

Grapevine-Colleyville ISD

Collegiate Academy

2025-2026 Campus Improvement Plan



Mission Statement

Collegiate Academy's vision is for all scholars to demonstrate college readiness by obtaining a high school diploma and an associate's degree which will prepare them for a commitment to lifelong learning.

Vision

Collegiate Academy believes in Excellence, Equity, and Empowerment for all students, so they will reach their life goals now and in their future.

Value Statement

Inspiring our CA community to discover their highest potential.

Table of Contents

Goals 4

Goal 1: Student Achievement and Post Secondary Readiness 4

Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building 20

Goal 3: Parents, Families, and Community Satisfaction and Engagement 22

Goal 4: Strong Financial Stewardship and Internal System Efficiency 29

Goals

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 1: 1.1 Academic Growth & Development: By 2028, all student groups will meet or exceed the State's rigorous Long Term Closing the Gaps Targets in Reading and Mathematics [TEA HB 3 Board Goals]

HB3 Goal

Evaluation Data Sources: Universal Screeners, STAAR, STAAR EOC, Accelerated Math Student Performance, STAAR Iterims, Local TEKS Checks

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement a data-driven approach during 3rd period tutorials (Phoenix Success) to provide targeted support and accelerated learning. As a campus, collaboratively review 2024-2025 STAAR/EOC data to intentionally place students in 3rd-period EOC support classes.</p> <p>Collegiate Academy staff will schedule students into Phoenix Success during the August Campus Professional Development. Student placement will be reviewed quarterly by staff, with adjustments made as needed to reassign students or provide additional support classes.</p> <p>Strategy's Expected Result/Impact: English I CA English I STAAR EOC goals for the 2025-26 school year are as follows: 95% Approaches or higher 75% Meets or higher 60% Masters</p> <p>*Last year, the results of this English I cohort in 2025 via 8th-grade Reading were as follows: 11% DID NOT MEET 89% Approaches or higher 65% Meets or higher 51% Masters</p> <hr/> <p>English II CA English II STAAR EOC goals for the 2025-26 school year are as follows: 92% Approaches or higher 78% Meets or higher 32% Masters</p> <p>*Last year, the results of this English II cohort in 2025 via English I EOC were as follows:</p>	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div></div> <div>No Progress</div>			

16% DID NOT MEET
84% Approaches or higher
73% Meets or higher
26% Masters

Algebra I

CA Algebra I STAAR EOC goals for the 2025-26 school year are as follows:

100% Approaches or higher
36% Meets or higher
21% Masters

*Last year, the result of this Algebra I cohort in 2025 via 8th-grade Math STAAR results were as follows:

23% DID NOT MEET
77% Approaches or higher
28% Meets or higher
13% Masters

Biology

CA STAAR EOC Biology goals for the 2025-26 school year are as follows:

100 % Approaches or higher
45 % Meets or higher
11 % Masters

*Last year, the results of this Biology I cohort in 2025 via 8th-grade Science were as follows:

44% DID NOT MEET
56 % Approaches or higher
40% Meets or higher
4% Masters

U.S. History

CA U.S. History goals for the 2025-26 school year are as follows:


100 % approaches
90 % meets
21 % masters


*Last year, the non-related results of this US HIST cohort in 2025 were as follows:



8% DID NOT MEET
92% Approaches or higher
82% Meets or higher
16% Masters







Staff Responsible for Monitoring: Principal, Assistant Principal, CA Campus Coach, EOC Teachers

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
<p>Strategy 2: Leverage ELAR Content PLCs on Friday afternoons and collaborate with GCISD World Languages to implement strategies from 7 Steps to a Language-Rich Classroom, as demonstrated through teacher lesson plans, classroom walkthroughs, district assessments, and Summit K12 benchmarks to increase the success rate of Collegiate Academy emergent bilingual students..</p> <p>Strategy's Expected Result/Impact: To improve the performance of our Emergent Bilingual students on the English II EOC.</p> <p>2025 Data: English I: 82% Approaches or higher, 69% Meets or higher, 29% Masters English II: 89% Approaches or higher, 78% Meets or higher, 14% Masters</p> <p>EB: Of the test taken by EB students = 28% Not met</p> <p>2026 Goal: English I: 95% Approaches or higher, 75% Meets or higher, 60% Masters English II: 92% Approaches, 78% Meets, 32% Masters</p> <p>EB: Less than 10% Not Met Met in English I & English II EOC</p> <p>Staff Responsible for Monitoring: English I & English II Teachers, CA Campus Coach, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			

