading to your child's class in order to increase parent attendance.

School Context and Organization

School Context and Organization Summary

Master schedule has been revised to include a 45 minute enrichment period is provided to all students daily to target areas in which students are struggling or to enrich areas in which students are excelling. After school tutoring is also provided. Teachers are provided common grade level planning time to collaborate. A variety of assessments, district, teacher-created, and administrator required, are utilized in the district and on the campus.

School Context and Organization Strengths

The committee identified the following strengths: information shared as early and as openly as possible with teachers; the overall climate of the campus has improved this year. Many new initiatives have been implemented to reward students, such as the monthly Pizza with the Principal for students who go above and beyond to help the school, and Paw Pride Tickets, which are given to students who are "caught being good". Also, a new drive-through pick up procedure was implemented which has helped to dismiss our students in a safe and timely manner.

School Context and Organization Needs

As a K-8 school with close to 1,150 students, we are always looking for ways to ensure that the school is safe and running smoothly both inside and out.

Technology

Technology Summary

Paso Del Norte School has been upgrading its technology equipment as well as increasing its use over the past year. We recently purchased projectors in an effort to replace older technology. Teachers have expressed confidence in their proficiency levels with laptop and desktop computers. However, there is a lack of confidence in using and integrating the peripherals. We have provided training throughout the school year in using technology for teaching and evaluation (e.g. Edmodo, Plickers, Kahoot). Students use technology regularly and routinely and attend the computer lab on a weekly basis.

Technology Strengths

During the 2015-16 school year, projectors were purchased for all K-8 classrooms. An effort has been made for all teachers to do their lesson a flip charts to be presented on their interactive white boards.

Staff members are eager to learn how to use and integrate technology into instruction and learning daily. Administration has purchased numerous online resources to support teaching and learning. Money has been set aside to purchase computers for the classroom to begin focusing on Blended Learning.

Technology Needs

Purchase computers and projectors for fine arts teachers, purchase desktops for office, PEIMS clerks, scheduling clerk, and Assistant Principals. There has been an increase in online state testing; we need to purchase mobile computer labs to give our students access to technology.

Comprehensive Needs Assessment Data Documentation

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















Goals

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 1: For the 2016-2017 school year, Paso Del Norte will develop and implement a plan of action to ensure that 100% its stakeholders feel safe at school and school events.

Evaluation Data Source(s) 1: 100% of stakeholders felt safe at school and school events.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Teachers and staff receive professional development on safety drills, teachers receive lesson plan to instruct students on emergency procedures, to include visitor pass requirements, restrictions on exits other than designated area, and verifying identification upon early pick up.	1, 4	Administrators, teachers	Sign-in sheet from trainings			
2) Campus Emergency Operations Procedures is revised and updated annually per district guidelines.	1, 2	Assistant Principal	Sign in sheets upon district and campus update.			
3) Hall Pass will be installed at the front entrance of the school. All visitors will be required to sign in.	1, 2	Principal	Daily visitor logs			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 2: For the 2016-2017 school year, Paso Del Norte will fulfill 100% of the requirements for safety audits and safety drills to be prepared for multiple emergency scenarios.

Evaluation Data Source(s) 2: 100% of all safety requirements were conducted during the 16-17 school year.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Safety Drills will be conducted per district guidelines.	1, 2	Assistant Principal	Safety Drill/Fire Drill Log			
2) Safety inspection to include appropriate usage of extension cords, limitation of spray products, restrict usage of personal appliances, posted evacuation maps, caution of obstruction due to electrical panels and fire extinguishers.	1, 2	Assistant Principal	District/Fire Marshall Inspection Report			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 1: SISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

Performance Objective 3: For the 2016-2017 school year, the number of bullying-related incidents reported at Paso Del Norte will decrease from 5 to 2.

Evaluation Data Source(s) 3: Bullying incidents did decrease by over 50% during the 2015-16 school year.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Increase awareness of bully protocol among students, staff, and community. Clarification of definition of bullying-related incidents.	1, 2	Assistant Principal, Counselors	Incident Reports			
2) Implement Connect with Kids and the Olweus Bullying Prevention Program through use of the program materials, resources and surveys.	1, 2	Counselors	Teacher meeting logs			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 1: By the end of May 2017, Paso Del Norte will develop and implement at least 5 College and Career Ready Strategies for all students from grades 3-8.

