Galena Park Independent School District

Cloverleaf Elementary School

2019-2020 Campus Improvement Plan

Accountability Rating: B

Distinction Designations:
Academic Achievement in Science
Top 25 Percent: Comparative Academic Growth

Mission Statement

Our mission at Cloverleaf Elementary is to DREAM BIG, LIVE BIG: Pursue your passion with compassion!

Vision

There's no place like home! Home is where the heart is and my heart is at Cloverleaf.

Campus Profile

Where We Have Been:

A History of Campus Important Changes

Cloverleaf Elementary was built in 1942. Romanus Frank Nadolney, better known as "Peaches" played college football for the University of Notre Dame, the Green Bay Packers and the Milwaukee Badgers. Upon completion of his football career, he moved to this area to establish a residential subdivision to be named "Clover Leaf Farms". In 1942, the school board matched funds that were allotted by President Roosevelt to construct a new school in the Galena Park Independent School District. Mr. Nadolney and his wife, Frances donated a seven-acre tract of land in the Clover Leaf Farms subdivision for the new elementary school.

A new building has opened for the 2019- 2020 school year.

B. Attendance

Enrollment for the 2018-2019 school year reached an average of 788 students. The average daily attendance for students has remained consistently above 97%. ADA for the 2018-2019 school year was 96.90%**.**

Where We Are Now:

Cloverleaf Elementary

Comprehensive Needs Assessment

School Profile

Cloverleaf is one of fifteen elementary campuses in Galena Park Independent School District. Cloverleaf opened its doors in 1943 and serves 95.5% Econocmically Disadvantaged families. Cloverleaf serves aproximately 835 students in grades PK to fifth grade. Cloverleaf's campus organization includes a combination of self-contained and departmentalized classrooms, and inclusion of students with special needs at all grade levels.

Survey Data

The staff indicates that we need to focus on English Language Arts (Reading and Writing), Science, Technolgy integration, student attendance, improve classroom discipline through character education, improve early intervention and increase effective teaching strategies.

Special Programs

Our School-wideTitle I program consists of parent involvement activities, ACE, after school and Saturday tutorials, open house, Drug Awareness, Fire Prevention, Health and Wellness, Brighter Bites and Early Act First Knight Student Character Education Program, which includes involvement from the North Shore Rotary Service Organization. Our State Compensatory Program (SCE) consists of a summer Science program, a summer Math program, and a summer Early Intervention program for Kindergarten and 1st grade.

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Comprehensive Needs Assessment

Revised/Approved: April 01, 2019

Demographics

Demographics Summary

I. Student Population

At Cloverleaf Elementary the Student Population based on 2017-18 TAPR consists of 1.8% African American, 90.3% Hispanic, 6.6% White, 0.0% Asian, 1.1% American Indian, 0.2% Two or more races. Of those students, 88.3% are Economically Disadvantaged, 65.3% are LEP, and 79.0% are At Risk. For the 2018-2019 school year, we are 95.5% Economocially Disadvantaged.

II. Staff Population

Cloverleaf Elementary staff population based on 2017-2018 TAPR: African American 6%, Hispanic 56%, White 30%, Asian 4% American Indian 2%, Male 14% and Female 86%.

III. Mobility, Attendance Rate, & Student Enrollment

According to the 2017-18 TAPR, the overall mobility rate for Cloverleaf Elementary in 2016-2017 is approximately 15.4%. The average daily attendance rate for student is 97.2%. Our total number of students enrolled were 835.

Survey Data

The staff indicates that we need to focus on English Language Arts (Reading and Writing), Science, Technolgy integration, student attendance, improve classroom discipline through character education, improve early intervention and increase effective teaching strategies.

Special Programs

Our School-wideTitle I program consists of parent involvement activities, ACE, before/after school and Saturday tutorials,open house, Drug Awareness, Fire Prevention, Health and Wellness, Brighter Bites and Early Act First Knight Student Character Education Program, which includes involvement from the Northshore Rotary Service Organization. Our State Compensatory Program (SCE) consists of a summer Science program, a summer Math program, and a summer Early Intervention program for Kindergarten and 1st grade.

Demographics Strengths

- Identification process for homeless students
- Highly qualified dedicated bilingual and ESL teachers
- Students' mobility-students stay at Cloverleaf
- SPED program -increased classroom time and accommodations such as calculators and individualized instruction to support students

Problem Statements Identifying Demographics Needs

Problem Statement 1: The Demographics Committee reviewed language retention across our campus, and as a result, we found that we need more resources and support to enhance both Spanish and English acquisition and retention. **Root Cause**: 1. Parents can't help with English homework. 2. Lack of communication between parents and students in conversation (children are generally quiet). 3. In Bilingual classes, the curriculum changes concepts but not in both languages. 4. Lack of English at home means less practice. 5. Students advocating/interpreting for parents and missing school. 6. Parents do not know where to get the assistance to understand processes and forms for resources and jobs. 7. Enforcing bilingual program teachers teaching the mandatory time in English and Spanish

Problem Statement 2: The Demographics committee reviewed and found that student achievement is negatively affected by generational poverty. **Root Cause**: Student's lack of vocabulary and experience.

Student Academic Achievement

Student Academic Achievement Summary

Cloverleaf Elementary Met the Standard on state assessments in 2017-18 School year. Our campus scores based on Approaches/Meets/Masters repectively were 64%/53%/12% in Reading, 88%/53%/25% in Math, 40%/24%/4% in Writing, and 75%/40%/8% in Science.

For the 2018-19 school year, our campus has seen improvements in some tested areas. Our campus scores based on Approaches/Meets/Masters respectviely are 72%,/36%/15% in Reading, 87%/58%/29% in Math, 58%/30%/10% in Writing, and 76%/50%/25% in Science.

Student Academic Achievement Strengths

- Bear Rallies celebrate students for good behavior, math achievement, reading achievement
- Many resources provided to students
- Interventions in Spanish and English
- Tutoring (based on Below, Approaches, Meets, and Masters) before school and during school
- Science Lab
- Writing Lab

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: The committee looked at 2017-2018 STAAR and found that reading scores decreased. We determined that by focusing on the implementation of vertical alignment and balanced literacy, we can improve our 2019-2020 STAAR Scores. **Root Cause**: Students lack of vocabulary and comprehension. Still developing in vertical alignment of balanced literacy.

Problem Statement 2: The committee looked at 2017-2018 STAAR and found that EL reading scores decreased. We determined that by focusing on the implementation of the dual language program with fidelity and balanced literacy, we can improve our 2019-2020 STAAR Scores. **Root Cause**: Fidelity with program implementation and target language. Providing students opportunities to build academic language in English and Spanish.

School Processes & Programs

School Processes & Programs Summary

At Cloverleaf, we have many programs and processes to meet the needs of our students. At the beginning of the year, we have a KYS (Know your student) meeting, where teachers complete a spreadsheet reviewing student data and creating goals for reading, math, science, and writing. Our instructional team meets weekly with their content and grade level teams to plan lessons and anaylze data to plan interventions. We review this document after District Assessments. We have also met as a bilingual vertical team to discuss how we can support our English Learners.

Our Foundations Committee is continuously working to help make Cloverleaf a safe place for all students and staff. We have a teacher committee that meets regularly with teachers to offere support as needed. Our teams meets weekly to plan weekly/biweekly depending upon grade level and subject to plan instruction. We have a mentor program for new teachers who meet monthly to discuss topics like Fundamental 5, best practices, and answer any questions.

School Processes & Programs Strengths

- Planning vertically and horizontally
- Data driven decisions based on student achievement
- Making necessary interventions for student success.
- Tutorials offered in grades 3rd through 5th.
- Reading camp
- Math and Science Family Night
- Science lab and ELA lab
- Foundations Program
- CIS/ACE programs

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: The processes and programs committee looked at current ELA/Science resources and as a result we found that the campus needs more guidance in using ELA resources and expanding the depth of science resources. We determined that by focusing on planning we can improve quality of instruction. **Root Cause**: Time constraint, vertical alignment, vocabulary and new resources.

Problem Statement 2: The processes and programs committee looked at upcoming technology changes and as a result we found that our staff needs Cleartouch Panel training. We determined that by focusing on a technology implementation plan we can improve the transition to new technology next year.

Root Cause: It is new technology and not every teacher has one yet in the classroom.

Perceptions

Perceptions Summary

Cloverleaf provides a family oriented campus culture focuses on helping students and families in our community. We embrace parent involvement through our PTA, MAMA Bears, and invite volunteers to our school activities. At Cloverleaf, students are given the opportunity to enrich their educational experience by participating in programs/clubs such as PTA muscial performancs, CIS prgoram actvities (soccer, ballet folklorico) Bear Fair,Talent Show, Carear Day, Field Day, fudnraisers (Relay for Life), etc.

We have a weekly flash that is sent to staff members to communicate duties, school events, and birthdays. We also utilize our website and facebook to communicate different events. We use school status to communicate with parents.

