

El Paso Independent School District
Milam Elementary School
2020-2021 Campus Improvement Plan



Mission Statement

Milam will promote a safe and positive learning environment which strives for academic excellence in which every student realizes the importance of being a life-long learner.

Vision

Milam's team of educators will prepare all students to become successful members of a global community in a safe, challenging, and disciplined environment.

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Comprehensive Needs Assessment

Revised/Approved: December 18, 2020

Demographics

Demographics Summary

1. Who are the students? What percentages of students fall into each ethnic, socioeconomic, gender, and special populations group?

Totals for Ethnicity counts Are:	
White.....	223.....36.86%
Hispanic /Latino....	203.....33.55%
Black or Afr Amer....	91.....15.04%
Two or more races..	50..... 8.26%
Asian.....	16.....2.64%
Native Hawaiian.....	16.....2.64%
American Indian.....	6..... 0.99%

How have the demographics changed over the last 3-5 years? In the past two years, a small decrease in Hispanic students shifted to a slight increase in non-Hispanic populations. Also, we continue to have two growing AIM units. Therefore, we have a higher SPED community. The at-risk population has increased due to a task force put in place to ensure coding was appropriately done.

2. What are the student mobility rates? 42% What support systems are in place to assist these students? Military Liaison; Counselors; Social Workers; MFLAC; PTA
3. What are the dropout rates and completion rates? N/A Which students and student groups are dropping out? N/A What interventions and support systems are in place to reduce these numbers and keep students in school? N/A
4. Which students are identified as at-risk? Homeless, LEP, SPED, 504, Low Academic Achievement (STAAR, Star 360, retentions), DAEP. Does the campus only use state indicators or are local indicators also included? Both are used. Which programs are available for students at-risk of dropping out? N/A How are students targeted to participate, and what is the participation rate? N/A
5. What are the attendance rates? 95.25%(drop from 96.4%). What trends are seen over the last 3-5 years? Gains in attendance (at least 1 pt gain) but a loss in last year. What interventions are in place to promote high attendance? Attendance committee; parent-admin attendance meetings, home visits, PBIS. Weekly announcements for the class section with perfect attendance (popcorn party). Per night weeks- perfect attendance celebration luncheon, monthly celebrations as well. What are the campus procedures to track and respond to unexcused absences, tardiness, and other practices to improve attendance? Utilizing PEIMS reports, parent communication, parent/admin. Conference. What does the student-level data reveal about excused absences, unexcused absences, and tardiness? Decrease from previous years.
6. How are English Language Learner (ELL) students supported and how effective are the services and supports in meeting the cognitive, linguistic, and affective needs of ELLs? Staff development for teachers; Bilingual and Dual Language Programs; small group instruction. The number of ELL students in bilingual classes decreases as students advance to the upper-grade levels.
7. What is the average class size? 22

Demographics Strengths

- We are a diverse campus consisting of a wide variety of ethnic groups, which is fitting to the military families
- The HERO counselor provides individual and group counseling in order to provide social and emotional support for our military students
- Our campus offers a Dual Language Program which is a special program not only to meet the needs of our English Learner students but for all the other students interested in learning the Spanish language
- students participate in the Student Ambassador program. Students who are selected to be a Student Ambassador guide new students on campus as enrollment continues throughout the school year.
- Students in 5th grade have the opportunity to participate in orchestra, art or media
- full-time Military Liaison\
- After school activities: Drama club, Robotics Club, Young Rembrandts (art class), and Coding Club
- PBIS- Reward Activities are provided monthly
- Multiple parent engagement opportunities
- Career Day

Problem Statements Identifying Demographics Needs

Problem Statement 1: Due to high mobility rate, many students arrive with very large learning gaps. **Root Cause:** Many military connected students come from states with lower state standards and or different priority than Texas.