Strategy 3 Details	Reviews			
<p>Strategy 3: Collegiate Academy will utilize Friday School to provide targeted, data-driven support for students preparing for a Spring 2026 EOC, as well as for those who scored Not Met or Approaches on the 2025 EOC or 8th Grade STAAR. With early release at 1:30 p.m., targeted student support will run from 1:30 - 4:30 on Friday afternoons.</p> <p>Strategy's Expected Result/Impact: EOC Outcome Goals: The specific EOC outcome goals are aligned with Strategy 1.</p> <p>Retesters Goal: 100% of students retaking an EOC exam will achieve Approaches or higher on the December 2025 administration.</p> <p>Number of December Retesters by Content Area:</p> <p>Algebra I - 3 students</p> <p>English I - 9 students</p> <p>English II - 6 students</p> <p>Biology - 0 students</p> <p>U.S. History - 4 students</p> <p>Total December Retesters: 22 students</p> <p>Staff Responsible for Monitoring: Algebra I, English I, English II, and US History Teachers, CA Campus Coach, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			

Strategy 4 Details		Reviews			
<p>Strategy 4: Collegiate Academy will dedicate Friday afternoons from 1:30-4:30 to strengthening Tier 1 instruction. During this time, teachers will engage in professional learning focused on best practices and the Get Better Faster Scope and Sequence to support instructional growth and ongoing professional development.</p> <p>Strategy's Expected Result/Impact: Teachers will demonstrate increased proficiency in Tier 1 instructional practices aligned with the Get Better Faster Scope and Sequence.</p> <p>Lesson delivery will reflect consistent use of research-based best practices.</p> <p>Classroom walkthrough and observation data will show measurable growth in teacher performance over the semester.</p> <p>Student engagement and mastery of content will improve as evidenced by classroom assessments, benchmark data, and STAAR/EOC results.</p> <p>Teachers will build greater confidence and capacity to design and implement effective, rigorous instruction.</p> <p>Staff Responsible for Monitoring: Principal, CA Campus Coach, Assistant Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			
Strategy 5 Details		Reviews			
<p>Strategy 5: Collegiate Academy students take History 1301 and 1302 at Tarrant County College. Because the STAAR U.S. History EOC assesses content from History 1302, CA has requested three cohorted sections of History 1302 in Fall 2026 rather than Spring. This adjustment ensures students complete all required content prior to the December EOC administration. All students enrolled in these sections are TSIA-met. One section of high school U.S. History will remain for seven students who are not yet TSIA-met; these students will take the EOC in Spring 2026.</p> <p>Strategy's Expected Result/Impact: As a result of this scheduling adjustment, 100% of U.S. History students are expected to achieve Approaches or higher on the STAAR EOC.</p> <p>In addition, this change allows juniors to take additional college courses in the spring semester, as they will not be required to attend weekly, scheduled tutorials.</p> <p>Staff Responsible for Monitoring: US History Teacher, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			



Strategy 6 Details	Reviews			
<p>Strategy 6: All freshmen will be enrolled in a Practical Writing course focused on TSIA 2.0 ELAR Writing and Reading objectives to help students become TSIA 2.0 ELAR complete. The course will also provide supplemental support for English I, including re-teaching and retesting the lowest-scoring TEKS from district TEKS checks, Interim Assessments, and areas identified through English I teacher recommendations.</p> <p>Strategy's Expected Result/Impact: CA English I STAAR EOC goals for the 2025-26 school year are aligned in Strategy 1 and listed below as follows: 95% Approaches or higher 75% Meets or higher 60% Masters</p> <p>The Practical Writing course will support students in writing persuasive essays that will score a 5 or greater on the TSIA 2.0 essay test, annotating and analyzing college level texts, revising and editing sentences to improve sentence structure and concision and as a result, 70% of Collegiate Academy freshmen will be TSIA Reading/Writing met by the end of the 2025-2026 school year.</p> <p>Staff Responsible for Monitoring: Practical Writing Teachers, Principal, Assistant Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 7 Details	Reviews			
<p>Strategy 7: CA will hold a Summer Bridge program (Camp Collegiate) on May 26th - May 29, 2026, to prepare incoming freshmen students for their Early College High School experience at Tarrant County College Northeast. Camp Collegiate emphasizes creating a culture of connection with students to CA mentors (both staff and students), and ensuring that students have attempted the TSIA and are registered for their TCC courses in Fall 2026.</p> <p>Strategy's Expected Result/Impact: During Camp Collegiate, 100% of incoming freshmen will learn to interact with TCC NE platforms such as helloTCC, to register for Fall 2026 college courses, and to understand what it means to be a college student.</p> <p>During Summer Bridge, students will take the TSIA Math and TSIA ELAR assessments to receive a TSIA Score Report from the College Board, providing Collegiate Academy staff with a baseline of the objectives that will require targeted support students will receive in Practical Writing for the 2026-2027 school year.</p> <p>Staff Responsible for Monitoring: Pathways IV Teachers, Pathways I Teacher, CA Campus Coach, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				


Goal 1: Student Achievement and Post Secondary Readiness



Performance Objective 2: 1.2 College, Career, and Military Readiness: By 2028, 93% of annual graduates will demonstrate at least one college, career, and military ready criteria as measured by the State Accountability System [TEA HB3 Board Goals].


