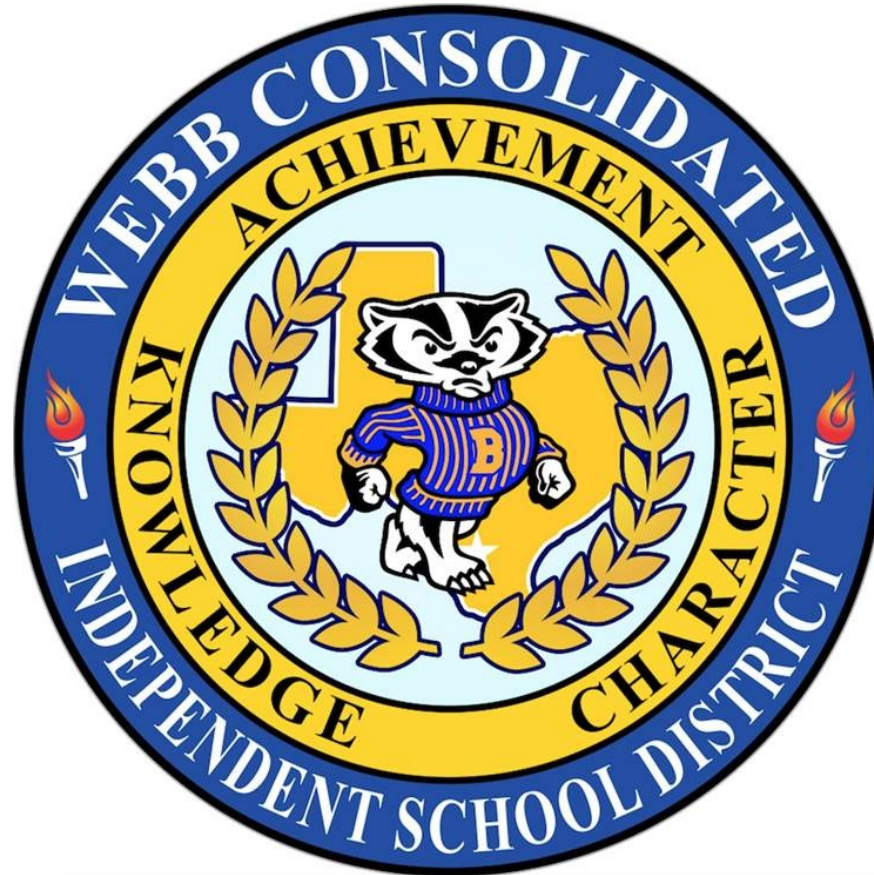


**OILTON ELEMENTARY SCHOOL**



**CAMPUS IMPROVEMENT PLAN**

**2021-2022**



## **OES – OILTON ELEMENTARY SCHOOL**

### **School Year: 2021-2022**

**Mrs. Jacqueline Padilla, Principal**

**Mr. Heriberto “Beto” Gonzalez, Superintendent**

It is the policy of Webb Consolidated I.S.D not to discriminate on the basis of race, color, national origin, sex, or handicap in its programs, services, or activities as required by Title VI of the Civil Rights Acts of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Es norma de Webb Consolidated I.S.D. el no discriminar por motivos de raza, color, origen nacional, sexo o impedimento, en sus programas, servicios o actividades, tal como lo requieren el Titulo VI de la Ley de Derechos Civiles de 1964, según enmienda; el Titulo de las Enmiendas en la Educacion de 1972, y la Seccion 504 de la Ley de Rehabilitacion de 1973, según la enmienda.