Student Learning

Student Learning Summary

1. Milam was nominated for a 2020 Blue Ribbon School based on student growth success.
2. How are the requirements for accelerated instruction being addressed? Differentiated instruction through small groups by SEs.
3. How are the individual student needs identified? Assessment & classroom data from current & previous year and IEPs identify needs. How are student-specific services and interventions determined, implemented, monitored, adjusted, and evaluated? Formal & informal assessment benchmarks; data defines groups & type of intervention. What structures, including Response to Intervention (RTI), are in place to support each student? RTI is done through small groups, tutoring, instructional coaches, technology-based learning, including web-based programs.
4. How does student performance on state assessments compare with student performance on local benchmark assessments and the students' report cards? Alignment in progress.
5. What interventions are in place to support students who are not successful? RTI, possible DRD/SpEd referrals, parent conferences, PBIS, counseling interventions. Does the data confirm that the interventions are working? Yes
6. Are the SSI, ARD, LPAC, 504, and other committee decisions concerning state assessments and interventions appropriate and beneficial for students? Yes
7. How is RTI being implemented? Data is collected, RTI committee meets, differentiated instructional plan set up, progress is monitored, follow-up meeting How are students identified and placed in RTI? Teacher referrals and evaluation of data. Are the RTI processes and implementation effective? Yes. How is the RTI process affecting referrals to Special Education? Referrals are declining.
8. How does the campus systemically address re-teaching for absent students, particularly for students who are at-risk of failing? Campus follows district guidelines, and students are given opportunities to complete any work.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Milam has a high mobility rate with students coming from around the world. Most students are not returning Texas students which means we have to find and fill gaps in learning. **Root Cause:** Campus is 98% military and many students are only at Milam for one academic School year.

School Processes & Programs

School Processes & Programs Summary

1. Are all teachers and instructional paraprofessionals highly qualified? yes
2. What are the retention and attendance rates for employees? 96% retention rate. 93% attendance rate
3. How are new teachers supported? PLC's, grade level and peer support
4. What professional development and resources are needed? Instructional strategies. Instructional coaches provide staff development to teachers. How are these needs identified? Needs identified by current data
5. What professional development is available? Staff in-services various SD: classroom management, technology, STEM, autism, differentiated instruction, Dual Language, ELL, Suicide prevention, child abuse, etc. In what format? PLC, grade-level meetings, district, and regional staff development. How often? Weekly and as needed. What follow-up support is available? Assistance from instructional coaches, counselors, and grade level support
6. How are the strengths of teachers shared with others? Through PLC's, power planning, trainer of trainers
7. What structures are in place to ensure that teachers and others implement what they learn? Administrative walkthroughs, Data, notebook peer/admin reviews. Are teachers being provided with quality, timely feedback that supports professional growth? Yes, How so? Formal and informal observations, learning walks, teacher conferences, immediate feedback from admin/peers after notebook review gallery walks. How often? Notebook reviews- every grading period. Walkthroughs- determined by T-TESS.

Curriculum and Instruction

1. How does the campus define rigor? Mastery of state standards & high student expectations. To what degree is that definition reflected in the campus instructional program? All-inclusive through curriculum guide and scope & sequence, data results, and student products: rigorous campus initiatives in place.
2. What are the expectations for students to engage in authentic work and solve complex problems? To participate in active learning and project-based learning. How are students making connections with complex concepts and skills across one or more disciplines? Through critical thinking and cooperative learning.
3. What are the campus expectations for the use of technology? To provide access to technology in the classroom and labs. To what degree are students using technology to demonstrate learning? Students have daily access to technology.
4. What are the formative assessment strategies being used to assess student learning? Post topic or unit district assessments, mock tests, and Star 360 testing. How are the results used to advance student learning? Flexible grouping, accelerated instruction through interventions
5. How is instruction differentiated to meet the needs of Special Education, Dual Language/ESL, and G/T students? SpEd teacher, small group, graphic organizers, additional resources all reviewed and adjusted periodically through the RTI process.
6. Which programs, on and offline, are being used to support struggling students? I-station, Think Through Math, Accelerated Reader, STEM Lab, Lexia, Prodigy, STEMscopes How active are they? Effective
7. How are PLC's being used to advance student learning and teacher development? Through RTI, we can review data, provide instructional strategies and provide the opportunity for teacher collaboration. What types of planning activities take place during PLC's? Collaboration on mini-lessons, make-and-takes, exploration of a technology component, and alignment of TEKS and curriculum. How often are teachers and coaches able to meet in PLC's? Weekly & biweekly as needed
8. Do teachers participate in goal-setting for increased student performance? Yes. Do students? Yes. Do students monitor their academic progress? Yes.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Teachers will need additional time and support to address the new reading/writing standards **Root Cause:** New teachers and teachers that move to different grade levels do not have enough time to learn new standards and the rigor of grade level TEKS.

