

Irving Independent School District
Brown Elementary School
2021-2022 Campus Improvement Plan



Otis Brown Elementary School
IRVING, TEXAS



Mission Statement

The mission of Otis Brown Elementary School is to foster holistic student development and academic success for all students every day through caring teachers meeting student needs.

Vision

To provide opportunities to build hope, engagement, and academic readiness in all students.

Table of Contents

	2
	2
Comprehensive Needs Assessment	4
Student Learning	4
School Processes & Programs	4
Perceptions	5
Comprehensive Needs Assessment Data Documentation	6
Goals	7
Goal 1: In Irving ISD, we will increase the percentage of 3rd grade students who score at the meets grade level or above on STAAR Reading from 26% to 39% by 2024.	8
Goal 2: In Irving ISD, we will increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Math from 20.4% to 49% by 2024.	10
Goal 3: In Irving ISD, we will increase overall CCMR meets from 60% to 75% by 2024.	12
Goal 4: In Irving ISD, we will increase parent and community engagement in the city of Irving.	14
Goal 5: In Irving ISD, we will provide state-of-the-art facilities that rethink the present design of education for all students.	16
Title I Schoolwide Elements	17
ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)	18
1.1: Comprehensive Needs Assessment	18
ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)	18
2.1: Campus Improvement Plan developed with appropriate stakeholders	18
2.2: Regular monitoring and revision	18
2.3: Available to parents and community in an understandable format and language	18
2.4: Opportunities for all children to meet State standards	18
2.5: Increased learning time and well-rounded education	19
2.6: Address needs of all students, particularly at-risk	19
ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)	19
3.1: Develop and distribute Parent and Family Engagement Policy	19
3.2: Offer flexible number of parent involvement meetings	19
Title I Personnel	19
Addendums	20

Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Otis Brown's Math performance continues to increase. Approaches from 73% to 78%, Meets from 39% to 45%, Masters from 13% to 22%. Our Reading performance in Approaches also has increased from 65% to 70%. For the 2018-2019 school year, Otis Brown had an overall score for grades 3-5 for all content areas of 70%. The overall Reading score was 66%, Math was 77%, Writing was 55%, and Science was 72%.

Student Learning Strengths

In 2019-2020 Otis Brown achieved or surpassed all MAP Math Growth Targets. In Reading 1st-5th grade achieved or surpassed their Growth Target.

School Processes & Programs

School Processes & Programs Summary

At Otis Brown Elementary we will continue focusing on the growth of our teachers in terms of instructional best practices in the area of Guided Reading, and small group Math.

Systems in place during 2021-2022:

Development of a Calendar for Professional Learning Communities.

ESF training on TEA approved Best Practices is taking place every month.

Teachers, Academic Specialist and Administrators met every week to discuss, data, best practices and assessment tools.

Data talks are implemented after every assessment piece.

Master schedule was developed denoting Content Areas, Intervention times, recess and lunch times.

School Processes & Programs Strengths

At Otis Brown we will continue to focus on the growth of our students and teachers through Individual Coaching, Professional Learning Communities and targeted training in the area of data driven instruction, guided reading, and math groups.

Feedback and support will be provided as a result of the ongoing data analysis. These process will support an increase in student achievement.

Perceptions

Perceptions Summary

At Brown Elementary, our mission is to support our community and create a holistic learning environment that supports student Social Emotional Development and Academic Success and Excellence for all students.

Perceptions Strengths

At Otis Brown, our vision is to work as a community to build and develop hope, engagement and academic growth and readiness for all our students. We strive to prepare our students for not only for the next grade level but for the future.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- STAAR EL progress measure data
- Local benchmark or common assessments data
- Running Records results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- 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
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Class size averages by grade and subject
- School safety data

Employee Data

- State certified and high quality staff data
- Professional development needs assessment data





Goals

Goal 1: In Irving ISD, we will increase the percentage of 3rd grade students who score at the meets grade level or above on STAAR Reading from 26% to 39% by 2024.

Performance Objective 1: At Brown Elementary we will increase the percentage of PK students who are Proficient on all 5 Circle indicators in Spanish and English by at least 15% by May 2022. Indicators: Rapid Letter Naming, Rapid Vocabulary, Math, Social Emotional, Early Writing Skills.

Targeted or ESF High Priority

Evaluation Data Sources: Circle Assessments and Formative assessments.