## **Webb CISD Board of Trustees**

### **President**

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### **Vice-President**

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## OES-Oilton Elementary School

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## Mission Statement

Our Mission	We believe that ...
<p>The mission of Webb CISD, a progressive district of rural communities joined together, is to empower lifelong learners who...</p> <ul style="list-style-type: none"> <li>• Experience academic success</li> <li>• Have a vision of their future</li> <li>• Become responsible, caring, productive citizens in a multicultural society</li> </ul> <p>By:</p> <ul style="list-style-type: none"> <li>• Providing innovative, diverse learning opportunities</li> <li>• Providing a positive, nurturing environment</li> <li>• Utilizing a highly motivated educational team that shares responsibility for student success</li> </ul> <p>While preparing for 21st century technological challenges.</p>	<ul style="list-style-type: none"> <li>• A team approach that includes school, students, home, and community has a shared responsibility for student success.</li> <li>• All stakeholders (parents, teachers, students, community members, business members, board of trustees) are accountable for providing opportunities for success.</li> <li>• A nurturing, family oriented school environment that meets the individual needs of all students, is necessary for success.</li> <li>• An environment that promotes motivation, high expectations, positive attitudes, and mutual respect builds self-esteem which is the foundation for student success.</li> <li>• Input and involvement from students and parents lead to greater success.</li> <li>• Ongoing evaluation is necessary for measuring our progress and setting goals.</li> <li>• All students can succeed through assuming responsibility, dedication, and determination.</li> <li>• Communication, trust, and cooperation among the school, community and home are the keys that yield success.</li> <li>• The district is responsible for diverse, advanced, and continuing educational opportunities for all students and community.</li> <li>• Teaching students to enjoy learning is fundamental to life-long learning and success.</li> </ul>

## State, National, and District Goals

### THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

### THE STATE OF TEXAS PUBLIC EDUCATION GOALS

**GOAL #1:** The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

**GOAL #2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

**GOAL #3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.

**GOAL #4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

### THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

**Objective #1:** Parents will be full partners with educators in the education of their children.

**Objective #2:** Students will be encouraged and challenged to meet their full educational potential.

**Objective #3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

**Objective #4:** A well-balanced and appropriate curriculum will be provided to all students.

**Objective #5:** Qualified and highly effective personnel will be recruited, developed, and retained.

**Objective #6:** The state's students will demonstrate exemplary performance in the comparison to national and international standards.

**Objective #7:** School campuses will maintain a safe and disciplined environment conducive to student learning.

**Objective #8:** Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

**Objective #9:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

## **Webb Consolidated I.S.D. Goals**

1. Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.
2. Webb CISD will ensure that all students, teachers, and staff are provided with state-of-the-art facilities, technology, and resources required to achieve excellence across all domains for the 2021-2022 school year.
3. Webb CISD will continue to ensure the safety of all students and staff, safeguard the financial integrity of the district, and enhance district-wide communication protocols that support the campus and district improvement plans, as evidenced by the annual FIRST rating, annual audits, and accountability results.

## OES OILTON ELEMENTARY SCHOOL Committee

<b>Name</b>	<b>Role</b>
Jacqueline Padilla	Principal
Jessica Canales	Teacher
Selma Lopez	Teacher
Cynthia Garza	Special Education Teacher



WEBB CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
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**State Goal 1:** The student in the public education system will demonstrate exemplary performance in the reading and writing of the English Language.

**District Goal 1:** Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.

**Performance Objective:** By 2021- 2022, 85% of students will be at approaches level, 60% of students will be at the meets level, and 30% will be at the masters level on STAAR Assessment in reading and writing.

Strategy Activities / Actions	Person(s) Responsibl	Funding Source	Timeline		Student Population	Evaluation
			Impl.	Comp		
1. OES will provide students with a curriculum in reading and writing to improve reading and writing achievement.	Principal Teachers Staff	State Comp Ed Title I	July 2021	July 2022	Students Kinder through Fifth grade	Increase in STAAR Reading & Writing scores Terra Nova scores for Kinder-2nd grade to monitor progress
2. OES will implement Writing Across the Curriculum to improve writing fluency and skills of all students.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	STAAR Writing Component Scores Student journals Student writing samples Professional development
3. OES will provide an aligned and differentiated curriculum to all students by following TEKS Resource and other research based resources in multiple formats including web based instruction such as IXL, Education Galaxy, and IStation	Principal Teachers Staff	Local Comp Ed Title I	July 2021	July 2022	All Students	TEKS Resource Unit Tests STAR Reading Read Live Reports Lexia Learning Reports Istation Formative Assessment TPRI