Priority Problem Statements










Goals





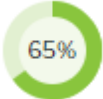
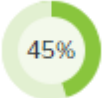







Revised/Approved: November 15, 2020

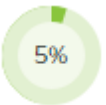
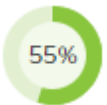




Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Performance Objective 1: By the end of the academic school year, Milam will ensure that a minimum of 90% of students will attain at least one year's growth and improve student achievement in Reading and Math STAAR (3rd and 4th grade) by a minimum of 5%.

Evaluation Data Sources: Lexia , STAAR, and Circle PM

<p>Strategy 1: Provide reading materials to students to included dictionaries, classroom novel sets for 3rd-5th and Book of the Month for Kinder-2nd. leveled readers</p> <p>Strategy's Expected Result/Impact: increased STAAR scores, increased DRA/ reading level.</p> <p>Staff Responsible for Monitoring: ALL, Literacy Coach, Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.4, 2.5, 2.5</p> <p>Funding Sources: Reading Materials - 211 ESEA Title I (Campus) - 211.11.6329.131.24.801.131 - \$3,000, Reading Materials - 211 ESEA Title I (Campus) - 211.11.6329.131.24.801.131 - \$8,178.24</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Provide testing materials in all tested academic areas.</p> <p>Strategy's Expected Result/Impact: meet SMART Goal in all tested areas.</p> <p>Staff Responsible for Monitoring: Campus instructional coaches.</p> <p>Funding Sources: Testing Materials - 211 ESEA Title I (Campus) - 211.11.6339.131.24.801.131 - \$887.57, Testing Materials - 211 ESEA Title I (Campus) - 211.11.6339.131.24.801.131 - \$6,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Conduct data team meeting and PLC's to improve classroom performance.</p> <p>Strategy's Expected Result/Impact: Meet 1 year growth goal in reading and math.</p> <p>Staff Responsible for Monitoring: Campus instructional coaches, Administration</p> <p>Funding Sources: Substitutes - 185 SCE (Campus) - 185.11.6112.131.30.362.131 - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				

Strategy 4: Provide supplies, educational field trips and manipulatives to support instruction. Strategy's Expected Result/Impact: Increased participation from students Staff Responsible for Monitoring: Principal, campus instructional coach Title I Schoolwide Elements: 2.6, 2.6 Funding Sources: Transportation - 211 ESEA Title I (Campus) - 211.11.6494.131.24.801.131 - \$1,300, Misc. Operating Costs - 185 SCE (Campus) - 185.11.6499.131.30.000.131 - \$1,500	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 5: Provide end of year awards to students such as A/B Honor Roll, Perfect attendance etc. Staff Responsible for Monitoring: Kisha Hawk, Secretary Funding Sources: Supplies - 185 SCE (Campus) - 185.11.6399.131.30.000.131 - \$2,000	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 6: Provide supporting resources to ensure student growth, such Learning A - Z, Education Galaxy, and Lexia Strategy's Expected Result/Impact: Students will show one years growth on DRA and STAAR assessments. Staff Responsible for Monitoring: Principal Funding Sources: Misc. Cont. Services (2020 Carryover Fund) Ed Galaxy - 211 ESEA Title I (Campus) - 211.11.6299.131.24.019.131 - \$3,000, Misc. Contracted Services - 185 SCE (Campus) - 185.11.6299.131.24.000.131 - \$2,413.85, Misc. Contracted Services - 211 ESEA Title I (Campus) - 211.11.6299.131.24.801.131 - \$10,000, Misc. Contracted Services - 211 ESEA Title I (Campus) - 211.11.6299.131.24.801.131 - \$6,611.01	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 7: Provide students and teachers with supplies for instruction. Strategy's Expected Result/Impact: Increased student performance on STAAR, DRA, and campus assessments. Staff Responsible for Monitoring: Principal Secretary Funding Sources: General Supplies (2020 Carryover Funds) - 211 ESEA Title I (Campus) - 211.11.6399.131.11.019.131 - \$7,000, General Supplies - 211 ESEA Title I (Campus) - 211.11.6399.131.24.801.131 - \$37,830, General Supplies - 185 SCE (Campus) - 185.11.6399.131.30.000.131 - \$22,207.31	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 8: Provide teachers with professional development opportunities Strategy's Expected Result/Impact: Increase on TTESS evaluation. Staff Responsible for Monitoring: principal CTC	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				