Evaluation Data Source(s) 1: 100% of the students are exposed to College and Career readiness lessons by the Counselors and teachers.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) College Week Awareness activities throughout the school year.	1, 2, 3	Counselors	8th Grade Explore Assessment			
2) Paso Del Norte will offer a Career and Technology Education Class.	1, 2, 3, 6, 9	CTE Teacher, Administration	8th grade Explore Assessment			
3) 7th and 8th grade students will have the opportunity to earn high school credit(s) in Science Technology Engineering Mathematics (STEM), Algebra and Spanish.	1, 2, 3, 8, 9	Administration, Counselors, Classroom Teachers	EOC exams in Algebra Successful completion of high school course for credit			
4) System Safeguards are in place to ensure students have the support and guidance to make good decisions and not head down the wrong academic path ie. DAEP placements and / or dropping out.	1, 2, 3, 8, 9	Administration, Counselors, Classroom Teachers	Reduced number of DAEP placements and Leavers			
5) By the end of May 2017 Paso Del Norte School will develop and implement AVID Strategies WICOR at all grade levels.	2, 9, 10	Administration, Counselors, and Teachers	Increase of academic success			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 2: For the 2016-2017 school year, Paso Del Norte special education students meeting the standard in reading will increase from 56.6% to 60% and LEP population meeting standard in reading will increase from 80.1% to 85%.

Evaluation Data Source(s) 2: Special education students will score at least 60% in reading and LEP population will score at least 85% in reading.

Summative Evaluation 2:









Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) SIOP strategies will be used for all ELL students.	1, 2, 3, 4, 5, 6, 8, 9, 10	Administration, SCEI Coaches, Classroom Teachers	EOY iStation, TCM, TELPAS scores STAAR Results, Increase in number of students meeting LPAC exit criteria			
2) Purchase supplement materials to assist students in accomplishing their IEP goals.	1, 2, 3, 9	Administration, Special Education teachers	Common assessment, IEP's, STAAR scores, iStation			
3) Purchase supplemental materials for all Bilingual classrooms to improve instruction in Math, Reading, Writing, and Science.	1, 2, 3, 9	Administration, Bilingual teachers	Common assessment, IEP's, STAAR scores, iStation			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 3: By May 2017, Paso Del Norte shall increase the level of advanced performance in science from 16.2 to 20.2% and increase advanced performance in social studies from 8.8% to 12.8%.

Evaluation Data Source(s) 3: State assessment scores in advanced performance in Science and Social Studies will increase by 4%.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Monitor performance data through the use of Eduphoria heat maps for student assessment.	1, 2, 3, 9	Administration, SCEI coaches, and teachers	STAAR Performance, EOC Results			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 4: Paso Del Norte will increase 2015-16 STAAR Reading scores of 83.7 by 5% from 2016 to 2017.

Evaluation Data Source(s) 4: Reading scores will increase from 83.7% to 88.7% in 2016-17.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective


















Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Implement a Comprehensive Balanced Literacy program to include the following: phonological awareness, explicit phonics, word study, guided reading, fluency and comprehension following the Daily Five Model and the CAFE model as well as CLOSE Reading. Incorporate an Explicit Phonics program in grades kinder through 2nd, Johnny Can Spell to improve Reading readiness skills in the lower grades	1, 2, 3, 4, 8, 9, 10	Administration, SCEI Coaches, Teachers	iStation, common assessments, STAAR			
2) Teachers will use dictionaries, novels and periodicals (i.e. Story Works and Scope) to implement the Close Reading strategy. They will also provide students with intervention and STAAR practice materials, such as Mentoring Minds, STAAR Ready, TCM Reading, Lone Star Learning, Measuring Up, Kamico and STAAR Master. RTI reading will be utilized in 3rd grade. Books will be read from the library.	1, 2, 3, 4, 6, 8, 9	Administration, SCEI Coaches, Teachers	iStation, common assessments, STAAR,			
3) Purchase computers and projectors for classrooms to allow teachers to implement computer based programs. Also, to purchase supplemental reading programs such as iStation, Education Galaxy, Edusmart, Learning A-Z, and Compass Learning.	1, 2, 3, 10	Administration, SCEI Coaches, Teachers	iStation, common assessments, STAAR			
4) Temporary Instructional Aides will be hired to provide interventions for students on a daily basis in the Rainforest Café.	2, 9	Administration, SCEI Coaches	iStation, common assessments, STAAR			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 5: Paso Del Norte will increase STAAR 205-16 Mathematics scores from 88.4% by 5% from 2016 to 2017.