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4. OES will strengthen educational programs with the aim of meeting and or exceeding state standards on all three indexes: Student Achievement, Student Growth, and Post Secondary Readiness	Principal Faculty Staff	Local Comp Ed	July 2021	July 2022	All Students	Number of students scoring at Meets and Master level of STAAR and formative assessments
5. OES will provide an Inclusionary Model that will provide students with learning disabilities a pathway to a mainstream setting.	Principal Teachers SPED Director	IDEA State Comp. Ed.	July 2021	July 2022	IDEA Students	ARD minutes & IEPs Inclusionary settings Resource
6. OES will provide SPED students with appropriate instruction and curriculum as determined by the ARD Committee in the least restrictive environment.	Principal Teachers SPED Director	Local State Title I IDEA	July 2021	July 2022	IDEA Students	IEP as per ARD decisions PEIMS coding from “44” Reading Horizons Levels STAAR Reading STAAR Writing I-station profiles Pre/Post
7. OES will provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, ESL, Economically Disadvantaged and At-Risk Students	Principal Teachers Staff	Local State Title I IDEA	July 2021	July 2022	All Students	Reading Horizons Lexia Learning Education Galaxy I-Station Brain Pop Star – Read Education Galaxy

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8. OES will create individualized Educational Plans for all students to identify academic strengths and weaknesses from formal assessments to implement effective instructional programs.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Data STAR Reading assessments STAAR assessments TELPAS Terra Nova reports RTI Tier I-III Success ED
9. OES will provide intervention strategies for students identified with reading deficiencies during after school tutorials and intersession periods.	Principal Faculty Staff	Local State Title I	July 2021	July 2022	All Students	DMAC ELA Grades Report Cards, RTI Tier I-III Success ED
10. OES will be track student data through data driven instructional practices, engaging lessons, and technology rich lessons	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Progress Reports Student Benchmark Reports STAAR Scores
11. OES will implement a Gifted and Talented program with learning goals and a viable curriculum.	Principal Teachers Staff	Local State Funds	July 2021	July 2022	G/T Students	Student research projects Student portfolios Student presentations

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**State Goal 2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

**District Goal 1:** Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.

**Performance Objective:** By 2021- 2022, 85% of students will be at approaches level, 60% of students will be at the meets level, and 30% will be at the masters level on STAAR Assessment in mathematics.

Strategy Activities / Actions	Person(s) Responsible	Funding Source	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
1. OES will provide students with a math curriculum – Sharon Wells and Perlized Math to improve Student achievement	Principal Teachers Staff	State Comp Ed Title I	July 2021	July 2022	Students Kinder through Fifth grade	Increase in STAAR math scores Terra Nova scores for Kinder-2nd grade to monitor progress
2. OES will provide an aligned and differentiated curriculum to all students by following TEKS Resource and other research based resources in multiple formats	Principal Teachers Staff	Local Comp Ed Title I	July 2021	July 2022	All Students	TEKS Resource Unit Tests STAR Math IXL Education Galaxy TPRI
3. OES will strengthen educational programs with the aim of meeting and or exceeding state standards on all three indexes: Student Achievement, Progress, Closing Gaps, and Post Secondary Readiness	Principal Faculty Staff	Local State Comp Ed Title I IDEA	July 2021	July 2022	All Students	Number of students scoring at Meets and Master level of STAAR and formative assessments