Strategy 9: Provide subs for teachers for planning , curriculum writing and testing. Strategy's Expected Result/Impact: Sign in sheets, completed documents assessments Staff Responsible for Monitoring: CTC's Principal Secretary Funding Sources: Substitutes - 185 SCE (Campus) - 185.11.6112.131.30.362.131 - \$2,000	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
	 5%	 55%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: El Paso ISD will ensure that our community has a successful, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Performance Objective 2: Milam will provide necessary services to all subgroups and special programs the entire year to ensure students are able to succeed academically, socially/emotionally and attain growth by the end of the school year.


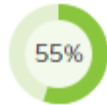









Evaluation Data Sources: Lexia, Circle PM; STAAR, TELPAS; Assessments, IEPs, Service logs,

<p>Strategy 1: Provide students with an intervention programs to provide Tier 2 instruction in reading and math. Strategy's Expected Result/Impact: data reports, implementation schedule, increased reading and math scores. Staff Responsible for Monitoring: Principal Funding Sources: Education Galaxy(2020Carryover Funds) - 211 ESEA Title I (Campus) - 211.11.6299.131.24.019.131 - \$3,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p>Strategy 2: Provide target math and reading for instructional support. Strategy's Expected Result/Impact: Improved scores on STAAR assessment. Staff Responsible for Monitoring: Literacy and Math Coach</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p>Strategy 3: Update and replace technology, such as projectors Elmo's, ipads, computers, etc. Strategy's Expected Result/Impact: Purchase orders Student usage reports Staff Responsible for Monitoring: Secretary ALL Principal Funding Sources: Technology(2020 Carryover Fund) - 211 ESEA Title I (Campus) - 211.11.6395.131.11.019.131 - \$25,958, Technology - 211 ESEA Title I (Campus) - 211.11.6395.131.24.801.131 - \$20,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p>Strategy 4: Provide Dyslexia services to all identified students and Tier 3 support to struggling readers with the use of a reading Strategy's Expected Result/Impact: Pre and Post assessments. Staff Responsible for Monitoring: DRD teacher Secretary Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.













Performance Objective 1: Milam Elementary will implement effective PBIS strategies, to promote a safe and nurturing environment, eliminate bullying, focus on character traits via guidance lessons to reduce the number of discipline referrals by June 2020

Evaluation Data Sources: Discipline Referrals


<p>Strategy 1: Continue the PBIS program to spotlight good expectation behavior and good discipline</p> <p>Strategy's Expected Result/Impact: As evident by the key chain and cards given to students.</p> <p>Staff Responsible for Monitoring: Classroom Teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Implement the PBIS model for positive behavior and what the expectations are for all areas of the campus, including the three 's- Be Safe, Be Respectful and Be Responsible.</p> <p>Strategy's Expected Result/Impact: As evident by fewer discipline referrals.</p> <p>Staff Responsible for Monitoring: All Teachers and staff</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Campus will provide a campus assistant to support playground monitor for student safety</p> <p>Strategy's Expected Result/Impact: Less referrals to front office.</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal Secretary</p> <p>Funding Sources: Part Time Personnel - 185 SCE (Campus) - 185.11.6129.131.34.000.131 - \$18,258</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				


Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

Performance Objective 2: Throughout the 2020-2021 School year Milam will provide students, staff and teachers with educational opportunities to enhance safety of the school environment for all students, employees and our community

<p>Strategy 1: Provide training to bring awareness and identify sexual abuse and the maltreatment of children</p> <p>Strategy's Expected Result/Impact: As evident by professional development sign in sheets.</p> <p>Staff Responsible for Monitoring: Counselor</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Ensure that all teachers have completed District mandated professional development training.</p> <p>Strategy's Expected Result/Impact: As evident by teachers printing out Certificates of completion at the end of the course.</p> <p>Staff Responsible for Monitoring: Principal, Secretary</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Provide guidance lessons on character building with Salvaging Sisterhood, Prevention of unwanted physical or verbal aggression, We help ourselves(WHO)program, Bullying Prevention program, Character Building and Stranger Danger.</p> <p>Strategy's Expected Result/Impact: As evident by counselor sign in sheets and lesson plans.</p> <p>Staff Responsible for Monitoring: Susan Jamison</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 4: Provide individual and/or group counseling, consultation with parents and educators, career or academic information, peer support, and referrals to appropriate counseling agencies.</p> <p>Strategy's Expected Result/Impact: As evident by teacher sign in sheets and counselor lesson plans.</p> <p>Staff Responsible for Monitoring: Susan Jamison</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 5: Counselor will meet as needed and document student conferences to review academic performance and social-emotional needs with the Migrant subgroup.</p> <p>Strategy's Expected Result/Impact: As evident by a confidential counselor log.</p> <p>Staff Responsible for Monitoring: Susan Jamison</p>	Reviews			
	Formative			Summative
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 No Progress