Perceptions Strengths

- Student Attendance
- Student Behavior
- Community involvement
- Communication

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The Perceptions Committee looked at student engagement and as a result, we found that student-centered support needs to improve. We determined that by focusing on building relationships we can improve students' overall success. **Root Cause**: Some students need guidance in remaining academic focused. Students come to school with many burdens and stress.

Problem Statement 2: The Perceptions Committee looked at barriers to parent/guardian participation and as a result we found that parents lack training and resources. We determined that by focusing on providing informational training opportunities at different times (fall/spring), we can improve parent/guardian engagement. **Root Cause**: Transportation, language, parents lack of knowledge with social apps.

Priority Problem Statements

Problem Statement 1: The Perceptions Committee looked at barriers to parent/guardian participation and as a result we found that parents lack training and resources. We determined that by focusing on providing informational training opportunities at different times (fall/spring), we can improve parent/guardian engagement.

Root Cause 1: Transportation, language, parents lack of knowledge with social apps.

Problem Statement 1 Areas: Perceptions

Problem Statement 2: The Perceptions Committee looked at student engagement and as a result, we found that student-centered support needs to improve. We determined that by focusing on building relationships we can improve students' overall success.

Root Cause 2: Some students need guidance in remaining academic focused. Students come to school with many burdens and stress.

Problem Statement 2 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card Data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- TTESS data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data

Goals

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 1: Provide regular communication/recognition for students, parents, staff and campuses

Evaluation Data Source(s) 1: Provide regular communication/recognition for students, parents, staff and campuses

Summative Evaluation 1: Met Performance Objective

Next Year's Recommendation 1: Continue with communication

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Cloverleaf Elementary will provide monthly newsletters in English and Spanish to our parents to communicate events and important information.	Administration, Counselor, Nurse	Increased parent participation	25%	45%	75%	100%
2) Cloverleaf Elementary will utilize our marquee, campus call outs, campus website, and campus Facebook account to communicate important school dates and events (Family Nights, Testing, PTA fund-raiser events etc).	Administration, Counselor, TIS, Ms. Godell, Office Staff	Increased parent participation	25%	45%	75%	100%
3) Cloverleaf Elementary will hold monthly PTA meetings.	Teachers, Administration	Increased parent participation	25%	45%	80%	100%
4) Cloverleaf Elementary will provide a weekly newsletter to staff members about important information and events on campus.	Administration	Increased teacher communication	25%	40%	70%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Cloverleaf Elementary will provide a "report card" conference at the end of the first nine weeks grading period.	Classroom Teachers, Administrators, and Counselor	Parent Participation	25%	45%	80%	100%
6) Cloverleaf Elementary will provide customer service in personal contact, written contact, and phone contract. Documentation will take place through School Status, Eduphoria, and/or a parent log.	Teachers, Administrators, Counselor	Positive customer service surveys; Increased parent participation	25%	40%	65%	100%
7) Cloverleaf Elementary will have Bear Rallies to recognize achievements both students and staff members.	Teachers, Front Office, PEIMS clerk, CICs, and Administrators	Positive teacher surveys	25%	30%	70%	
8) Cloverleaf Elementary will provide training for staff that focuses on customer service and promoting a welcoming and respectful environment.	All Staff	Positive parent surveys	25%	40%	75%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 2: Teach safety practices and protocols to students and staff

Evaluation Data Source(s) 2: All staff and students will be familiar with safety and emergency procedures at Cloverleaf

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Cloverleaf Elementary will provide Emergency bags and crisis management folders for classroom teachers as well as conduct safety drills /audits that focus on safety and security of all students and staff.	Emergency Operations Team	Safety drill feedback form improving student and staff safety	25%	45%	60%	100%
2) Cloverleaf Elementary will target ways to improve safety and security on and around the campus of all students, staff, and parents within Foundations and CMT meetings.	Foundations, Emergency Operations Team, All staff	Minutes of meetings and surveys in regards to improving safety	25%	45%	70%	100%
3) Cloverleaf Elementary will ensure the visibly mounted and accessible AED for emergency use will remain and be maintained in the primary corridor of the campus.	School Nurse, Administrators	Documentation that batteries have been checked.	20%	40%	75%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 3: Implement a comprehensive health and wellness program

Evaluation Data Source(s) 3: Continue to utilize the wellness program and adjust as needed throughout the year

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Cloverleaf Elementary will continue a coordinated health/wellness program.	Physical Education Teacher, Nurse, Staff	Improved student performance and decreased nurse referrals	25%	45%	65%	
2) Cloverleaf Elementary will integrate nutrition education and health into physical education for K-5th grade.	Physical Education Teacher, Administration	Increase in awareness of proper nutrition. Participation in Briter Bites program for teachers and families	25%	45%	80%	
3) Cloverleaf Elementary administer Fitness Gram during PE classes.	Physical Education Teacher	Student performance	25%	40%	80%	
4) Cloverleaf Elementary will educate parents on health and physical concerns facing children through nutrition classes.	Counselor, Nurse	Parent surveys	25%	40%	70%	100%
5) Cloverleaf Elementary will host programs such as blood drives, flu shots, health fairs, etc to raise awareness.	Nurse, Counselor, Administration, Teachers	Increase awareness	25%	45%	70%	100%
6) Cloverleaf Elementary will develop meaningful activities for Red Ribbon Week.	Counselor, Teachers, Administration	Successful Red Ribbon Week; drug awareness increases.	20%	45%	70%	100%
7) Cloverleaf Elementary will send home lunch menu with students monthly so that families can discuss health benefits of offered meals.	Cafeteria, Front Office, Administration	Parent surveys	25%	45%	70%	100%

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 4: Create a healthy environment so staff and students thrive and are productive

Evaluation Data Source(s) 4: All staff and students will be familiar with Foundations and EAFK at Cloverleaf.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide a research based training program (Foundations) for staff and students that focuses on safe and civil behavior in common areas of the campus. i.e.: Dismissal locations, Cafeteria, hallways and restrooms.	All Staff, Administrators and District Administrators	Safe and civil behavior in common areas	25%	45%	65%	100%
2) Provide training to create a least restrictive environment that will enable students with and without disabilities to receive TEKS curriculum and state assessments with minimum disruption following CHAMPS and CPI guidelines.	All Staff, Administrators and District Administrators	Improved classroom behavior Fewer office referrals, Teachers better prepared to serve students with behavior issues.	25%	40%	70%	100%
3) Provide campus a Character Education program through Early Act First Knight Program and Sponsored by North Shore Rotary Club.	Counselor, Administrators, All Staff	Students Knighted for demonstration of character traits, improve discipline.	20%	40%	75%	100%
4) Implement and maintain an anti-bulling program that helps students feel safe and respected by staff and peers, and a system for reporting that will not result in retaliation or harassment.	Counselor, Administrators School Staff	Improved student self esteem; reduced discipline referrals	20%	45%	70%	100%
5) Promote a welcoming, respectful, student-centered environment in which students can learn without fear and humiliation; The campus will build a campus vision that will build students and staff that work collaboratively, welcomes diversity, communicates effectively and sets goals to achieve that vision	Administrators, All Staff	Campus maintains a family atmosphere that is focused on staff and student personal success.	25%	45%	70%	100%
6) Provide internet safety instruction to staff and students	TIS, Administrators, All Staff	Improved internet safety	20%	45%	75%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 5: Ensure our students and staff have 21st Century technology and equipment so performance is at a maximum

Evaluation Data Source(s) 5: Technology will be utilized appropriately by students and staff

Summative Evaluation 5: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Continue to provide instruction on acceptable use of digital tools and resources to students and employees.	Administrators	Student performance	20%	45%	75%	100%
2) All students will be reminded of internet use during computer lab sessions	Teachers	Student performance	30%	45%	70%	100%
3) Back-to-school training will be offered for all campus staff on acceptable use of technology.	TIS, Teachers, Administrators	Student Performance	25%	40%	75%	100%
4) Utilize instructional software for students in PK-5th to strengthen skills.	TIS, Teachers, Administrators	Student Performance	20%	40%	70%	100%

= Accomplished = Continue/Modify

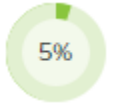
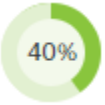
= No Progress = Discontinue

Goal 1: Cloverleaf Elementary will provide a safe, productive and healthy learning/working environment for students and staff.

Performance Objective 6: In order to increase student-teacher engagement, a morning greeting could be implemented campus wide. The teacher can post pictures outside their doors of appropriate greetings that range from a high five to a hug to a smile; along with an encouraging statement like a "welcome" or "I am happy you are here today". The student will choose a greeting that is at their comfort level. This will increase the warmth and the relationship the teacher has with the student, allowing the student to get a positive greeting at the start of each day. A warm greeting and a welcoming statement, will help put the student in a positive attitude at the beginning of the day.

Evaluation Data Source(s) 6: All teachers including enrichment will be familiar with morning greeting.

Summative Evaluation 6: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Teachers will greet students at the beginning of the day with the student's choice or "greet."	Administrator	Student Behavior				
2) Teachers will have a poster with the option of a high-five, fist bump, hug, or hand-shake."						