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4. OES will provide an Inclusionary Model that will provide students with learning disabilities a pathway to a mainstream setting.	Principal Teachers SPED Director	IDEA State Comp. Ed.	July 2021	July 2022	IDEA Students	ARD minutes & IEPs Inclusionary settings Resource
6. OES will provide SPED students with appropriate instruction and curriculum as determined by the ARD Committee in the least restrictive environment.	Principal Teachers SPED Director	Local State Title I IDEA	July 2021	July 2022	IDEA Students	IEP as per ARD decisions PEIMS coding from “44” STAAR Math Pre/Post tests
7. OES will provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, ESL, Economically Disadvantaged and At-Risk Students	Principal Teachers Staff	Local State Title I IDEA	July 2021	July 2022	All Students	Reading Horizons Lexia Learning Education Galaxy I-Station Brain Pop Star – Read Education Galaxy IXL

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8. OES will create individualized Educational Plans for all students to identify academic strengths and weaknesses from formal assessments to implement effective instructional programs.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Data STAR Math assessments STAAR assessments TELPAS Terra Nova reports RTI Tier I-III Success ED
9. OES will provide intervention strategies for students identified with math deficiencies during after school tutorials and intersession periods.	Principal Faculty Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Math Grades Report Cards, RTI Tier I-III Success ED
10. OES will be provided with data-driven instruction and technology-rich lessons.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC TEKS Progress Student Reports STAAR Summative Scores SMART Exchange library
11. OES will implement a Gifted and Talented program with learning goals and a viable curriculum.	Principal Teachers Staff	Local State Funds	July 2021	July 2022	G/T Students	Student research projects Student portfolios Student presentations

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**State Goal 3:** The student in the public education system will demonstrate exemplary performance in science.

**District Goal 1:** Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.

**Performance Objective:** By 2021- 2022 85% of students will be at approaches level, 65% of students will be at the meets level, and 30% will be at the masters level on STAAR Assessment in Science.

Strategy Activities / Actions	Person(s) Responsibl	Funding Source	Timeline		Student Population	Evaluation
			Impl.	Comp		
1. OES will provide students with a science curriculum in grades PK to 5 <sup>th</sup> to improve science performance.	Principal Teachers	Local Comp Ed Title I	July 2021	July 2022	Students Pre-Kinder through 2 <sup>nd</sup>	AR Levels AR Reading fluency TEKS Resource Scope/Sequence
2. OES Will focus on the Science TEKS to include full compliance of 40% lab and adhere to discovery learning model.	Principal Faculty Staff	Staff Time State & Local Funds	July 2021	July 2022	All Students	Documented lab activities On lesson plans Implemented labs created by Tx A&M Makers Program and HS students
3. OES will provide an aligned and differentiated curriculum to all students by following TEKS Resource and other research based resources in multiple formats including web based instruction	Principal Teachers Staff	Local Comp Ed Title I	July 2021	July 2022	All Students	TEKS Resource Unit Tests AR reading reports IXL Progress Reports Education Galaxy Progress IStation

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4. OES will strengthen educational programs with the aim of meeting and or exceeding state standards on all three indexes: Student Achievement, Student Growth, and Post Secondary Readiness	Principal Faculty Staff	Local Comp Ed	July 2021	July 2022	All Students	Number of students scoring at Meets and Master level of STAAR and formative assessments
5. OES will provide an Inclusionary Model that will provide students with learning disabilities a pathway to a mainstream setting.	Principal Teachers SPED Director	IDEA State Comp. Ed.	July 2021	July 2022	IDEA Students	ARD minutes & IEPs Inclusionary settings Resource
6. OES will provide SPED students with appropriate instruction and curriculum as determined by the ARD Committee in the least restrictive environment.	Principal Teachers SPED Director	Local State Title I IDEA	July 2021	July 2022	IDEA Students	IEP as per ARD decisions PEIMS coding from "44" I-station profiles Pre/Post assesments
7. OES will provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, ESL, Economically Disadvantaged and At-Risk Students	Principal Teachers Staff	Local State Title I IDEA	July 2021	July 2022	All Students	Reading Horizons Lexia Learning Education Galaxy I-Station Brain Pop Star – Read Education Galaxy IXL