 Accomplished

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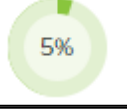


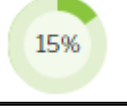
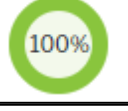
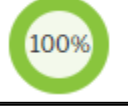



Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

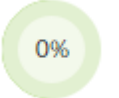





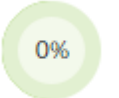






Performance Objective 3: Through the 2019-20 school year, Milam students and teachers will participate in Coordinated School Health activities which include the required physical education activities of the District

<p>Strategy 1: Third, fourth and Fifth grade students will participate in the state mandated Fitness Gram program which is held two times a year.</p> <p>Strategy's Expected Result/Impact: As evident by Fitness gram assessment results.</p> <p>Staff Responsible for Monitoring: Coaches, E. Avila, A. Corral, N. Mendez, R. Wright, L. Aguilar.</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Coordinated School Health vignettes taught in the classrooms in PreK-5 and reinforced during Physical education class.</p> <p>Strategy's Expected Result/Impact: As evident by Coordinate School Health Lesson plans and teacher lesson plans.</p> <p>Staff Responsible for Monitoring: Teachers and Phys Ed Coaches</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Classes that spell "perfect attendance" will receive 5 minutes of extra recess to encourage good attendance.</p> <p>Strategy's Expected Result/Impact: As evident by maintained log of classes that win.</p> <p>Staff Responsible for Monitoring: Teachers and Phys Ed Coaches</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: El Paso ISD will ensure that our students, employees and our community are provided with a safe, secure and vibrant learning environment.

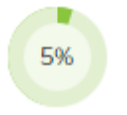
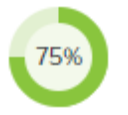
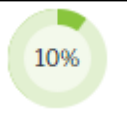


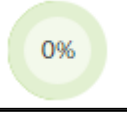


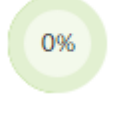
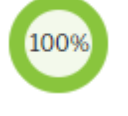
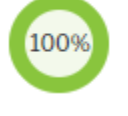
Performance Objective 4: Milam will recruit, develop and retain HQ personnel 100% of the time.









<p>Strategy 1: Hire and retain highly qualified (HQ) personnel. Strategy's Expected Result/Impact: As evident by the number of retained and hired HQ teachers. Staff Responsible for Monitoring: Principal Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Assign a mentor to all new teachers and staff to the campus. Strategy's Expected Result/Impact: As evident by mentoring notes. Staff Responsible for Monitoring: Principal, mentor teachers</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Ensure that teachers participate in professional learning communities on a weekly basis. Strategy's Expected Result/Impact: As evident on agendas, sign in sheets, and PLC meeting notes. Staff Responsible for Monitoring: Classroom Teachers and Staff</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 4: Ensure that all all campus teachers are GT certified and are trained to provide learning opportunities for GT students through a differentiated curriculum of depth, complexity and pacing Strategy's Expected Result/Impact: Evident by teacher Gifted and Talented Certifications. Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 5: Provide staff development for the implementation of the PBIS program Strategy's Expected Result/Impact: As evident through the initiating process of getting the PBIS program started. Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				

<p>Strategy 6: Provide staff development opportunities for teachers out of town within Texas to improve student achievement.</p> <p>Strategy's Expected Result/Impact: As evident through teachers attending staff development out of town.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy - Additional Targeted Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 7: Provide Staff development opportunities for teachers registration in town to improve student achievement.</p> <p>Strategy's Expected Result/Impact: As evident through teachers attending staff development in town.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Comprehensive Support Strategy</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 8: Provide office furniture /equipment for front office and other waiting areas for parents/ community.</p> <p>Staff Responsible for Monitoring: Secretary to Principal Principal</p> <p>Funding Sources: Purchase Furniture (2020CarryoverFund) - 211 ESEA Title I (Campus) - 211.11.6396.131.24.019.131 - \$3,200</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

Performance Objective 1: Milam will meet 100% compliance with all state and federal guidelines in teacher, student, and parent related expenditures during the 2020-2021 School Year.