= Accomplished = Continue/Modify = No Progress = Discontinue

Goal 2: Cloverleaf Elementary will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 1: Provide K-12 students with multiple college and career awareness opportunities

Evaluation Data Source(s) 1: Students will be aware of college and career choices.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) College Study: Students will conduct research on various colleges.	Teachers; Counselor; CICs	Student completion of reports; Student knowledge of colleges opportunities	0%	30%	60%	100%
2) College Showcase: Showcase colleges of Cloverleaf staff members.	Counselor, Teachers, Administrators	Increase student awareness of college	0%	30%	60%	100%
3) College Trivia: Provide information via morning announcements in a Q/A format to expose students to different colleges.	Counselor, Teachers, Administrators	Increase student awareness of college	0%	30%	75%	100%
4) Graduate Showcase: Display of graduation pictures from high school of Cloverleaf staff members.	Counselor, Teachers, Administrators	Increase student awareness of college	0%	30%	65%	100%
5) Career & Professional Workshop: Disseminating information from various career fields in order to provide students with opportunities to explore and develop skills relevant to a chosen career/professional path.	Counselor	Student feedback	0%	30%	60%	100%
6) Career/Professional Study: Students will research various careers.	Teachers, Counselor	Student completion and increased student awareness	0%	0%	30%	

100% = Accomplished | = Continue/Modify | 0% = No Progress | = Discontinue

Goal 2: Cloverleaf Elementary will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 2: Increase success rate of students achieving college and career readiness indicators

Evaluation Data Source(s) 2: Students will increase scoring an Advanced Level/Masters level when compared to previous school year's scores.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Conduct campus Geography Bee and Spelling Bee to prepare for district competition	Geography Bee Chair, Spelling Bee Chair	Student participation in contest	10%	40%	70%	100%
2) Conduct campus Poetry & Prose and UIL to prepare for district showcase/competition	Poetry & Prose Chair, UIL Coaches	Student participation in contest	10%	30%	70%	100%
3) Inform parents about Performance levels on STAAR (approaches, meets, and Masters) and how it predicts students will be prepared for college	CICs, Teachers, Administrators	Parent awareness	10%	35%	75%	100%
4) Increase participation and performance on college and career readiness indicator through well developed lesson plans, increasing students critical thinking skills.	Classroom Teachers, CICs, and Administrators	Increase in students scoring advanced levels on district assessments and STAAR	15%	35%	80%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 2: Cloverleaf Elementary will provide information and opportunities to assist students in preparing for college and careers.

Performance Objective 3: Provide comprehensive counseling to students

Evaluation Data Source(s) 3: Guidance lessons will continue to be provided to 100% of the students as in the previous school year.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide services to students who are struggling with social and academic issues in a timely manner	Counselor; Administrators; classroom teachers;	Teacher satisfaction survey	10%	40%	75%	100%
2) Provide more updated anti-bullying programs, and bullying/harassment lessons to individuals and classrooms	Counselor; Administrators; classroom teachers	Decreased bullying and harassment among students	5%	30%	70%	100%
3) Provide students the opportunity to participate and be involved in our campus Drug Awareness Week.	Counselor; Administrators; classroom teachers	Students recognize the pitfalls and dangers of using drugs	0%	100%	100%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: Cloverleaf Elementary will ensure student growth in tested areas.

Performance Objective 1: Meet or exceed the state average in all tested areas

Evaluation Data Source(s) 1: Cloverleaf will have an increase in student performance across all core subjects tested when compared to last year's assessment scores.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Assess students and analyze progress in each subject	Teachers, CIC, Administrators	Student performance on subsequent DA's increasing; Passing rate of 90% or higher on final DA	0%	25%	55%	
2) Provide intensive instructional interventions in tested subject areas; including pushin groups for struggling students.	Instructional Specialist, Teachers	Increase student performance	15%	30%	50%	100%
3) Provide Writing and Science Labs	District, Campus Instructional Specialist, and Classroom Teacher	Increase student performance	10%	35%	60%	100%
4) Integrate social studies with ELA strategies	Classroom teacher	Increase student performance	10%	40%	70%	100%
5) Provide before school and Saturday tutorials to promote student achievement across all core subject tested.	Instructional Specialist, and Classroom Teacher	Increase student performance	0%	35%	60%	100%
6) Teach Science concepts and vocabulary in English.	Science Specialist; Classroom Teacher	Increase student performance on DA's in English.	10%	25%	45%	100%
7) Trained on writing strategies by Empowering Writes for K-1, 3-4 ELA teachers. Provide writing strategies to students from Empowering Writers.	Classroom teacher, Instructional Coaches, and Administrators.	Will increase student performance on writing samples, DA's and STAAR.	10%	40%	65%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: Cloverleaf Elementary will ensure student growth in tested areas.

Performance Objective 2: Provide instructional support and high quality curriculum and resources

Evaluation Data Source(s) 2: Cloverleaf will have an increase in student performance across all core subjects tested when compared to last year's assessment scores.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Assess students and analyze progress in each subject	Teachers, CIC, Administrators	Student performance on subsequent DA's increasing; Passing rate of 90% or higher on final DA	10%	40%	65%	
2) Provide intensive instructional interventions in tested subject areas; including pullout groups for struggling students. We will focus on targeted groups such as Whites in all and students who did not progress in 4th and 5th.	Instructional Specialist, and Classroom Teacher	Increase student performance from failing scores to passing.	5%	40%	55%	100%
3) Provide Writing and Science Labs	District, Campus Instructional Specialist, and Classroom Teacher	Increase student performance	10%	45%	75%	100%
4) Provide updates and training for STAAR support and instruction in all tested areas.	Administrators; Instructional Specialist; CIS	Increase student performance	0%	0%	35%	
5) Provide during the day , before school and Saturday tutorials to all students to promote achievement across all core subject tested. Provide homework help, thematic unit lessons and tutoring as needed through ACE program.	ACE, Instructional Specialist and Classroom Teacher	Increase student performance.	10%	35%	60%	100%
6) Ensure that homeless and migrant students are identified and served.	Administrators; PEIMS clerk; Counselor; Teacher	Students identified	15%	40%	65%	100%
7) Provide resources and supplies to homeless and migrant students as needed.	Counselor; Administrators; School nurse	Family feedback	15%	35%	60%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
8) Provide intervention and inclusion for all students identified as in need of Special Education services.	Special Education Team	Student Performance	15%	45%	80%	100%
9) Provide gifted and talented students with opportunities for accelerated instruction.	G/T Training	Student Performance	10%	45%	75%	100%
10) Identified students who are ELL, ensure the correct placement for second language acquisition, and ensure students receive best teaching practices for ELLs.	Administrators, Specialists, Classroom Teachers, PEIMS clerk, LPAC	Acceleration of English, TELPAS, Student performance, LPAC Compliance.	5%	35%	65%	100%
11) Conduct RTI meetings to discuss interventions for students in Tier 1, 2, and 3.	RTI Team	RTI documentation, Student performance.	10%	35%	60%	100%
12) Provide intervention for Dyslexic students.	Dyslexia Specialist	Increase student performance	10%	40%	70%	100%
13) Assess reading level and fluency three times a year.	Instructional Specialist; Classroom Teachers	Student reading level and fluency rate.	10%	45%	70%	
14) Promote the Campus Reading Program to provide students with intrinsic and extrinsic rewards to motivate students to read. (Tower of Books)	Librarian; Classroom Teachers	Student performance in Reading; Family Reading Night twice a year (Fall/Spring).	0%	0%	30%	
15) Provide daily access to the library for all students in order to increase students' reading proficiency.	Librarian, Library Aide	Student performance in Reading.	5%	30%	65%	100%
16) Increase language acquisition for all Limited English Proficient students through the ESL component in all content areas.	Classroom Teachers	TELPAS scores, Acceleration of English	5%	35%	65%	100%
17) Promote word walls to improve Reading, Writing, and Spelling Skills in a print rich environment.	Instructional Specialist	Student performance on DRA; Fluency	15%	30%	70%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
18) Implement a writing program for all students. *writing across all content areas *revision and editing practices; grades 2-4	Instructional Specialist and Classroom Teacher	Students writing samples.	10%	30%	75%	100%

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

Goal 3: Cloverleaf Elementary will ensure student growth in tested areas.