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8. OES will create individualized Educational Plans for all students to identify academic strengths and weaknesses from formal assessments to implement effective instructional programs.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Data STAR Reading assessments STAAR assessments RTI Tier I-III Success ED
9. OES will provide intervention strategies for students identified with science deficiencies during after school tutorials and intersession periods.	Principal Faculty Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Science Grades Report Cards, RTI Tier I-III Success ED
10. OES will be track student data through driven instructional practices, engaging lesson, and technology rich lessons	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Progress Reports Student Benchmark Reports STAAR Summative Scores
11. OES will implement a Gifted and Talented program with learning goals and a viable curriculum.	Principal Teachers Staff	Local State Funds	July 2021	July 2022	G/T Students	Student research projects Student portfolios Student presentations

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**State Goal 4:** The student in the public education system will demonstrate exemplary performance in the understanding of social studies.

**District Goal 1:** Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.

**Performance Objective:** By 2021- 2022, 85% of students will be at approaches level, 65% of students will be at the meets level, and 30% will be at the masters level on STAAR Assessment in social studies.

Strategy Activities / Actions	Person(s) Responsibl	Funding Source	Timeline		Student Population	Evaluation
			Impl.	Comp		
1. OES will provide students with a social studies curriculum in grades PK to 5 <sup>th</sup> to improve student achievement.	Principal Teachers	Local Comp Ed Title I \$10,000	July 2021	July 2022	Students Pre-Kinder through 2 <sup>nd</sup>	STAAR Scores AR Reading Levels AR Reading fluency TEKS Resource Scope/Sequence
2. OES will provide an aligned and differentiated curriculum to all students by following TEKS Resource and other research based resources in multiple formats including web based instruction.	Principal Teachers Staff	Local Comp Ed Title I	July 2021	July 2022	All Students	TEKS Resource Unit Tests Benchmarks Education Glaxy Reports IXL Reports Istation Formative Assessment
3. OES will strengthen educational programs with the aim of meeting and or exceeding state standards on all three indexes: Student Achievement, Student Growth, and Post Secondary Readiness	Principal Faculty Staff	Local Comp Ed	July 2021	July 2022	All Students	Number of students scoring at Meets and Master level of STAAR and formative assessments

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4. OES will provide an Inclusionary Model that will provide students with learning disabilities a pathway to a mainstream setting.	Principal Teachers SPED Director	IDEA State Comp. Ed.	July 2021	July 2022	IDEA Students	ARD minutes & IEPs Inclusionary settings Resource
5. OES will provide SPED students with appropriate instruction and curriculum as determined by the ARD Committee in the least restrictive environment.	Principal Teachers SPED Director	Local State Title I IDEA	July 2021	July 2022	IDEA Students	IEP as per ARD decisions PEIMS coding from "44" Reading Horizons Levels STAAR Social Studies Pre/Post assessments
6. OES will provide a variety of learning opportunities to increase student success among identified 504, Dyslexia, ESL, Economically Disadvantaged and At-Risk Students	Principal Teachers Staff	Local State Title I IDEA	July 2021	July 2022	All Students	Reading Horizons Lexia Learning Education Galaxy I-Station Brain Pop Star – Read Education Galaxy IXL
7. OES will create individualized Educational Plans for all students to identify academic strengths and weaknesses from formal assessments to implement effective instructional programs.	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Data STAAR assessments TELPAS RTI Tier I-III Success ED

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8. OES will provide intervention strategies for students identified with social studies deficiencies during after school tutorials and intersession periods.	Principal Faculty Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Social Studies Grades Report Cards, RTI Tier I-III Success ED
9. OES will be track student data through driven instructional practices, engaging lesson, and technology rich lessons	Principal Teachers Staff	Local State Title I	July 2021	July 2022	All Students	DMAC Progress Reports Student Benchmark Reports STAAR Summative Scores
10. OES will implement a Gifted and Talented program with learning goals and a viable curriculum.	Principal Teachers Staff	Local State Funds	July 2021	July 2022	G/T Students	Student research projects Student portfolios Student presentations

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**State Goal 5:** Parents will be full partners with educators in the education of their children

**District Goal 1:**

**Performance Objective:** OES will promote student achievement through presentations and recognitions for all stakeholders to support student achievement.