Evaluation Data Source(s) 5: STAAR Mathematics scores will increase from 88.4% to 93.4% in 2016-17

Summative Evaluation 5: Significant progress made toward meeting Performance Objective












Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Implement a 90 minute Guided Math model using TRS daily in elementary grades to include concrete manipulatives, direct instruction, guided instruction and learning stations or centers for reinforcement and acceleration. Lessons will be based on the 5E model and will follow the Fundamental Five.	1, 2, 3, 4, 5, 8, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
2) Assist students struggling in math by providing targeted tutoring interventions. Formative assessment is used to address deficiencies throughout the unit utilizing a small groups to one-to-one model while spiraling gaps.	1, 2, 3, 4, 8, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
3) Provide staff development to teachers on math strategies and activities beneficial for struggling students in grades K-8, to include Marcia Tate and Kagan Strategies.	1, 2, 3, 4, 5, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
4) Provide students with intervention and STAAR practice materials, such as Mentoring Minds, STAAR Ready TCM Reading and Math Intervention Kits, Lone Star Learning, Measuring Up, STAAR Master and other resources such as Education Galaxy (Liftoff math) as an adapted intervention program that will also encourage student success.	1, 3, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 6: Paso Del Norte will increase STAAR 2015-16 Science scores of 86.1% by 5% in 2016 to 2017.

Evaluation Data Source(s) 6: STAAR Science scores will increase from 86.1% to 91.1% in 2016-17.

Summative Evaluation 6: Significant progress made toward meeting Performance Objective









Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Implement a comprehensive science program for all grade levels using the 5E model.	1, 2, 3, 4, 5, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
2) Implement Science lessons that incorporate Hands-on Labs, United Streaming, Study Island, and Stemscores.	1, 2, 3, 5, 6, 8, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 7: Paso Del Norte will increase STAAR 2015-16 Social Studies scores of 67.9% by 5% in 2016-17.

Evaluation Data Source(s) 7: STAAR Social Studies scores will increase from 67.9% to 72.9% in 2016-17.

Summative Evaluation 7: Some progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Implement a comprehensive Social Studies program incorporating the Fundamental Five, Interactive Student Notebooks (ISN), ,SIOP, Marcia Tate, and Kagan strategies in order for students to gain a deeper understanding of US History. Social Studies Readiness Review will be implemented to assist with interventions and assessment.	1, 2, 3, 4, 10	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: SISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice

Performance Objective 8: Paso Del Norte will increase STAAR Writing 2015-16 Scores of 84.6% by 5% in 2016 to 2017.

Evaluation Data Source(s) 8: STAAR Writing scores will increase writing scores from 84.6% to 89.6% in 2016-17.

Summative Evaluation 8: Significant progress made toward meeting Performance Objective















Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Implement and display Book of the Month bulletin boards using student writing. Writing samples will be collected and submitted for Literary Anthology.	1, 2, 3, 4, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
2) Implement the writing process that is vertically and horizontally aligned and includes the following components: grammar and usage, spelling, capitalization, punctuation, knowledge of the different writing genres and STAAR preparation across all content areas. Also, provide students with intervention and STAAR practice materials, such as Mentoring Minds and STAAR Ready. Resources such as Empowering Writers will be utilized.	1, 2, 3, 4, 8, 9	Administration, SCEI Coaches, Teachers	Common assessments, STAAR			
3) The Fundamental Five will be implemented in each K-8 classroom as a framework for instruction.	1, 2, 3, 4, 8, 9	Administration, SCEI Coaches, Teachers	iStation, TCM, common assessments, STAAR			
4) Provide the necessary materials to implement AVID in All grade classrooms to include posters and other instructional materials such as ISNs for Cornell Notes, Organization, and Writing. License fees will be paid on a yearly basis.	1, 2, 3, 4, 9, 10	Administration, SCEI Coaches, Teachers, Counselor	Implementation Checks			
5) Provide tutoring for struggling learners after school, Saturdays, and during intersession.	1, 2, 3, 7	Administration, SCEI Coaches, Teachers	iStation, TCM, common assessments, STAAR			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 1: For the 2016-2017 school year, 70% of teachers will rate as proficient (as measured by T-TESS, walkthroughs, etc.) in all domains.