Performance Objective 3: Build instructional capacity through coaching, professional development, and academies

Evaluation Data Source(s) 3: The campus will meet state accountability and system safe guards.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) All teachers will be trained on state and federal accountability standards.	Administrators and Campus Personnel	Teacher Performance will be up to standards.	10%	35%	60%	100%
2) All teachers and staff will use critical thinking strategies in instruction to reach phase three of standardized testing.	Campus Administration	Teacher lesson plans will show increasing use of CTS on a day-today basis.	10%	40%	60%	100%
3) Ensure English Language Learners are LPAC'd to ensure appropriate placement, assessment decisions monitoring, end of year decisions as well as reviewing the first and second year monitored exited students. LPAC committee will collaborate with SPED to make appropriate decisions with SPED ELL students.	LPAC Committee	LPAC minutes	10%	35%	60%	100%
4) Ensure report cards are completed.	Campus Administration	Increased parent understanding of child's progress.	5%	40%	60%	100%
5) Provide updates and training for STAAR support and instruction in tested areas.	Administrators; Instructional Specialist; CIS	Increase student performance	0%	35%	75%	
6) Conduct regular LPAC meetings /trainings in order to appropriately serve the academic needs of Limited English Proficiency students.	Specialist; Classroom Teachers	ELL Instructional Accommodations Documentation, Acceleration of English Language Proficiency Individual Student Plan, and TELPAS scores.	5%	30%	70%	100%
7) Provide teachers and personnel with training on Guided Reading, RTI, and other Early Literacy techniques in order to increase student reading proficiency.	Instructional Specialist; Classroom Teachers	Student Performance on DRA; Fluency	10%	35%	75%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 3: Cloverleaf Elementary will ensure student growth in tested areas.

Performance Objective 4: Provide technology support to all tested areas

Evaluation Data Source(s) 4: There will be an increase of student performance with the use of technology in the classroom as compared to last year.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide computers and computer labs in the school for students.	TIS	Technology usage	5%	35%	65%	100%
2) Provide opportunities for students to develop technology application TEKS skills.	Computer teacher; teachers	Students will successfully implement technology application TEKS	10%	40%	70%	100%
3) Provide current, applicable materials and resources in order to increase student achievement.	Computer teacher; TIS; Teachers	Mastery to 90% on the Technology Application Assessments.	10%	35%	60%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 1: Enhance the quality of fine arts programming

Evaluation Data Source(s) 1: There will be an increase in the number of students participating in fine arts program when compared to students participating in program last year.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide quality opportunities for students to engage in enrichment classes in Art, Music, Library, Computers and P.E for grades k-5.	Enrichment team Teachers Administrators	All students successful in activities	10%	40%	70%	100%
2) Provide opportunities for students to participate as an audience for guest presenters and fellow students in order to learn audience etiquette.	Enrichment Team Teachers Administrators	Increased student participation	0%	40%	60%	100%
3) Provide opportunities for students to participate in extracurricular activities in Music and Art. IE: Orff Ensemble, Art Show and Honor Choir.	Enrichment Team Teachers Administrators	Students participating and competing in different activities	20%	45%	70%	100%
4) Provide opportunities for each grade level in k-5 to create a musical interpretation or play for our monthly PTA meetings.	Enrichment Team Teachers Administrators	Increased student participation	5%	45%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 2: Offer multiple enrichment and extra-curricular opportunities available for students

Evaluation Data Source(s) 2: There will be an increase in the number of students participating in multiple enrichment and extra-curricular opportunities when compared to students participating last year.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide opportunities for students to participate in extracurricular activities in Music and Art. IE: Orff Ensemble, Art Club, Art Show and Honor Choir,and digiKids.	Enrichment Team Teachers Administrators	Students participating and competing in different activities	10%	40%	70%	100%
2) Provide opportunities for students to participate in Ballet Folklorico (Folklore Dancing)	Communities in Schools, Teachers, Administrators	Increased student participation	0%	0%	40%	→
3) Provide opportunities for students to participate in Cloverleaf soccer team for students in 3rd-5th grade	Communities in Schools, Teachers, Administrators	Increased student participation; decrease discipline referalls	5%	40%	80%	100%
4) Provide students opportunities to participate in Robotics	Science Lab Teacher, Teachers Administrators	Increased student participation and knowledge of science carears	10%	35%	55%	100%
5) Provide students opportunities to participate in Boy's Club.	Teachers, Administrators	Increased student participation; decreased student discipline referrals	10%	40%	70%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 3: Provide all elementary students with PE, Music, and Art weekly

Evaluation Data Source(s) 3: All K-5 students will be provided with PE, Music, and Art weekly.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide teachers a schedule for all k-5 students to participate in music, PE, Art, Library, and computers weekly for 55 minutes daily.	Enrichment Team, Teachers, Administrators	Increased student participation	15%	45%	80%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 4: Offer a wide variety of extracurricular student clubs

Evaluation Data Source(s) 4: There will be an increase in the number of extracurricular student clubs when compared to students participating last year.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide students with an opportunity to join Robotics Club, EAFK Student Council, Boy's Club, Good News Club, Art Club, digikids and Running Club.	Science Lab Teacher, Counselor, Teachers, Administrators	Increase student participation in service; decreased discipline referrals	10%	40%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 5: Introduce students to fitness and life activities through physical education courses and programs

Evaluation Data Source(s) 5: There will be an increase in the number of fitness and life activities when compared to students participating last year.

Summative Evaluation 5: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide students opportunities to participate in fitness and life activities such as jump roping, running, golf (First Tee), soccer etc.	Physical Education Teacher, Administrators	Increased student fitness	5%	40%	75%	100%
2) Provide students with a talk about health in fourth and fifth grade	Nurse, Physical Education Teacher, Administrators	Increased student health awareness	0%	45%	65%	
3) Provide students with learning opportunities on nutritional, health & physical fitness needs under the CATCH Program guidelines (Whoa, Slow and Go foods)	Nurse Counselor P.E Coach Administrators Classroom teachers	Educational materials posted throughout campus and students being able to identify foods.	15%	40%	75%	100%

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

Goal 4: Cloverleaf Elementary will ensure students are provided quality enrichment/extracurricular programs and encourage participation.

Performance Objective 6: Continue to produce, support and recognize high quality athletic achievements by teams and individuals

Evaluation Data Source(s) 6: PE instructor will provide incentives and recognize student achievement by individual and teams.

Summative Evaluation 6: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide fifth grade students with an opportunity to participate and prepare for our district Olympiad	Physical Education Teacher Teachers Administrators	Increased student fitness, decreased discipline referrals	5%	45%	75%	
2) Provide 3rd-5th grade students with an opportunity to participate in our Cloverleaf Soccer Team and compete against other CIS teams	Communities in School, Teachers, Administrators	Increased student fitness, decreased discipline referrals	5%	45%	80%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 5: Cloverleaf Elementary will have a a 97% or higher staff attendance rate.

Performance Objective 1: Implement strategies to monitor and increase staff attendance

Evaluation Data Source(s) 1: Teacher attendance will increase when compared to previous school year.

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Announce teacher attendance daily.	School Secretary Administrators	Teacher overall attendance above 97%	5%	20%	55%	100%
2) Teachers that have perfect attendance will be recognized at the class or bear rally with a certificate and opportunity to win prizes.	School Secretary Administrators	Teacher overall attendance above 97%	0%	20%	65%	100%
3) Give special incentives during holidays or teacher appreciation days i.e.: Special food day, snacks, etc	Principal's secretary Administrators	Teacher overall attendance above 97%	5%	30%	45%	100%
4) For staff birthdays, staff members will be gifted with a free dress code pass and can wear jeans along with a birthday ribbon.	Principal's Secretary Administrators	Teacher overall attendance above 97%	0%	15%	60%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 1: Enhance the relationship between the district and its partners

Evaluation Data Source(s) 1: We will see an increase in district and partner relationships.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Monthly PTA meetings	Teachers, Administration	Increase Parent Participation	5%	20%	60%	100%
2) Parents serve on CPAC Committee	Administration	Increase Parent Participation	10%	20%	65%	
3) Offer "Book Fair" night for parents	Librarian	Increase Parent Participation	0%	0%	0%	
4) Provide parent education classes/meetings on a variety of topics.	Counselor/PTA	Parent Survey	10%	30%	70%	100%
5) Post parental involvement opportunities on the campus website.	Counselor; Technology Teacher	Parent Survey	10%	30%	75%	100%
6) Provide "Meet the Teacher" night and other Open Houses opportunities for parents to meet with teachers and visit the school throughout the year.	Teachers; Administrators	Parent Participation	10%	30%	65%	100%
7) Parents serve on CPAC Committee	Administration	Increase Parent Participation	0%	15%	70%	

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
8) Participate in various school and community events such as Relay for Life in which staff and parents take pride in representing our campus.	Campus staff, parents, and students.	Cloverleaf Elementary is represented in area events that effect our customers.	0%	0%	65%	
9) Provide and coordinate program with Harris County Department of Education that serve our surrounding neighborhood, i.e. GED classes, ESL classes, and Citizenship classes.	Administrators and Clerical Staff	Sign in sheets	5%	25%	70%	100%
10) Invite parent volunteers to be part of our school functions and decision making progress such as Mama Bears.	Campus Administration	Feedback from volunteer hours accumulated and accounted for	10%	30%	75%	100%

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 2: Ensure 100% of campuses provide parental involvement opportunities

Evaluation Data Source(s) 2: We will see an increase in parent involvement in volunteer opportunities throughout the year.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Recruit and promote "Mama Bears" parent volunteer programs.	Counselor; Administrators	Increase Parent Participation	5%	30%	80%	100%
2) Recruit parents as partners on the Site Based Decision Making team.	Administrators	Increase Parent Participation	5%	25%	70%	

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 3: Provide multiple communication channels with parents, students and the community

Evaluation Data Source(s) 3: Communications with all stake holders will increase when compared to last year.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide 'report card' conferences at the end of the first 9 weeks grading period.	Administrators; Classroom Teachers	Parent Participation	5%	100%	100%	100%
2) Distribute Student Handbook to all families	Administrators; Classroom Teachers; Office personnel	Parent Survey	5%	100%	100%	100%
3) Provide Customer Service in personal contacts, written contact, and phone contact 'School Status'.	All personnel	Parent survey	10%	30%	80%	100%
4) Inform parents and community of school dates and events by posting information on the marquee, our school website, campus Facebook account, and monthly calendar.	Administrators; TIS; Counselor; Office personnel	Parent Participation	10%	40%	75%	100%
5) Campus will provide various presentations for parents on topics relevant to students health, safety, welfare, and parents needs. (Coffee with counselor)	Counselor	Sign in sheets, parent evaluation, parent participation.	10%	25%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 4: Maintain compliance with all Title I Parent Involvement requirements.