Strategy 1 Details	Reviews			
<p>Strategy 1: Daily Guided Reading Instruction will be provided daily to address students' developmental reading gaps. Strategy's Expected Result/Impact: Weekly walk-through feedback will provide evidence of Guided Reading in daily instruction. Reading ability will show consistent growth after every 6 weeks period. Staff Responsible for Monitoring: Administrators Academic Specialist Interventionists and Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will implement district curriculum and other available supplemental resources with fidelity ensuring that student receive strong phonemic and phonological instruction. Strategy's Expected Result/Impact: Student reading levels will increase to grade level expectations. Staff Responsible for Monitoring: Administrators Interventionists Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: In Irving ISD, we will increase the percentage of 3rd grade students who score at the meets grade level or above on STAAR Reading from 26% to 39% by 2024.

Performance Objective 2: Increase the percentage of 3rd-5th grade students who Meet or Exceed expected growth on Reading MAP Growth (English and Spanish combined) from 39% to 60% by May 2022.

Targeted or ESF High Priority





Evaluation Data Sources: End-of-year MAP data

Strategy 1 Details	Reviews			
<p>Strategy 1: Interventions will be created based on data from reading MAP and DRA results. Monthly data talks and desegregation of results will be used to create small groups to address reading gaps.</p> <p>Strategy's Expected Result/Impact: Small group instruction occurs daily resulting in improvement of reading fluency, comprehension, vocabulary acquisition as measured by teachers biweekly check points.</p> <p>Staff Responsible for Monitoring: Academic Specialist, Interventionists Teachers and Administrators.</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement an intervention program during school targeting Tier 3 students utilizing the district's RTI Toolkit and other available curriculum resources.</p> <p>Strategy's Expected Result/Impact: 60% of students participating will show growth and meet their expected target by EOY.</p> <p>Staff Responsible for Monitoring: Administrators, teachers and support staff.</p> <p>ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: After school tutoring will be provided to students in grades 2-5.</p> <p>Strategy's Expected Result/Impact: All students will show growth in Reading MAP RIT at the end of the school year.</p> <p>Staff Responsible for Monitoring: Campus Educators, Administrators, Academic Specialist and Interventionist.</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: In Irving ISD, we will increase the percentage of 3rd grade students who score at the meets grade level or above on STAAR Reading from 26% to 39% by 2024.

Performance Objective 3: By May 2022 70% of students in First and Second Grade will Meet or Exceed grade level expectations on Reading mClass Growth in English.

By May 2022 70% of Kinder students will meet or exceed grade level expectations on Reading mClass Growth in Spanish.

Strategy 1 Details	Reviews			
<p>Strategy 1: Daily Guided Reading Instruction in Pre-K-5 will be provided daily to address students' developmental reading gaps. Weekly walk-through feedback will provide evidence of Guided Reading in daily instruction.</p> <p>Strategy's Expected Result/Impact: DRA will show an increase of 1 or more levels every 6 weeks. 65% of students in PK-5 will be at or above grade level in reading by the end of the year as measured by DRA and EDL</p> <p>Staff Responsible for Monitoring: Administrators, Academic Specialist, Interventionists and Teachers.</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All teachers will attend Guided Reading training offered on campus. In addition all reading teachers will attend the Reading Academy.</p> <p>Strategy's Expected Result/Impact: DRA will show an increase of 1 or more levels every 6 weeks. 65% of students in PK-5 will be at or above grade level in reading by the end of the year as measured by DRA and EDL</p> <p>Staff Responsible for Monitoring: Administrators, Academic Specialist and Interventionist.</p>	Formative			Summative
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Goal 2: In Irving ISD, we will increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Math from 20.4% to 49% by 2024.

Performance Objective 1: At Brown Elementary we will, increase the percentage of K-2 students who Meet or Exceed expected growth on Math Map Growth from 42% to 60%.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: MAP, DRA, EDL

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will provide TEKS based small group math every day. Strategy's Expected Result/Impact: Students will show growth in their math ability measured after six week period. Staff Responsible for Monitoring: Administrators, Interventionists, and Teachers. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will utilize MAP Learning Continuum to plan their small groups. Strategy's Expected Result/Impact: Students will show growth in their math ability measured after six week period Staff Responsible for Monitoring: Academic Specialist, Interventionists, and Administrators. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Structured data talks will take place after every assessment. Strategy's Expected Result/Impact: Teachers will collaborate and engage in dialog that leads to a deeper understanding of the TEKS and will plan targeted small group instruction. Staff Responsible for Monitoring: Teachers Academic Specialist, Interventionists, and Administrators. ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				








Goal 2: In Irving ISD, we will increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Math from 20.4% to 49% by 2024.