Evaluation Data Source(s) 1: 70% of teachers will rate as proficient as demonstrated through T-TESS, Walkthroughs.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Classroom Walk-throughs targeting domains with specific areas of concern.	1, 2, 3, 4, 5, 8, 9	Administration, SCEI Coaches	Improvement in delivery of instruction for a specific domain			
2) Train Teachers in Differentiated Instruction and the Fundamental Five.	1, 2, 3, 4, 5, 8, 9	Administration, SCEI Coaches	T-TESS Observations			
3) Provide T-TESS training for all teachers during summer staff development.	1, 2, 3, 4, 5, 8, 9	Administration	Improvement in delivery of instruction			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 2: For the 2016-2017 school year, Paso Del Norte will maintain 100% Highly Qualified teachers in all core academic subjects.

Evaluation Data Source(s) 2: 100% of staff falls into the Highly Qualified category.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Ensure that all teachers at Paso Del Norte meet the Highly Qualified criteria.	1, 2, 3, 5, 10	Administration	Teacher retention			
2) Provide teachers opportunities to grow professionally through mentoring to include modeling of best practices in the classroom and collaboration opportunities with colleagues. Teachers will attend AVID professional development opportunities. Social Emotional Learning will provided as a professional development for teachers to implement in the classroom. Teachers will receive PD that will target interactive word walls and getting the most out of word walls for student learning.	1, 2, 3, 4, 5	Administration, SCEI Coaches	Sign-in sheets			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 3: The number of teachers in grades 6-8 at Paso Del Norte certified in ESL will increase from 1 to 3 by May 2017.

Evaluation Data Source(s) 3: Two additional teachers in grades 6-8 will get ESL certified which will increase current amount to 3

Summative Evaluation 3: Significant progress made toward meeting Performance Objective









Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Encourage additional certification for classroom teachers into bilingual or special education.	1, 2, 3, 4, 5, 9	Administration	Certification documentation			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: SISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and career ready.

Performance Objective 4: By the end of the 2016-2017 school year, 100% of Paso Del Norte teachers will be familiar with the requirements of House Bill 5.

Evaluation Data Source(s) 4: 100% of Paso Del Norte's teachers will be provided documentation and/or attend a presentation on House Bill 5.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Provide professional development for teachers on House Bill 5.	4, 10	Counselors	Agenda, sign-in sheets			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 4: SISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

Performance Objective 1: Paso Del Norte will increase the number of parent engagement opportunities from 2 times a month in 2015-16 to 5 times a month May 2017.

Evaluation Data Source(s) 1: Three Additional scheduled meeting will be scheduled monthly to ensure opportunities.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Offer training sessions for parents at least twice a month that cover topics that will provide strategies for the home-school connection such as Family Frameworks or Nutrition classes.	1, 2, 6	Parent liaison	End of year attendance logs			
2) Purchase supplies and materials for parent involvement to include: -refreshments for meetings and/or conferences -supplies, furniture and equipment for parental involvement -attendance at Father-Son & Mother-Daughter Conferences	1, 2, 6, 10	Parent Liaison	End of year attendance logs			
3) Implement the Latino Family Literacy Project and offer these classes to parents of K-8 ELL students.	1, 2, 6, 7	Administration, SCEI Coaches, Teachers, Parent Liaison	Attendance logs, increase in report card grades			
4) Continue implementing the Watch DOGS, WATCH D.O.G.S. (Dads Of Great Students) program	1, 2, 6	Counselors	Attendance logs			
5) Provide training to Parents on STAAR Strategies and access to Compass Learning and iStation	1, 2, 6	Administration, Counselors, Teachers	Attendance logs			
6) Communicate with parents and the community by hosting Coffee with the Principal every 9 weeks.	1, 6	Administration	Parent sign-in sheets			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: SISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

Performance Objective 2: Paso Del Norte will monitor the required monthly notifications, sent via newsletters, email, etc. to parents, business, and community members to ensure 100% community outreach monthly in 2016 2017.