<p>Strategy 1: Purchase technology for the classroom to enhance student learning such as projectors, document cameras, smart boards, printers, speakers for laptops, etc.</p> <p>Strategy's Expected Result/Impact: As evident by purchase orders and requisitions maintained throughout the year indicating that all funding is appropriated correctly.</p> <p>Staff Responsible for Monitoring: Secretary</p> <p>Comprehensive Support Strategy</p> <p>Funding Sources: Technology - 211 ESEA Title I (Campus) - 211.11.6395.131.24.801.131 - \$20,644</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Purchase library Reading materials to enhance student learning.</p> <p>Strategy's Expected Result/Impact: As evident by purchase orders and requisitions maintained throughout the year indicating that all funding is appropriated correctly.</p> <p>Staff Responsible for Monitoring: Librarian Secretary</p> <p>Funding Sources: Reading Materials - 185 SCE (Campus) - 185.12.6329.131.30.000.131 - \$3,746.05, General Supplies - 185 SCE (Campus) - 185.12.6399.131.30.000.131 - \$0</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Miscellaneous expenses for Parent Involvement to include snacks and materials.</p> <p>Strategy's Expected Result/Impact: As evident by the increase in parent involvement in school functions and documentation of sign in sheets.</p> <p>Staff Responsible for Monitoring: PEL</p> <p>Funding Sources: Misc. Operating Costs - 211 ESEA Title I (Campus) - 211.61.6499.131.24.801.131 - \$2,000</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 4: Purchase reading materials and general supplies for Counseling Center.</p> <p>Strategy's Expected Result/Impact: As evident by the purchase orders and requisitions maintained throughout the year indicating that all funding is appropriated correctly.</p> <p>Staff Responsible for Monitoring: Counselor Secretary Principal</p> <p>Funding Sources: Reading Materials - 199 General Fund - 31.6329</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				

Strategy 5: Use funds to provide professional development to teachers to include administration: in and out of town Strategy's Expected Result/Impact: evidence of 1 years growth as report on STAAR test results. Staff Responsible for Monitoring: principal secretary Funding Sources: Travel - 199 General Fund - 6411, Travel - 199 General Fund - 6411, Misc. Operating Costs - 185 SCE (Campus) - 185.13.6499.131.30.000.131 - \$1,500	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
	 5%	 100%	 100%	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.











Performance Objective 2: Milam will meet 100% compliance with all state and federal guidelines in delivering programs during the 2019-2020 School Year.

<p>Strategy 1: Maintain a site based decision making committee</p> <p>Strategy's Expected Result/Impact: As evident by agendas, minutes, and sign in sheets.</p> <p>Staff Responsible for Monitoring: Principal, CIP faculty members, community members, partners in education</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p>Strategy 2: Conduct all ARD's and Section 504 meetings following IDEA policies and procedures.</p> <p>Strategy's Expected Result/Impact: As evident by special education diagnostician, speech therapist, and special education teacher documentation.</p> <p>Staff Responsible for Monitoring: Sped diagnostician, resource teacher</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
<p>Strategy 3: Conduct LPAC meetings to support the students, parents and teachers of ELL students.</p> <p>Strategy's Expected Result/Impact: As evident by agendas, meeting notes, and sign in sheets.</p> <p>Staff Responsible for Monitoring: Assistant Principal, LPAC Members</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

Performance Objective 3: Milam will meet 100% compliance with all state and federal guidelines in office related expenditures during the 2019-20 School Year.