Performance Objective 2: At Brown Elementary we will, increase the percentage of 3-5 students who Meet or Exceed expected growth on Reading Map Growth from 24% to 50%.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: MAP, DRA, EDL





Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will provide TEKS based small group/Guided Reading every day. Strategy's Expected Result/Impact: Students will show growth in their reading ability measured after six week period. Staff Responsible for Monitoring: Administrators, Interventionists, and Teachers. Title I Schoolwide Elements: 2.4 - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will utilize MAP Learning Continuum to plan their small groups. Strategy's Expected Result/Impact: Students will show growth in their reading ability measured after six week period Staff Responsible for Monitoring: Academic Specialist, Interventionists, and Administrators. Title I Schoolwide Elements: 2.4 - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Structured data talks will take place after every assessment. Strategy's Expected Result/Impact: Teachers will collaborate and engage in dialog that leads to a deeper understanding of the TEKS and will plan targeted small group instruction. Staff Responsible for Monitoring: Teachers, Academic Specialist, Interventionists, and Administrators. Title I Schoolwide Elements: 2.4 - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: In Irving ISD, we will increase overall CCMR meets from 60% to 75% by 2024.

Performance Objective 1: Brown Elementary will increase the percentage of 3rd-5th grade students scoring at Meets or above on STAAR Reading from 12% to 25%.

Targeted or ESF High Priority





Evaluation Data Sources: District Assessments, Campus Assessments, MAP

Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Learning Communities (PLC) will take place every week will take place to discuss instructional needs and assessments' results.</p> <p>Strategy's Expected Result/Impact: Student academic improvement as measured by District common assessments.</p> <p>Staff Responsible for Monitoring: Administrators, AS, Interventionist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will plan and provide professional development to teachers in the area of small group and Guided Reading.</p> <p>Strategy's Expected Result/Impact: Effective and targeted instruction during small group time.</p> <p>Staff Responsible for Monitoring: Administrators, AS and interventionist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: In Irving ISD, we will increase overall CCMR meets from 60% to 75% by 2024.

Performance Objective 2: Brown Elementary will increase the percentage of 3rd-5th grade students scoring at Meets or above on STAAR Math from 12 % to 25%.

Evaluation Data Sources: District Assessments, Campus Assessments, MAP







Strategy 1 Details	Reviews			
<p>Strategy 1: Professional Learning Communities (PLC) will take place every week will take place to discuss instructional needs and assessments' results.</p> <p>Strategy's Expected Result/Impact: Student academic improvement as measured by District common assessments.</p> <p>Staff Responsible for Monitoring: Administrators, AS, Interventionist</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus will plan and provide professional development to teachers in the area of MATH targeted small group.</p> <p>Strategy's Expected Result/Impact: Effective and targeted instruction during small group time.</p> <p>Staff Responsible for Monitoring: Administrators, AS, Interventionist</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: In Irving ISD, we will increase parent and community engagement in the city of Irving.

Performance Objective 1: Brown EL students' attendance will be at or above 97% for the year.

Targeted or ESF High Priority

Evaluation Data Sources: Eschool data reports





Strategy 1 Details	Reviews			
<p>Strategy 1: Brown Elementary will monitor attendance weekly and provide incentives for students who have perfect attendance.</p> <p>Strategy's Expected Result/Impact: Students' attendance will be at or above 97% for the year.</p> <p>Staff Responsible for Monitoring: Teachers, Administrators, Counselors</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Brown EL will continue to work cooperatively with the campus attendance committee, campus administrators, and district attendance administrators to improve student attendance.</p> <p>Strategy's Expected Result/Impact: Students' attendance will be at or above 97% for the year.</p> <p>Staff Responsible for Monitoring: Teachers, Administrators, Counselors</p>	Formative			Summative
	Nov	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: In Irving ISD, we will increase parent and community engagement in the city of Irving.

Performance Objective 2: The parent and family engagement coordinator for the campus will increase parent involvement by 10%.

Targeted or ESF High Priority






Evaluation Data Sources: Parent roster and hours.

Strategy 1 Details	Reviews			
Strategy 1: Brown Elem. PTO organization will invite/involve parents in all their events. Strategy's Expected Result/Impact: Parent and family engagement will increase involvement by 10%. Staff Responsible for Monitoring: Parent coordinator, administration.	Formative			Summative
	Nov	Feb	Apr	June
	0%			
Strategy 2 Details	Reviews			
Strategy 2: Parent Liaison will hold weekly parent classes for all our parents. Strategy's Expected Result/Impact: Parent and family engagement will increase involvement by 10%. Staff Responsible for Monitoring: Parent coordinator, administration.	Formative			Summative
	Nov	Feb	Apr	June
	0%			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: In Irving ISD, we will provide state-of-the-art facilities that rethink the present design of education for all students.

Performance Objective 1: Retaining 98% of all staff performing at proficient or high in all domains of their T-TESS evaluation tool by June 2022.