Strategy Activities / Actions	Person(s) Responsibl	Fundin g	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
2. OES will celebrate grandparents on “Grandparents Day” – “Mother’s Day” and “Father’s Day”	Teachers	Local Funds	July 2021	July 2022	All Students	Visitor sign in sheets
3. OES will promote safety during “Halloween”	Principal Teachers Staff	Local Funds	July 2021	July 2022	All Students	Event programs, website Activity photos
4. OES will invite parents, faculty & staff to the annual Thanksgiving Luncheon.	Principal Teachers Staff	Local Funds	July 2021	July 2022	All Students	Calendar of events, event sign in sheets
5. OES will participate in the Annual Christmas Parade	Principal Teachers Staff	Local Funds	July 2021	July 2022	All Students	Float participation Notifications/banners
6. OES will have student dances to promote friendship and to motivate students to become better citizens	Principal Faculty Staff Volunteers	Local Funds	July 2021	July 2022	All students	Poster and Flyers
7. OES will have “Easter Egg Hunt”	Principal Faculty Staff	Local Funds	July 2021	July 2022	All Students	Lion’s Club, Raptor System

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8. OES will promote Educational Field Trips for every grade level	Principal Faculty Staff	Local Funds	July 2021	July 2022	All Students	Travel Requests Purchase Orders
9. OES will have a “Career Day” in order to promote and encourage College & Career Readiness	Principal Faculty Staff	Local Funds	July 2021	July 2022	All Students	Event Info and Sign –in sheets Flyers and Poster
10. OES will expose fifth grade students colleges in preparation for College & Career Readiness	Principal Counselor Teachers	Local State Funds	July 2021	July 2022	5 <sup>th</sup> Grade Students	Travel Requests Purchase Orders
11. OES will conduct a Toy Drive to provide a gift for each student.	Principal Faculty Staff Parents	Local Funds	July 2021	July 2022	All Student	Flyers ad Posters Sign-in Sheets Surveys
12. OES will work with local agencies to provide information to stakeholders on relevant & current issues.	Teachers Staff Principal Community	Local Funds	July 2021	July 2022	All Students	Local Agencies – Justice of the Peace, District Attorneys Staff, Border Patrol, Local Colleges/Universities, Region One ESC
13. OES will recognize Board Members for their hard work and dedication during Board Member Appreciation	Students Staff Principal	Student Activity	July 2021	July 2022	School Board	Acknowledgements Presentations
14. OES will ensure that all stakeholders have access to required publications such as: Student Code of Conduct, School –Based Safety Plan, Student Handbook.	Principal Faculty Staff	State Local Title I	July 2021	July 2022	All Students All Staff All Parents	Website postings Title I parent compacts Crisis Management Plan Student Code of Conduct Posters and flyers

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15. OES will recognize and acknowledge students having perfect attendance with rewards and assemblies.	Principal Teachers Staff	State Local Incentives	July 2021	July 2022	All Students	PEIMS attendance reports Weekly Review of Student Attendance Rates Home Visits
16. OES will provide individual counseling and self- help programs designed to instill good citizenship and character development.	Counselor Teachers Staff	State Local	July 2021	July 2022	All Students	Badger tickets/Kindness Campaign 425 PIEMS reports Counseling referrals Leader In Me Training
17. OES will recognize students, faculty & staff contributions through monthly celebrations & daily announcements.	Principal Teachers Staff	Local funds Teacher/ Staff of the Year	July 2021	July 2022	All Students Staff Teachers	Weekly announcements Recognition treats Hospitality committee

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**State Goal 6:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma

**District Goal 1:** Webb CISD will continue to promote student success, through increased student attendance, performance, and overall academic success as measured by student achievement, student progress, and closing the gaps according to our accountability domains for the 2021-2022 school year.