Evaluation Data Sources: Purchase orders

<p>Strategy 1: Purchase contracted Maintenance and repair services for copiers.</p> <p>Strategy's Expected Result/Impact: As evident by purchase orders and requisitions maintained throughout the year indicating that all funding is appropriated correctly.</p> <p>Staff Responsible for Monitoring: Principal</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Purchase technology equipment for campus one to one learning, and office administration effectiveness.</p> <p>Strategy's Expected Result/Impact: As evident by purchase orders and requisitions maintained throughout the year indicating that all funding is appropriated correctly.</p> <p>Staff Responsible for Monitoring: Secretary, Principal</p> <p>Funding Sources: Technology(2020 Carryover Fund) - 185 SCE (Campus) - 185.11.6395.131.11.019.131 - \$5,000, Technology (2020 Carryover Fund) - 211 ESEA Title I (Campus) - 211.11.6395.131.11.019.131 - \$25,958</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service orientation in all district operations.

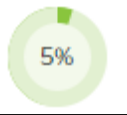


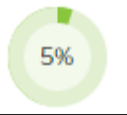


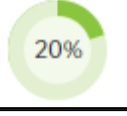


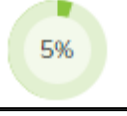





Performance Objective 4: Milam will meet 100% compliance with all state and federal guidelines in ancillary related expenditures during the 2020-2021 School Year.

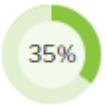


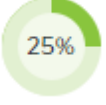

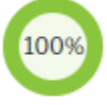




Evaluation Data Sources: Purchase orders

<p>Strategy 1: Purchase items to recognize students in the PBIS program.</p> <p>Strategy's Expected Result/Impact: As evident in fewer discipline referrals and an increase in academic performance.</p> <p>Staff Responsible for Monitoring: Susan Jamison, PBIS committee</p> <p>Funding Sources: Misc. Operating Costs - 185 SCE (Campus) - 185.13.6499.131.30.000.131 - \$1,500</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: El Paso ISD will maintain positive and productive partnerships with parents and our community to facilitate the success of all students

Performance Objective 1: Milam will maintain a positive and productive partnerships with parents and build capacity for parental involvement to increase student academic performance and participation in school sponsored extra curricular activities.

<p>Strategy 1: Increase the numbers of partners in education. Strategy's Expected Result/Impact: As evident by increased numbers of Partners In Education participants. Staff Responsible for Monitoring: CIP committee</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 2: Create a school parent compact by grade level outlining some parental duties/ teacher duties and student duties. Strategy's Expected Result/Impact: As evident by the Parent Compact, sign in sheets, and meeting notes in the CIP Staff Responsible for Monitoring: CIP committee, Teachers Title I Schoolwide Elements: 3.1, 3.1, 3.2, 3.2</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 3: Maintain the school web page and individual teacher web pages to provide information to parents and the general public. Strategy's Expected Result/Impact: As evident on the Milam website. Staff Responsible for Monitoring: Milam Teachers and Staff</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 4: Utilize the district funded Military liaison/ PEL to coordinate and support parental involvement to include materials and snacks. Strategy's Expected Result/Impact: As evident by sign in sheets, meeting notes, and flyers. Staff Responsible for Monitoring: Military Liaison and PEL Funding Sources: General Supplies - 211 ESEA Title I (Campus) - 211.61.6399.131.24.801.131 - \$3,057, Misc. Operating Costs - 211 ESEA Title I (Campus) - 211.61.6499.131.24.801.131 - \$486.85</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
<p>Strategy 5: Implement extracurricular activities after school through clubs with parent participation. Strategy's Expected Result/Impact: As evident by sign in sheets, meeting notes, and flyers. Staff Responsible for Monitoring: teachers, parents, Nick Mendez</p>	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				

Strategy 6: Request that parents join Milam teachers and staff in a welcome back to school Meet the Teacher Night (August). Strategy's Expected Result/Impact: As evident by sign in sheets, phone messenger, and flyers. Staff Responsible for Monitoring: PTA Volunteers, Parents, Kisha Hawk, Classroom Teachers, Academic Coaches, Nicolas Mendez	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 7: Purchase office supplies for office. Print resources through print shop. Strategy's Expected Result/Impact: Campus surveys Staff Responsible for Monitoring: Secretary Principal Funding Sources: General Supplies - 211 ESEA Title I (Campus) - 211.11.6399.131.24.801.131 - \$15,861.11, General Supplies(Carryover2020) - 211 ESEA Title I (Campus) - 211.11.6399.131.24.019.131 - \$7,000, Supplies - 199 General Fund - 23.6399	Reviews			
	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
2	4	1	Hire and retain highly qualified (HQ) personnel.
2	4	6	Provide staff development opportunities for teachers out of town within Texas to improve student achievement.
2	4	7	Provide Staff development opportunities for teachers registration in town to improve student achievement.
3	1	1	Purchase technology for the classroom to enhance student learning such as projectors, document cameras, smart boards, printers, speakers for laptops, etc.