Evaluation Data Source(s) 2: There will be 100% monthly community newsletters and notifications to parents, businesses, and community members that will monitored.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective


Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Campus calendar and classroom calendar is sent home on a monthly basis. All-call system is used as necessary to all or targeted audiences.	1, 2, 6, 9	Administration, Librarian, Parent Liaison	Increased parent participation			
2) Campus calendar and classroom calendar is sent home on a monthly basis. All-call system is used as necessary to all or targeted audiences.	1, 2, 6, 9	Administration, Librarian, Parent Liaison	Increased parent participation			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 4: SISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

Performance Objective 3: Paso Del Norte will increase the number of partnership activities with businesses, higher education institutions, and other outside agencies to support student education by approaching 1 extra business a month which will increase our partnership by 5% by May 2017.

Evaluation Data Source(s) 3: An increase in partnerships with businesses and institutes of higher learning of over 5% will occur.

Summative Evaluation 3: Some progress made toward meeting Performance Objective









Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Paso Del Norte will host community involvement extracurricular activities, such as parent nights, Open House, and the Fall Festival.	1, 2, 6	Administration, Parent Liaison, Teachers	Increased parental involvement	✓	✓	✓
						

Goal 4: SISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

Performance Objective 4: By May 2017, Paso Del Norte will have a minimum of 2 customer service training(s) to ensure a positive and welcoming school climate for parents and community members.

Evaluation Data Source(s) 4: A BOY and MOY customer service training for office staff is scheduled.

Summative Evaluation 4: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Provide professional development for personnel working in the front desk, specifically office personnel with direct contact with parents such as clerks and parent liaison.	1, 2, 6	Administration	Sign-in sheets			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 1: For the 2016-2017 school year, 65% of all students in all special education at Paso Del Norte will meet district, state, and federal accountability standards and measured by reports such as the Performance-Based Monitoring Analysis System.

Evaluation Data Source(s) 1: An expected achievement goal of 65% is the target for special education sub populations to meet the accountability standards as will be reported on the PBMAS report.

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Provide data feedback sessions in order for teachers to understand their data and develop an appropriate plan of action for students.	2, 3, 8, 9	Administration, SCEI Coaches, Teachers	Increase academic performance in each sub group			
2) Students will take an active role in their learning by monitoring their progress and setting monthly goals.	1, 2, 8, 9	Counselors, Teachers	iStation, STAAR reports			
3) A data room will be maintained to display student/campus data.	1, 2, 3, 9	SCEI Coach	iStation, Checkpoint, STAAR data			
4) Professional Learning Communities (PLCs) will be held every Friday to review student data and plan for the following week's instruction.	1, 2, 3, 9	Administration, Teachers	iStation, Checkpoints, STAAR			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 2: During the 2016-2017 school year, 100% of Paso Del Norte teachers will monitor and participate in the RTI process at all grade levels which will provide students with meaningful and effective academic interventions to ensure their academic growth.

Evaluation Data Source(s) 2: All grade level teachers will participate in RTI conferences with administrators and counselors to ensure all at risk students are provided with academic interventions.

Summative Evaluation 2: Significant progress made toward meeting Performance Objective









Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) Response to Intervention meetings to formulate specific interventions based on student learning deficiencies and focus on the intervention until mastery	1, 2, 3, 9	Administration, Counselors, Teachers	Increased 9 weeks grades			
2) Address the specific needs of Migrant or Homeless students and the challenges of new environments, adapting to state educational standards and meeting new peers and teachers.	1, 3, 6, 8, 9, 10	Administration, Counselors, Classroom Teachers	Increased attendance and academic progress			
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 5: For increased accountability, SISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

Performance Objective 3: For the 2016-2017 school year, the attendance rate for all students will increase by 0.50% over the attendance rate of 96.3% from the previous year.