Evaluation Data Source(s) 4: We will stay in compliance with all Title I parent involvement requirements.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide all communication to parents in both English and Spanish.	PTA; Administration; Classroom Teachers; Clerical	Parent Survey	10%	40%	75%	100%
2) Provide an updated Parental Involvement Policy and Compact	Counselor; CPAC Team	Parent Survey	5%	30%	75%	100%
3) Conduct Titile I Annual Meeting	Administration	Parent Survey; Sign in Sheets	0%	0%	0%	→
4) Parent Conference to inform parents of students progress	Teachers, Administrators	Parent Conference Attendance Log	5%	30%	60%	100%
5) School and Federal Report Card will be distributed according to TEA guidelines.	Administrators	Parent receive information	20%	30%	75%	100%
6) Parental involvement policy evaluations will be done with parents.	Counselor	Survey distributed and collected, evaluations shared with parents in both English and Spanish.	10%	40%	75%	→

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 5: Create a system to monitor our business partners.

Evaluation Data Source(s) 5: We will see an increase in our business partner participation in school related events.

Summative Evaluation 5: Some progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Continue to invite business partners to join us in the following events: Health fair, Career Day, CPAC meeting.	Administration; Nurse	Sign in sheets, business partners participation.	5%	15%	60%	

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 6: Cloverleaf Elementary will provide opportunities for parental/community involvement and business partnerships.

Performance Objective 6: In an effort to improve parent participation on campus, the Perceptions Committee would like to propose we hold a reading night in the fall for families including grade-level specific activities such as reading games, leveled-books exposure, and strategies for helping students at home. In an effort to improve parent participation for the campus, the perception committee would like to propose a Math Night for students and their families to attend. The math night will consist of different stations where students and families can learn different math concepts (i.e financial literacy, fractions, geometry, expression & equation etc). Students will take a survey prior to Math Night about challenges they have when learning different math concepts. Based off the survey, the concepts students found the most challenging will be taught at Math Night.

Evaluation Data Source(s) 6: Flyers
We will see an increase in parent participation.

Summative Evaluation 6: No progress made toward meeting Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) A reading night in the fall for families including grade-level specific activities such as reading games, leveled-books exposure, and strategies for helping students at home. .	CICs, teacher	Increased parent participation	0%	0%	0%	→
2) A Math Night for students and their families to attend. The math night will consist of different stations where students and families can learn different math concepts (i.e financial literacy, fractions, geometry, expression & equation etc). Students will take a survey prior to Math Night about challenges they have when learning different math concepts. Based off the survey, the concepts students found the most challenging will be taught at Math Night.	CICs, Teachers	Increased parent and student participation	0%	0%	0%	→

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 7: Cloverleaf Elementary will ensure high quality staff is employed.

Performance Objective 1: Ensure all employees are provided professional development to increase and support job performance and staff retention

Evaluation Data Source(s) 1: Student achievement will increase.

Summative Evaluation 1: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Provide staff development and coaching in the areas of reading and writing.	Instructional Coaches, Administrators	Agendas, Sign in Sheets,and Increased Student Achievement	15%	40%	70%	100%
2) Provide training and coaching to teachers who teach ELLs to improve lesson planning, delivery, and reflection	Instructional Coaches, Administrators	Agendas, Sign in Sheets,and Increased Student Achievement	5%	35%	65%	100%
3) Provide teacher training in order to gain insight into effective teaching techniques for students' success and analyzing assessment scores	Instructional Coaches, Administrators	Agendas, Sign in Sheets,and Increased Student Achievement	10%	35%	70%	100%
4) Provide staff development regarding accountability system including information pertaining to accommodations, modifications, scaffolding, and the use of sheltered instruction strategies	Instructional Coaches, Administrators	Agendas, Sign in Sheets,and Increased Student Achievement	15%	35%	70%	100%
5) Promote and provide professional development training that target our student population and ensure student success on grade level TEKS.	Instructional Coaches, Administrators	Agendas, Sign in Sheets,and Increased Student Achievement	10%	30%	65%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 7: Cloverleaf Elementary will ensure high quality staff is employed.

Performance Objective 2: Provide enhanced leadership development for employees

Evaluation Data Source(s) 2: Staff members will have in increase in leadership development opportunities.

Summative Evaluation 2: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Use departmentalized teaching in 2nd - 5th Grade so teachers have more time to plan and become experts in their subjects taught.	Instructional Coaches Teachers Administrators	Increased student achievement: teacher understanding of TEKS and content area	5%	30%	65%	100%
2) Campus coaches will ensure horizontal and vertical alignment of curriculum is evident through teachers' participation in planning using curriculum corner and other district provided tools.	Instructional Coaches Teachers Administrators	Lesson plans in Forethought using curriculum corner and other resources.	15%	30%	75%	100%
3) Teachers lead different committees on campus such as Relay for Life, Multicultural Week, Foundations, CPAC, PTA Etc.	Teachers Administrators	Increased leadership involvement on campus and the district	5%	30%	70%	100%
4) Using Vertical and Horizontal Professional Learning Communities at the beginning and end of the year to find ways to better serve our students. PLC's include: Lang. Acquisition, Math, Lang. Arts, Science, Special Programs and Foundations	Instructional Coaches Teachers Administrators	Meeting that are teacher led that will target growth areas in these fields	15%	30%	70%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 7: Cloverleaf Elementary will ensure high quality staff is employed.

Performance Objective 3: Create an onboarding process to introduce new staff to District culture, goals, and programs

Evaluation Data Source(s) 3: Train new teachers through district/campus staff developments to the procedures and protocols.

Summative Evaluation 3: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Schedule a new teacher orientation, set up a mentor/buddy system, attend district teacher events/rodeo	Administrators	New staff members feel welcome	15%	35%	40%	100%
2) Grade level meetings and/or team planning meetings will allow new teachers to understand the district goals and programs	Instructional Coaches Administrators	New staff members understand district expectations	10%	30%	75%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

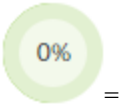
Goal 7: Cloverleaf Elementary will ensure high quality staff is employed.

Performance Objective 4: Recruit and retain highly qualified staff

Evaluation Data Source(s) 4: Teacher retention rate will increase when compared to previous year.

Summative Evaluation 4: Met Performance Objective

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Schedule faculty luncheons several times throughout school year	School Secretary PTA Administrators	Increased teacher attendance and positive campus climate	5%	25%	70%	100%
2) Recognize teacher birthdays and other accomplishments throughout the year via Public Announcements and PTA meetings	Administrators	Increased teacher attendance and positive campus climate	10%	30%	70%	100%
3) Recognize and reward perfect attendance on a regular basis at specific intervals throughout the yea	Administrators	Increased teacher attendance and positive campus climate	0%	20%	70%	100%
4) Provide Thanksgiving and Christmas tokens of appreciation	School Secretary Administrators	Increased teacher attendance and positive campus climate	0%	20%	100%	100%
5) Provide "Teacher Surprises" during appreciation week and at intervals throughout the year.	School Secretary Administrators	Increased teacher attendance and positive campus climate.	5%	30%	60%	100%

= Accomplished = Continue/Modify 

= No Progress = Discontinue

Goal 8: Cloverleaf will provide superior operational services to best support students and staff success.

Performance Objective 1: Evaluate current assets and develop a plan to repair and/or replace equipment in a timely manner

Evaluation Data Source(s) 1: Continue to maintain a 100% compliance with district financial operating plan and guidelines.

Summative Evaluation 1: Met Performance Objective

Next Year's Recommendation 1: Continue this goal

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) During foundations meetings, the team will evaluate current assets around the campus and then designate a person to put in a work order to get item repaired or replaced.	All teachers, Foundations members, Administrators	Safe and improved school environment	10%	30%	50%	100%

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 8: Cloverleaf will provide superior operational services to best support students and staff success.