**Performance Objective:** OES will provide opportunities for students to be involved in various school activities.

Strategy Activities / Actions	Person(s) Responsible	Fundin g	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
1. OES students will participate in after school ACE program.	Principal Faculty Teachers	State Funds Local Funds	July 2021	July 2022	1 <sup>st</sup> - 5 <sup>th</sup> grade Students	Participation and Photo gallery
2. OES will form a Student Council.	Faculty Staff	Local Funds	July 2021	July 2022	3 <sup>rd</sup> – 5 <sup>th</sup> Grade Students	Voting ballots and established student council
3. OES will participate in UIL competitions and invitational meets.	Teachers Staff	Local Funds	July 2021	July 2022	All Students	UIL participation rosters & Placement honors



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**State Goal 7 :** Qualified and highly effective staff will be recruited, developed, and retained.

**District Goal 2:** Webb CISD will ensure that all students, teachers, and staff are provided with state-of-the-art facilities, technology, and resources required to achieve excellence across all domains for the 2021-2022 school year.

**Performance Objective:** By 2021-2022, Webb CISD will recruit, develop, and retain highly qualified and effective staff.

Strategy Activities / Actions	Person(s) Responsible	Funding Source	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
1. OES will recruit and retain Highly Qualified staff and personnel.	Principal HR Director	Local State Title I	July 2021	July 2022	Staff Teachers	100% HG Report Retention Incentives
2. OES will follow WEBB CISD procedures and policies that ensure faculty & staff have appropriate grade level certifications.	Principal HR Director	Local State	July 2021	July 2022	Staff Teachers	District Policies & Procedures, Human Resource Personnel File & Certifications
3. OES will provide staff development and trainings for both professional and paraprofessional staff to improve student achievement in Reading, Writing, Math, Science, and Social Studies	Principal SBDM committee	Local State Comp Title I	July 2021	July 2022	Staff Teachers Principal	Sharon Wells Math and Pearlized Math curriculum TEKS Resource PD Reading Horizons PD and DMAC PD
4. OES will provide content based support (Consultants) & training for effectiveness in the classroom.	Principal Staff Teachers	Local State Title I	July 2021	July 2022	Staff Teachers Principal	Engaging Students/Discipline Thinking Maps – visual aids Using Data to drive Instruction

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5. OES will provide teacher training for ELP students thus improving academic performance.	Teachers Staff	Title III Local State Federal	July 2021	July 2022	All ELP Students	Shelter Instruction Strategies ELPs/LPAC training LAS Links PD
6. OES will provide training to address students' needs through Response to Intervention (RTI)	Principal Staff Teachers	State Federal Funds	July 2021	July 2022	Teachers Principal	RTI training Success Ed Training DMAC Training- Intervention <del>Student profiles using</del>
7. OES will provide compliance trainings and support in developing teacher effectiveness that will reflect on student academic achievement.	Principal Staff Teachers	State Comp Title I	July 2021	July 2022	Teachers Principal	TTESS and teacher portfolios PLC agendas and sign-ins Instructional Technology PD SMART board trainings
8. OES will provide trainings to teachers and staff on modifying instruction as per IEP's for SPED Students.	Principal Teachers Staff	State Comp Local Title I	July 2021	July 2022	Techers Staff Principal	Success Ed PD TTESS Engaging students training
9. OES will establish Professional Learning Communities (PLC) in order to collaborate and meet rigorous TEA expectations.	Principal Teachers Staff	State Comp Local Title I	July 2021	July 2022	All Students	Meeting Agendas, sign in sheets, materials & resource, School Report Cards

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CAMPUS IMPROVEMENT PLAN  
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**State Goal 8:** School Campuses will maintain a safe and disciplined environment conducive to student learning.

**District Goal 2:** Webb CISD will ensure that all students, teachers, and staff are provided with state-of-the-art facilities, technology, and resources required to achieve excellence across all domains for the 2021-2022 school year.