Evaluation Data Source(s) 3: The attendance rate will increase 0.50% from 96.3% to 96.8%.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Strategy Description	Title I	Staff Responsible	Evidence that Demonstrates Success	Formative Reviews		
				Nov	Jan	Mar
1) The school's Attendance Committee will meet every monthly to review student attendance.	1, 10	Campus Administrators Counselors Attendance Committee	Weekly Reports Semester reports LOC reports			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

State Compensatory

Budget for Paso Del Norte School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
6119	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$142,000.00
	6100 Subtotal:	\$142,000.00

Personnel for Paso Del Norte School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Anita Montano	At-Risk Paraprofessional	SCE	1
Claudia Ruiz	Instructional Coach	SCE	1
Lorraine Cardiel	At-Risk Aide	SCE	1
Rubi Salazar	Instructional Coach	SCE	1

Title I

Schoolwide Program Plan

As a campus, we have numerous programs each designed to have a positive, long-term impact on our students. These include but are not limited to; Olweus Bully Prevention Program, Career and College Readiness, Super School, CHAMPS Mentoring Program, positive parent, business, and community partnerships, Climate Surveys/ Campus Surveys, Fall Festival, WATCH D.O.G.S. (Dads Of Great Students), Parent/Teacher Conferences, Terrific Kids / Student of the Month.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

A comprehensive needs assessment of the entire school (including taking into account the needs of migratory children as defined in section 1309(2) that is based on information which includes the achievement of children in relation to the state academic content standards and the state student academic achievement standards described in section 1111(b)(1).

2: Schoolwide Reform Strategies

Provide opportunities for all children to meet the state's satisfactory and advanced levels of student academic achievement described in section 1111(b)(1)(D). Use effective methods and instructional strategies that are based on scientifically-based research; include strategies to address the needs of all children in the school; address how the school will determine if such needs have been met; and are consistent with, and are designed to implement, the state and local improvement plans, if any.

3: Instruction by highly qualified professional teachers

Instruction by highly qualified teachers must be provided to all students. The ESEA requires that all teachers of core academic subjects and instructional paraprofessionals in a school wide program meet the qualifications required to be highly qualified.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Not applicable

5: Strategies to attract highly qualified teachers

A school wide plan must describe the strategies it will use to attract and retain highly qualified teachers. Students in these schools have a special need for excellent teachers.

6: Strategies to increase parental involvement

Strategies to increase parental involvement in accordance with section 1118, such as family literary services.

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

Not Applicable

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Activities to ensure that students who experience difficulty mastering the satisfactory or advanced levels of academic achievement standards required by section 1111(b)

(1) Shall be provided with effective, timely additional assistance which shall include measures to ensure that students' difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.

10: Coordination and integration of federal, state and local services and programs

Programs which are supported under this Act, including violence prevention programs, nutrition programs, housing programs, Head Start, adult education, Vocational and Technical education, and job training.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brittaney Torres	Instructional Aide	Title I	1
Elaine Renteria	Instructional Aide	Title I	1
Rita Legarretta	Instructional Aide	Title I	1

Campus Improvement Plan Advisory Committee

Committee Role	Name	Position
Administrator	Nathan Ballard	Principal
Administrator	Hazel Valverde	Assistant Principal
Classroom Teacher	Marcy Azcarate	5th Grade Teacher
Classroom Teacher	Michelle Ballez	3rd Grade Teacher
Classroom Teacher	Anabel Frias	7th Grade Teacher
Classroom Teacher	Celia Martinez	2nd Grade Teacher
Classroom Teacher	Tiffany McCormick	4th Grade Teacher
Classroom Teacher	Monica Moreno	Kindergarten Teacher
Classroom Teacher	Melissa Ramirez	6th Grade Teacher
Classroom Teacher	Lynda Robbins	8th Grade Teacher
Classroom Teacher	Raymond Rodriguez	CATE Teacher
Classroom Teacher	Rudy Salaiz	1st Grade Teacher
Classroom Teacher	Jacqueline Sandoval	SPED Teacher
Community Representative	Russell Harper	Business Owner
Counselor	Monica Flores	Counselor
District-level Professional	MaryAnn Paez	Instructional Technology
Paraprofessional	Veronica Ramirez	Parent Liaison
Parent	John Barroso`	Parent