Performance Objective 2: Achieve high customer satisfaction by providing excellent customer service to both internal and external customers

Evaluation Data Source(s) 2: Excellent Customer Service will increase from the previous year. Administrative complaints will decrease.

Summative Evaluation 2: Met Performance Objective

Next Year's Recommendation 2: Continue with this goal

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Attend a customer service training in the beginning of the year in order to better serve our students, parents and community members.	Administrators	Improved customer service	70%	100%	100%	100%
2) Respond to our parents within 24 hours	Teachers Administrators	Improved Customer Service	10%	35%	45%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 8: Cloverleaf will provide superior operational services to best support students and staff success.

Performance Objective 3: Ensure an efficient and effective use of District resources, in order to best support students and staff

Evaluation Data Source(s) 3: All resources purchased will be utilized to increase student achievement.

Summative Evaluation 3: Significant progress made toward meeting Performance Objective

Next Year's Recommendation 3: Continue goal

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Authorized personnel will be trained to collect and deposit money. Access to funds will be restricted to those authorized and accountable for monetary funds	Principal and principal secretary	Budget manager and secretary will follow budget procedures and guidelines. No irregularities involving money handling.	100%	100%	100%	100%
2) Following state and district guidelines Cloverleaf will develop a budget to meet the needs of all students	Principal, principal secretary, and CPAC	Budget is in compliance with all district, state, and federal guidelines.	10%	35%	50%	100%
3) Budget proposed and shared at CPAC meetings	Principal, principal secretary, and CPAC	Agendas and sign in sheets	0%	30%	55%	100%
4) All funds will be verified by the principal's secretary or administrator. All funds will be secured and deposited.	Administrators and Principal's Secretary	No fiscal procedure irregularities.	10%	35%	50%	100%
5) Review monthly budget to ensure that it is accurate and in compliance	Principal and Principal's Secretary	Balanced budget	10%	35%	50%	100%
6) All materials and resources purchased will be utilized to meet the needs of students.	Principal	Needs of students are met, budget expenditures align to campus instructional needs	10%	35%	50%	100%
7) Principal will ensure all all Title funds are allocated properly within federal guidelines, and that funds are used in a way that maximize available resources for optimum instructional benefit	Principal	All title expenditures meet compliance requirements	10%	35%	50%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May

= Accomplished = Continue/Modify

= No Progress = Discontinue

Goal 9: Cloverleaf Elementary will achieve a 97.5% or higher student attendance rate, utilizing the $2942.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).Therefore our total is 3, 192.00

Performance Objective 1: Increase student attendance percentage to 97.5% or higher for the 2nd 6 Weeks Period (Sept. 30-Nov. 1).
17-18: 97.12
18-20: 97.51

Evaluation Data Source(s) 1: Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

Summative Evaluation 1: Some progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Ensure students and parents understand the importance of attending school regularly and completing high school	Teachers, PEIMS Clerk, Administrators	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	20%	40%	65%	100%
	Problem Statements: Perceptions 1, 2					
2) Cloverleaf will recognize classes each week with perfect attendance via announcements	Administrators, Peims Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	20%	35%	65%	100%
3) Track classes daily for perfect attendance; Classes with perfect attendance on Monday and Friday will receive a candy sucker.	Administration	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school. Student Attendance above 97%, Motivate students to come to class	20%	35%	70%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 500.00					
4) Announce attendance daily. Grade levels with 100% will earn free dress code for the next school day.	Administration, PEIMS Clerk, Teachers	Problem Statement: Parents/Students may not feel that the school/ teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school . Student Attendance above 97%, Motivate students to come to class	15%	40%	80%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Utilize the Raa Wee system for documenting interventions: conferences, contracts, and home visits if necessary for students with unexcused absences or excessive absences.	PEIMS Clerk, Administrators,	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	10%	40%	70%	100%
	Problem Statements: Perceptions 2					
6) Trophy Showcase: Each class with the highest attendance percentage will receive the Traveling Trophy	Administrators, Teachers	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	0%	25%	75%	100%
7) Monthly Incentives for those classes with perfect attendance: October- Fall Treat/Goody Bag	Administration, PEIMS Clerk	Problem Statement: Students may lack motivation or have a hidden issue to the avoidance of school. Root Cause: Cold and Flu Season Peak. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	10%	15%	45%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 100.00					
8) Make a list of students with the highest days missed during the 1st 6 weeks of school (2019-20) to target and have a conference with parents and students. (Target List); These students will be invited to attend a bash and receive treats/prizes for improved attendance during the next 6 weeks..	Administration, Counselor, PEIMS Clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Cold and flu season peaks Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	5%	15%	50%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 300.00					

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Performance Objective 1 Problem Statements:

Perceptions
Problem Statement 1: The Perceptions Committee looked at student engagement and as a result, we found that student-centered support needs to improve. We determined that by focusing on building relationships we can improve students' overall success. **Root Cause 1**: Some students need guidance in remaining academic focused. Students come to school with many burdens and stress.

Perceptions

Problem Statement 2: The Perceptions Committee looked at barriers to parent/guardian participation and as a result we found that parents lack training and resources. We determined that by focusing on providing informational training opportunities at different times (fall/spring), we can improve parent/guardian engagement. **Root Cause 2**: Transportation, language, parents lack of knowledge with social apps.

Goal 9: Cloverleaf Elementary will achieve a 97.5% or higher student attendance rate, utilizing the $2942.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).Therefore our total is 3, 192.00

Performance Objective 2: Increase student attendance percentage to 97.5% or higher for the 3rd 6 Weeks Period (Nov. 4th-Dec. 20th).
17-18: 95.59
18-19: 97.91

Evaluation Data Source(s) 2: Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).Increased student attendance on PEIMS Report.

Summative Evaluation 2: Some progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Ensure students and parents understand the importance of attending school regularly and completing high school	Teachers, PEIMS Clerk, Administrators	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	0%	15%	60%	
2) Cloverleaf will recognize classes each week with perfect attendance via announcements and bulletin board	Administrators, Peims Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	5%	35%	50%	100%
3) Track classes daily for perfect attendance; Classes with perfect attendance on Monday and Friday will receive a candy sucker.	Administration	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school. Student Attendance above 97%, Motivate students to come to class	100%	100%	100%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 250.00					
4) Announce attendance daily. Grade levels with 100% will earn free dress code for the next school day.	Administration, PEIMS Clerk, Teachers	Problem Statement: Parents/Students may not feel that the school/ teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school . Student Attendance above 97%, Motivate students to come to class	0%	40%	75%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Utilize the Raa Wee system for documenting interventions: conferences, contracts, and home visits if necessary for students with unexcused absences or excessive absences.	PEIMS Clerk, Administrators, Counselors	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	0%	35%	60%	100%
6) Trophy Showcase: Each class with the highest attendance percentage will receive the Traveling Trophy	Administrators, Teachers	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	0%	35%	75%	100%
7) Monthly Incentives for those classes with perfect attendance: November-Slice of Pie with the Principal/APs December-Hot Chocolate and cookie with Principal/APs	Administration, PEIMS Clerk	Problem Statement: Students may lack motivation or have a hidden issue to the avoidance of school. Root Cause: Cold and Flu Season Peak. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	35%	35%	70%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 300.00					
8) Monitor target list (the students with highest days missed during the 2nd 6 weeks of school (2019-20) to target and have a conference with parents and students.) We will also pull a list of our students with 15 or more absences from last year to check on their progress. Celebrate and add/remove any students as necessary	Administration, PEIMS clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Cold and flu season peaks Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	100%	100%	100%	100%
9) Semester Attendance Celebration-Paper Snowball Games for students with 0-2 absences and a special treat in the gym.	Attendance Committee, Administration	Problem Statement: Attendance suffers from same students absent. Root Cause: Cold and flu season peaks Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	0%	30%	100%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 200.00					

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 9: Cloverleaf Elementary will achieve a 97.5% or higher student attendance rate, utilizing the $2942.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).Therefore our total is 3, 192.00

Performance Objective 3: Increase student attendance percentage to 97.5% or higher for the 4th 6 Weeks Period (Jan. 7-Feb. 21).
17-18: 95.95
18-19: 96.38

Evaluation Data Source(s) 3: Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

Summative Evaluation 3: Some progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Ensure students and parents understand the importance of attending school regularly and completing high school	Teachers, PEIMS Clerk, Administrators	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	0%	0%	0%	100%
2) Cloverleaf will recognize classes each week with perfect attendance via announcements and bulletin board	Administrators, Peims Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	0%	0%	0%	100%
3) Track classes daily for perfect attendance; Classes with perfect attendance on Monday and Friday will receive a candy sucker.	Administration	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school. Student Attendance above 97%, Motivate students to come to class	0%	0%	0%	100%
	Funding Sources: 199 - Attendance Incentive Allocation - 250.00					
4) Announce attendance daily. Grade levels with 100% will earn free dress code for the next school day.	Administration, PEIMS Clerk, Teachers	Problem Statement: Parents/Students may not feel that the school/ teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school . Student Attendance above 97%, Motivate students to come to class	0%	0%	0%	100%