Evaluation Data Sources: Campus culture and climate survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus culture and climate survey will be provided at 55 days, 90 days, and 180 days of instruction to prioritize campus needs and acknowledge growth.</p> <p>Strategy's Expected Result/Impact: Improve morale and overall campus culture for students and teachers.</p> <p>Staff Responsible for Monitoring:</p> <p>Staff Responsible for Monitoring: Administrators, teachers, and support staff</p> <p>Title I Schoolwide Elements: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Feb	Apr	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

At Otis Brown, we believe that every decision should be timely and student-centered. Otis Brown is driven by the belief that student achievement is measured through individual growth relative to the child's current ability. Hence, our planning and decision making for the best educational program for all students drives the efforts of the Otis Brown Elementary Professional Learning Community. By focusing on the four questions of the PLC the staff engages in a model of continuous improvement. 1)What do you expect students to learn?; 2) How will you know if they are learning?; 3)What will you do if they don't learn?; 4)What will you do if they do learn?

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

At Otis Brown, our educators work collaboratively in Professional Learning Communities to develop effective Tier 1 lesson plans as well as prescriptive guided reading and small group lesson plans. Grade levels collaborate and share ideas to promote collective student and teacher growth. As part of the PLC process teachers collect data from common assessments and track mastery of critical performance standards. The assessment data is used to determine students' needs and to plan for intervention and enrichment.

2.2: Regular monitoring and revision

Campus administrators and the instructional team will monitor progress and will be responsible for monitoring the implementation of the school's systems and programs. Team will monitor through weekly instructional coaching meetings and each six weeks through a progress monitoring data sheet and SSP meetings.

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

Campus parents and community members will have access to the school's CIP via the school website, a paper copy request from the front office, or via a scheduled meeting with campus administrators.

2.4: Opportunities for all children to meet State standards

Otis Brown will provide targeted intervention during school, after-school, and Saturday school to close academic gaps and prevent student failure.

2.5: Increased learning time and well-rounded education

At Otis Brown, Elementary students engage in daily small group learning for both reading and math. During this time students receive individualized instruction to close academic gaps or to provide enrichment.

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

At Brown Elementary we monitor the effective implementation of the District's RTI program, ensuring that the Response to Intervention Toolkit is being utilized for every Tier 3 student. At-risk Tier 3 students will be tracked and supported through daily intervention and SSP process.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

Brown's Parent Center Liaison works closely with the community, parent volunteers, teachers and administrators to create a Parent and Family Engagement Policy. Parents will be allowed to provide ongoing feedback throughout the year. The Parent and Family Engagement Policy is available in English/Spanish in the office and parent center.

3.2: Offer flexible number of parent involvement meetings

The Otis Brown community is invited, involved and participates at all campus events which include: PTO organization, Literacy Night, Math Night, grade level programs, CIC meetings, and Field Day. Our Parent Center offers parent classes ranging from ESL to technology skills.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Hilary Coon	Title I Literacy/Math Interventionist	Title I Literacy/Math Intervention	1.0
Jessica Kuo	Title I Literacy/Math Interventionist	Title I Literacy/Math Intervention	1.0
Maria Mancillas	Parent Liaison	Title I Parent Involvement	1.0

Addendums

Otis Brown Elementary School



CIC Meeting

9/19/2019

Name

Signature

BRENDA CHAVEZ

Yuriko De León

Yuriko De León

M^{rs} Jovita Salazar

M^{rs} Jovita Salazar

Liliana M. González

Liliana M. G

Prisma Penzo

Prisma Penzo

Amanda Johnson

Delicia Floyd

Delicia Floyd

Frika Moreno

Maria T. Bloomfield

Maria T. Bloomfield

JORDAN FREEMAN

Otis Brown Elementary School



CIC Meeting

9/19/2019

Name

Signature

BRENDA CHAVEZ

Yuriko De León

Yuriko De León

M^e Jovita Salazar

M^e Jovita Salazar

Liliana M. González

Liliana M. G

Prisma Penzo

Prisma Penzo

Amanda Johnson

Delicia Floyd

Delicia Floyd

Frika Moreno

Maria T. Bloomfield

Maria T. Bloomfield

JORDAN FREEMAN

Otis Brown Elementary School






CIC Meeting

9/19/2019

Name

Signature

Name	Signature
BRENDA CHAVEZ	
Yuriko De León	Yuriko De León
M ^e Jovita Salazar	M ^e Jovita Salazar
Liliana M. González	Liliana M. G
Prisma Penzo	Prisma Penzo
Amanda Johnson	
Delicia Floyd	Delicia Floyd
Frika Moreno	
Maria T. Bloomfield	Maria T. Bloomfield
JORDAN FREEMAN	Jordan Freeman