Additional Targeted Support Strategies

Goal	Objective	Strategy	Description
2	4	1	Hire and retain highly qualified (HQ) personnel.
2	4	6	Provide staff development opportunities for teachers out of town within Texas to improve student achievement.

State Compensatory

Personnel for Milam Elementary School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Marylou Rios	Para Instruction		1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Katrina Erickson	CTC		1

Campus Funding Summary

185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Substitutes	185.11.6112.131.30.362.131	\$2,000.00
1	1	4	Misc. Operating Costs	185.11.6499.131.30.000.131	\$1,500.00
1	1	5	Supplies	185.11.6399.131.30.000.131	\$2,000.00
1	1	6	Misc. Contracted Services	185.11.6299.131.24.000.131	\$2,413.85
1	1	7	General Supplies	185.11.6399.131.30.000.131	\$22,207.31
1	1	9	Substitutes	185.11.6112.131.30.362.131	\$2,000.00
2	1	3	Part Time Personnel	185.11.6129.131.34.000.131	\$18,258.00
3	1	2	Reading Materials	185.12.6329.131.30.000.131	\$3,746.05
3	1	2	General Supplies	185.12.6399.131.30.000.131	\$0.00
3	1	5	Misc. Operating Costs	185.13.6499.131.30.000.131	\$1,500.00
3	3	2	Technology(2020 Carryover Fund)	185.11.6395.131.11.019.131	\$5,000.00
3	4	1	Misc. Operating Costs	185.13.6499.131.30.000.131	\$1,500.00
Sub-Total					\$62,125.21
Budgeted Fund Source Amount					\$83,287.00
+/- Difference					\$21,161.79
211 ESEA Title I (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Reading Materials	211.11.6329.131.24.801.131	\$3,000.00
1	1	1	Reading Materials	211.11.6329.131.24.801.131	\$8,178.24
1	1	2	Testing Materials	211.11.6339.131.24.801.131	\$887.57
1	1	2	Testing Materials	211.11.6339.131.24.801.131	\$6,000.00
1	1	4	Transportation	211.11.6494.131.24.801.131	\$1,300.00
1	1	6	Misc. Cont. Services (2020 Carryover Fund) Ed Galaxy	211.11.6299.131.24.019.131	\$3,000.00
1	1	6	Misc. Contracted Services	211.11.6299.131.24.801.131	\$10,000.00
1	1	6	Misc. Contracted Services	211.11.6299.131.24.801.131	\$6,611.01
1	1	7	General Supplies (2020Carryover Funds)	211.11.6399.131.11.019.131	\$7,000.00

211 ESEA Title I (Campus)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	7	General Supplies	211.11.6399.131.24.801.131	\$37,830.00
1	2	1	Education Galaxy(2020Carryover Funds)	211.11.6299.131.24.019.131	\$3,000.00
1	2	3	Technology(2020 Carryover Fund)	211.11.6395.131.11.019.131	\$25,958.00
1	2	3	Technology	211.11.6395.131.24.801.131	\$20,000.00
2	4	8	Purchase Furniture (2020CarryoverFund)	211.11.6396.131.24.019.131	\$3,200.00
3	1	1	Technology	211.11.6395.131.24.801.131	\$20,644.00
3	1	3	Misc. Operating Costs	211.61.6499.131.24.801.131	\$2,000.00
3	3	2	Technology (2020 Carryover Fund)	211.11.6395.131.11.019.131	\$25,958.00
4	1	4	General Supplies	211.61.6399.131.24.801.131	\$3,057.00
4	1	4	Misc. Operating Costs	211.61.6499.131.24.801.131	\$486.85
4	1	7	General Supplies	211.11.6399.131.24.801.131	\$15,861.11
4	1	7	General Supplies(Carryover2020)	211.11.6399.131.24.019.131	\$7,000.00
Sub-Total					\$210,971.78
Budgeted Fund Source Amount					\$247,158.00
+/- Difference					\$36,186.22
Grand Total					\$273,096.99

Addendums