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Utilize the Raa Wee system for documenting interventions: conferences, contracts, and home visits if necessary for students with unexcused absences or excessive absences.	PEIMS Clerk, Administrators, Counselors	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	0%	5%	0%	100%
6) Trophy Showcase: Each class with the highest attendance percentage will receive the Traveling Trophy	Administrators, Teachers	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	0%	0%	0%	100%
7) Monthly Incentives for those classes with perfect attendance: January-S'mores February- Ice cream Sundae **Students with Perfect Attendance for the month will get a free dress pass for designated day	Administration, PEIMS Clerk	Problem Statement: Students may lack motivation or have a hidden issue to the avoidance of school. Root Cause: Cold and Flu Season Peak as. Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	0%	0%	0%	→
	Funding Sources: 199 - Attendance Incentive Allocation - 250.00					
8) Continue to monitor students on the target list; Look for increase or decrease and conference with those parents who show an increase; Conference with any student with more than 4 UNEXCUSED absences	Administration, PEIMS Clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Cold and flu season peaks Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	0%	0%	0%	100%

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Goal 9: Cloverleaf Elementary will achieve a 97.5% or higher student attendance rate, utilizing the $2942.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).Therefore our total is 3, 192.00

Performance Objective 4: Increase student attendance percentage to 97.5% or higher for the 5th 6 Weeks Period (Feb. 24- Apr. 9).
17-18: 96.28%
18-19: 96.39

Evaluation Data Source(s) 4: Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

Summative Evaluation 4: No progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Ensure students and parents understand the importance of attending school regularly and completing high school	Teachers, PEIMS Clerk, Administrators	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	15%	40%	75%	
2) Announce attendance daily. Grade levels with 100% will earn free dress code for the next school day.	Administration, PEIMS Clerk, Teachers	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	15%	35%	65%	
3) Trophy Showcase: Each class with the highest attendance percentage will receive the Traveling Trophy	Administrators, Teachers	Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	15%	40%	80%	
4) Track classes daily for perfect attendance; Classes with perfect attendance on Monday and Friday will receive a candy sucker.	Administration	Student Attendance above 97%, Motivate students to come to class	10%	40%	65%	
	Funding Sources: 199 - Attendance Incentive Allocation - 250.00					
5) Monthly Incentives for those classes with perfect attendance: September- Popcorn Treat October- Fall Treat/Goody Bag	Administration, PEIMS Clerk	Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	10%	35%	75%	

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
6) Utilize the Raa Wee system for documenting interventions: conferences, contracts, and home visits if necessary for students with unexcused absences or excessive absences.	PEIMS Clerk, Administrators, Counselors	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	15%	40%	75%	
7) Cloverleaf will recognize classes each week with perfect attendance via announcements .	Administrators, Peims Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	15%	40%	70%	
8) Continue to monitor students on the target list; Look for increase or decrease and conference with those parents who show an increase; Conference with any student with more than 4 UNEXCUSED absences	Administration, Peims clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Cold and flu season peaks Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	10%	35%	75%	

100% = Accomplished = Continue/Modify 0% = No Progress = Discontinue

Goal 9: Cloverleaf Elementary will achieve a 97.5% or higher student attendance rate, utilizing the $2942.00 Attendance Incentive Plan allotment (plus $250 bonus bucks).Therefore our total is 3, 192.00

Performance Objective 5: Increase student attendance percentage to 97.5% or higher for the 6th 6 Weeks Period (Apr. 14-May 28).
17-18: 96.69
18-19: 96.69

Evaluation Data Source(s) 5: Increased student attendance on PEIMS Report utilizing Raa Wee, School Status, Skyward, and ASAP (home visits).

Summative Evaluation 5: No progress made toward meeting Performance Objective

Targeted or ESF High Priority

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
1) Ensure students and parents understand the importance of attending school regularly and completing high school	Teachers, PEIMS Clerk, Administrators	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	15%	45%	70%	
2) Announce attendance daily. Grade levels with 100% will earn free dress code for the next school day.	Administration, PEIMS Clerk, Teachers	Increased Teacher Results	15%	45%	80%	
3) Track classes daily for perfect attendance; Classes with perfect attendance on Monday and Friday will receive a candy sucker.	Administration	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school. Student Attendance above 97%, Motivate students to come to class	20%	50%	80%	
	Funding Sources: 199 - Attendance Incentive Allocation - 250.00					
4) Trophy Showcase: Each class with the highest attendance percentage will receive the Traveling Trophy	Administrators, Teachers	Students will be rewarded for perfect/good attendance and others will feel encouraged to improve their attendance so they can participate in other attendance incentives throughout the school year.	15%	40%	75%	

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Oct	Dec	Feb	May
5) Monthly Incentives for those classes with perfect attendance: March-Pickle Party April- Snocones May-Electronic Party in the courtyard.	Administration, PEIMS Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school. Student Attendance above 97%, Motivate students to come to class	20%	55%	80%	→
	Funding Sources: 199 - Attendance Incentive Allocation - 100.00					
6) Utilize the Raa Wee system for documenting interventions: conferences, contracts, and home visits if necessary for students with unexcused absences or excessive absences.	PEIMS Clerk, Administrators, Counselors	Contact parents regarding unexcused absences, ensure all parents understand how to document attendance, and review possible consequences if unexcused absences continue to accumulate.	20%	55%	80%	→
7) Cloverleaf will recognize classes each week with perfect attendance via announcements .	Administrators, Peims Clerk	Problem Statement: Parents/Students may not feel that the school/teachers are recognizing attendance. Root Cause: Students may lack motivation or have a hidden issue to the avoidance of school Motivate students, Student Attendance above 97%	15%	50%	80%	→
8) Continue to monitor students on the target list; Look for increase or decrease and conference with those parents who show an increase; Conference with any student with more than 4 UNEXCUSED absences	Administration, PEIMS Clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Students begin to experience burnout and get restless towards the end of the school year. Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	15%	40%	75%	→
9) Students who have 97.5% attendance from January 8-May 17 will attend a celebratory field trip during the school day (1-5th) and Prek/K students will participate in a Water day at the campus. We are considering taking students to park and enjoy water balloon games.	Administration, PEIMS Clerk	Problem Statement: Attendance suffers from same students absent. Root Cause: Students begin to experience burnout and get restless towards the end of the school year. Improved Student Attendance by tracking their attendance closely and provide incentives for improved attendance for the 19-20 school year that will encourage them to come to school.	20%	40%	75%	→
	Funding Sources: 199 - Attendance Incentive Allocation - 400.00					

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Cloverleaf Elementary is a Title I school. It consists of 88% of economically disadvantaged students. A schoolwide program plan was developed to address all ten Title components which describes the use of our Title I, Part A and other program resources. Parents and community members are involved in the development of the plan, as well as, teachers and administrators who will participate in the planning process and carry out the plan. The plan will be reviewed and revised as needed.

Cloverleaf's Title I program consists of extended day tutorials/Saturday tutorials for writing, science,math and reading. Instructional coaches focus on meeting with teachers ans working with students' needs (dyslexia, early intervention, reading, writing, and math) and science lab instruction and activities.

Clovereleaf's State Compensatory Program (SCE) consists of an academic coach training teachers in best practices for assisting at-risk students, instructional coaches focused on core curriculum in small groups, and academic based field trips for at-risk students.

Cloverleaf's Bilingual/ESL/Title III program is a one way dual langauge program in grades PK-4 th and a tranistional program for 5th grade. Each grade level consists of teachers who are certified to teach bilingual/ESL classes. Our program offers tutorials in math and reading, library books in both languages and classroom activities and resources for English language learners.

These were presented to the staff on February 15, 2019 and April 1, 2019. As a staff, we discussed each concern/weakness and deleted any items that were out of campus control and focused on one or two that we could make our goal for 2018-2019. Each team then wrote a problem statement and identified root causes. Based on our CNA, our areas of focus will be ELA resources, Science Resources, and Technology.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Strategies to address the needs of all students, especially the low performing and at-risk students are a top priority at Cloverleaf. A school wide writing program has been implemented from PK-5th to help strengthen the curriculum. Also, all students and staff members will participate in a reading program such as Tower of Books from grades 2nd-5th grade that will assist with reading comprehension and fluency. These programs will assist our students with opportunities to meet the state's proficient and advanced levels.