**Performance Objective:** By 2022, OES will maintain facilities, provide student support services, and install cameras to provide a safe and drug-free environment for educational success.

Strategy Activities / Actions	Person(s) Responsible	Funding Source	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
1. OES will implement and monitor district-wide visitor management program as part of Safe School Program.	Principal Peace Officer Facilities Director	Local Grant	July 2021	July 2022	All Students	Raptor system files Crisis Management System Surveillance Cameras
2. OES will update computers & smartboards, establish a second computer lab and connect teacher computers to network printer.	Technology Personnel Technicians Contracted Services	Local E-rate	July 2021	July 2022	All Students	Smartboard Panels 17.1 Computers on wheels (2) HP Lab (30 computers)
3. OES will complete installing camera system to provide a safe school environment.	Principal Peace officer Maintenance Director	Local Grant funds	July 2021	July 2022	Staff Students	Security System monitoring Surveillance camera
4. OES will observe Red Ribbon Week to promote and inform about a drug-free environment.	Counselor Teachers Staff	Local State Title I	July 2021	July 2022	Staff Teachers Students	Sign-in sheet, event programs, thank you notes to community agencies participating

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5. OES will follow a curriculum geared to promote self-esteem, decrease bullying and being a good citizen.	Counselor Teachers Staff	Local Title II	July 2021	July 2022	Staff Teachers Students	Counselor Data, Student Referral Sheet, 425 Report
6. OES will order and install equipment needed to maintain all campus facilities – i.e. cafeteria, classrooms gyms, library, playgrounds, and parking areas.	Principal Maintenance Director	Local	July 2021	July 2022	All Students	Maintenance requests Approved Purchase Orders Facilities Review/Inspection
7. OES will participate in the District Employee Random Drug Testing.	Principal Teachers Staff	Local State Funding	July 2021	July 2022	All Staff	Random Drug Testing Forms

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**District Goal 3:** Webb CISD will continue to ensure the safety of all students and staff, safeguard the financial integrity of the district, and enhance district-wide communication protocols that support the campus and district improvement plans, as evidenced by the annual FIRST rating, annual audits, and accountability results.

**Performance Objective:** By 2021, the campus will implement and monitor accountability procedures and processes to safeguard 100% of the districts expenditures.

Strategy Activities / Actions	Person(s) Responsible	Funding Source	Timeline		Student Population	Formative Evaluation
			Impl.	Comp		
1. OES faculty & staff will attend District BOY training on procedures to follow with expenditures.	Principal Faculty Staff	Local	July 2021	July 2022	All Students	Meeting Agendas & sign-in sheets
2. OES will participate in developing a budget that supports students, staff and facilities.	Principal Faculty Staff	Local	July 2021	July 2022	All Students	Meeting Agendas, Purchase Orders & Binder TASA Policies
3. OES will develop an EOY needs Assessment tool to prepare for the following school year.	Principal Faculty Staff	Faculty Staff Time	July 2021	July 2022	All Students	Needs Assessment, Budget recommendations based on student needs to improve student achievement
4. OES will follow the Financial Accountability System Resource Guide to be in compliance.	Principal Faculty Staff	Local	July 2021	July 2022	All Students	Meeting Agendas, Compliance Documentation
5. OES faculty & staff will be trained on State Compensatory Funds, so that funds are adequately used to improve academic achievement of at risk students	Principal Faculty Staff	Comp ED State Local	July 2021	July 2022	All Students	Meeting Agendas, Compliance Documentation

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6. OES will follow equitable per pupil allocations for special programs established by the district	CFO SPED Director Principal	Local	July 2021	July 2022	All students	Compliance Documentation for Special Programs like SPED, RIT, ESL, at risk and Eco-Disadvantaged.
7. OES will follow District Guidelines when ordering materials & equipment	Maintenance Director Principal CFO	Local Funding	July 2021	July 2022	All Students	Purchase Orders Binder