Azunena Castro	First Grade Rep.	acastro@galenaparkisd.com	Classroom Teacher	
Marbella Suniga	Pre-K Rep.	msuniga@galenaparkisd.com	Classroom Teacher	
Rachelle Martin	SPED Rep.	rmartin@galenaparkisd.com	Classroom Teacher	
Janie Jimenez	Administrator AP	jjimenez@galenaparkisd.com	Administrator	
Lowell Brown	Administrator Principal	lbrown@galenaparkisd.com	Administrator	
Nely Ornelas	CPAC Chairman/ Fourth Rep.	nornelas@galenaparkisd.com	Classroom Teacher	Edit Delete
Helen Tcacenco	Fifth Rep.	htcacenco@galenaparkisd.com	Classroom Teacher	Edit Delete
Melissa Arce	Third Rep./ Secretary	marce@galenaparkisd.com	Classroom Teacher	Edit Delete
Steve Alley	Administrator AP	salley@galenaparkisd.com	Administrator	Edit Delete
Isaac Ruiz	Second Rep.	iruiz2@galenaparkisd.com	Classroom Teacher	Edit Delete
Lauren Arnic	Kinder Rep.	larnic@galenaparkisd.com	Classroom Teacher	Edit Delete
Jonathon Garza	Enrichment Rep.	jgarza@galenaparkisd.com	Classroom Teacher	Edit Delete
Zulema Rodriguez	Communities in Schools	zrodriguez@galenaparksid.com	Community Representative	Edit Delete
Elena Gonzalez	Parent	egomez	Parent	Edit Delete
Tanisha Baker	Administrator AP	tbaker@galenaparkisd.com	Administrator	Edit Delete
Anna Garcia	Counselor	agarcia@galenaparkisd.com	Counselor	

2.2: Regular monitoring and revision

The CIP is reviewed and monitored to ensure that strategies are being implemented according to the plan. Changes are made according to the needs since the plan is a live working document. It's is reviewed on a quarterly basis and a summative is done at the end of the year.

We will meet quarterly based upon the schedule given.

2.3: Available to parents and community in an understandable format and language

The Cloverleaf Campus Improvement Plan is made available to the faculty, parents and community. If requested, a copy of the plan is kept in the office. If translation is needed, the bilingual office personnel can assist.

The CIP will be available to parents and community members in the following locations: front office, campus website, GPISD Administration, and (Business Representative's). The goals of the CIP are available in English and Spanish.

2.4: Opportunities for all children to meet State standards

We want to provide our students with multiple opportunites to succeed and meet the State standards:

- Best practices are implemented to ensure student success.
- Small guided reading, math, writing & science groups are provided daily.
- After-school and Saturday tutorials
- CIC's, paraprofessionals and homegrowns assist students that are struggling

All students will have the opportunity to meet state standards through whole group instruction, small group interventions, tutorials, differentiated instruction, and TEKS focused high-quality instruction.

2.5: Increased learning time and well-rounded education

Learning time is essential for student success. Therefore, teachers utilized their time to the maximum so students received increase learning time. As well as emphasizing academics, our students are given multiple opportunities to participate in extracurricular activities;

- Music Classes-Honor Choir; Orf Band Ensemble
- Basketball
- Technology-Digiclub
- Robotics and Engineering Club
- Art Classes
- Boys Club
- EAFK Council
- Dance Team/Cheerleading/Ballet Folclorico
- Soccer Team

2.6: Address needs of all students, particularly at-risk

Cloverleaf is a Title I school due to our low socio-economic status. We have a large number of at risk learners that come to us with many needs such as

- Limited English proficient,
- Learning disabilities
- Family and health issues
- Low mobility rate
- Retainees

Counseling through our school counselor and CIS assists those students that are at risk as well as assistance through our nurse, faculty and staff. Students needs are met at school so they can feel validated and have a successful academic/extracurricular opportunities. We provide the following programs to assist the at risk learner:

- After-school and Saturday tutorials
- RTI and dyslexia interventions
- Small group interventions are provided daily.
- The counselors provides guidance and counseling sessions.
- Parent meetings are held to discuss campus concerns.
- ACE

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

The counselor presents and sends out information concerning the Parent and Family Engagement Policy to the parents at the beginning of the school year and at PTA meetings. The Parent and Family Engagement Policy is approved by the CPAC.

3.2: Offer flexible number of parent involvement meetings

A variety of meetings are held throughout the year for parent involvment. It generally falls on the 3rd Thursday of every month:

- Meet the teacher / Open House
- GT Night for lower/upper grades
- Math and Reading nights
- TELPAS informational meetings
- STAAR informational meetings
- PTA meetings
- Coffee with the Counselor
- Briter Bites
- Nutritional Classess
- Health Fair

2019-2020 CPAC Committee

Committee Role	Name	Position
Classroom Teacher	Meghan Persons	Art Teacher
Classroom Teacher	Marbelia Suniga	PK teacher
Classroom Teacher	Kelly Colbert	Kinder Teacher
Classroom Teacher	Laura Holder	1st Grade Teacher
Classroom Teacher	Isaac Ruiz	2nd grade teacher
Classroom Teacher	Amanda Arellano	3rd Grade Teacher
Classroom Teacher	Andrea Lopez	4th Grade Teacher
Classroom Teacher	Raul Gutierrez	5th Grade Teacher/Chairperson
Classroom Teacher	Rachelle Martin	SPED Teacher
Administrator	Lowell Brown	Principal
Administrator	Steve Alley	AP
Administrator	Janie Jimenez	AP
Non-classroom Professional	Crystal Guzman	Campus Instructional Coach
Classroom Teacher	Tavia McDonald	Attendance Chair

Demographics

Committee Role	Name	Position
Administrator	Lowell Brown	Principal
Counselor	Anna Garcia	Counselor
Classroom Teacher	Lauren Arnic	Kinder Teacher
Classroom Teacher	Maria Iracheta	Kinder Teacher
Classroom Teacher	Melissa rce	Librarian
Classroom Teacher	Irma Garcia	1st Grade Teacher
Classroom Teacher	Laura Holder	1st Grade Teacher
Classroom Teacher	Michelle Coley	3rd Grade Teacher
Classroom Teacher	Andrea Lopez	4th Grade Teacher
Classroom Teacher	Elizabeth Munoz	5th Teacher

Student Achievement

Committee Role	Name	Position
Administrator	Steve Alley	AP
Classroom Teacher	Victoria Barrera	CIC
Classroom Teacher	Cristina Wehmeyer	CIC
Classroom Teacher	Becky Godell	Enrichment
Classroom Teacher	Marbelia Suniga	PK Teacher
Classroom Teacher	Maria Paredes	Kinder Teacher
Classroom Teacher	Maria Salinas	3rd Grade Teacher
Classroom Teacher	Hector Silva	2nd Grade Teacher
Classroom Teacher	Amalia Torres	3rd Grade Teacher
Classroom Teacher	Marcella Garcia	3rd Grade Teacher
Classroom Teacher	Nely Ornelas	4th Grade Teacher
Classroom Teacher	Adam Runge	4th Grade Teacher
Classroom Teacher	Raul Gutierrez	5th Grade Teacher

District Processes and Programs

Committee Role	Name	Position
Administrator	Janie Jimenez	AP
Classroom Teacher	Sylvia Hernandez	Interventionist
Classroom Teacher	Cheri Ibarra	Focus
Classroom Teacher	Rachelle Martin	SPED
Classroom Teacher	Jonathan Garza	Enrichment
Classroom Teacher	Corina Villarreal	PK
Classroom Teacher	Kelly Colbert	Kinder
Classroom Teacher	Maria Gomez	1st Grade
Classroom Teacher	Autumn Gray	2nd Grade
Classroom Teacher	Erwin Menacho-slaid	2nd Grade
Classroom Teacher	Tiffany Baldon	3rd Grade
Classroom Teacher	Adriana Solis	4th Grade
Classroom Teacher	Olga Hernandez	4th Grade
Classroom Teacher	Amber Torres-Lopez	5th Grade
Classroom Teacher	Alma Rivera	4th Grade

Perceptions

Committee Role	Name	Position
Classroom Teacher	Dan O'Tool	Science Lab
Classroom Teacher	Rume Ogbojo	SPED
Nurse	Priscilla Santamaria	Nurse
Classroom Teacher	Meghan Persons	Enichment
Classroom Teacher	Angie Self	Enrichment
Classroom Teacher	Araceli Garcia	1st Grade
Classroom Teacher	Rosa Flores	Kinder
Classroom Teacher	Irene Maeda-Merchan	Kinder
Classroom Teacher	Sarah Morris	1st Grade
Classroom Teacher	Alma De La Torre	1st Grade
Classroom Teacher	Isaac Ruiz	2nd Grade
Classroom Teacher	Amanda Arellano	3rd Grade
Classroom Teacher	Abigail Marayag	3rd Grade
Classroom Teacher	Milagros Delarrazabal	4th Grade

Attendance Committee

Committee Role	Name	Position
Classroom Teacher	Marbelia Suniga	PK
Classroom Teacher	Araceli Garcia	1st
Classroom Teacher	Nayeli Cerda	2nd
Classroom Teacher	Maria Salinas	3rd
Classroom Teacher	Tavia McDonald	4th
Classroom Teacher	Michelle Coley	5th
Classroom Teacher	Rosa Flores	Kinder
Classroom Teacher	Jonathan Garza	Enrichment
Classroom Teacher	Rume Ogbojo	SPED
Classroom Teacher	Ashley Stewart	CIC
Administrator	Lee Brown	Principal
Administrator	Steve Alley	AP
Administrator	Janie Jimenez	AP