HB3 Goal


Evaluation Data Sources: College Career Military Readiness Indicators
"School Quality Status" Indicator Domain III State Accountability System

Strategy 1 Details	Reviews			
Strategy 1: TCC and Collegiate Academy collaborated to establish five Dual Credit Course Crosswalks for students to follow. These crosswalks enable students to take classes in their preferred degree plan, preparing them for a specified major at a 4-year university. Strategy's Expected Result/Impact: By May 2026, all students will be progressing toward an associate's degree with one of the following pathways: Business, Education, Liberal Arts, Nursing, or STEM. Staff Responsible for Monitoring: Counselor, Pathways to Success Teachers, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
Strategy 2: After the academic school year, Collegiate Academy will plan and implement a TSIA Intersession during the week of May 18th - May 21st, 2026, for students who have not yet become TSIA Math and/or ELAR complete. Students will be provided personalized TSIA prep by Collegiate Academy teaching staff and have an opportunity to take the TSIA assessment, so they will be eligible to take the required college courses for their associate degrees. Strategy's Expected Result/Impact: Increase the number of college credits earned by rising 10th-12th grade students, in addition to increasing the Class of 2026 associate degree attainment to 80% by August 2026. Staff Responsible for Monitoring: TSIA Coordinator, TSIA Math Interventionist, Counselor, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			

Strategy 3 Details	Reviews			
<p>Strategy 3: The campus principal will collaborate with Tarrant County College Northeast to offer Collegiate Academy students the opportunity to participate in their EMT & Dental Assistant programs at no cost to the student.</p> <p>Additionally, the campus principal will collaborate with members of TEXO Foundation to ensure that students who are interested in the trades can attend a work-based learning opportunity.</p> <p>While all Collegiate Academy students will earn their CCMR points through established pathways, college credit, and national testing, exposure to additional opportunities remains a priority. Providing access to the trades expo will serve as a valuable enrichment experience for approximately 15% of the Class of 2026 and 2027, broadening their understanding of career options.</p> <p>Strategy's Expected Result/Impact: -15% of the Class of 2026 will participate in the initial GCISD Collegiate Academy EMT or Dental Assistant program cohort. This will provide students with a valuable industry certification, supporting those who wish to pursue a career in the EMT or Dental Assistant pathway or who plan to enter a healthcare professional program.</p> <p>-15% of the Class of 2026 students who have expressed interest in the trades, are not on track to earn an associate degree, but have already met their CCMR requirement, will gain exposure to career opportunities in the trades by attending the TEXO Foundation Expo, Build Texas Proud.</p> <p>-100% of the Class of 2026 will have identified and solidified a clear next step in their postsecondary or career pathway.</p> <p>Staff Responsible for Monitoring: Senior Pathways teachers, Counselor, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			

Strategy 4 Details		Reviews			
<p>Strategy 4: Collegiate Academy will utilize nine Friday testing sessions in the fall semester (August 29, September 5, October 3, October 10, October 17, November 7, December 5) to prepare and test students in TSIA Math and ELAR. Teachers will use formative and summative data sources to provide targeted support for TSIA prep sessions, such as the TSIA official score report from Accuplacer, Shmoop TSIA diagnostic assessments, EdReady assessment data, PSAT data, or TX College Bridge data.</p> <p>Strategy's Expected Result/Impact: The Early College High School Blueprint requires that 70% of juniors be TSIA Math Met and 80% be TSIA ELAR Met by the end of their junior year to earn a distinction. Currently, Collegiate Academy juniors are already exceeding these benchmarks by 10 percentage points in both areas.</p> <p>Through the implementation of Friday School TSIA support and testing sessions, Collegiate Academy will ensure continued progress by targeting freshmen and sophomores who have not yet met TSIA benchmarks, positioning them to achieve readiness by the end of their junior year.</p> <p>Additionally, the small percentage of juniors who remain below benchmark will receive focused support on Fridays to meet this timeline, strengthening overall student outcomes and sustaining distinction-level performance.</p> <p>Staff Responsible for Monitoring: All teachers: TSIA Coordinator, Math and ELA Teachers, Pathways Teachers, CA Campus Coach, Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			
Strategy 5 Details		Reviews			
<p>Strategy 5: The Collegiate Academy Math Interventionist will provide 540 minutes of college math support a week to improve the pass rate of CA students in their TCC math courses. To best support students' college class schedules, this support is broken up into four 55-minute rostered sessions during 1st period, four 55-minute rostered sessions during 6th period, and two 50-minute rostered courses during 3rd period. CA math interventionist will continue the partnerships made with the TCC Math Department and continue to follow the instructors' TCC Canvas courses and communicate with their department at least two times each semester to get feedback on how to best support our students in their college math courses.</p> <p>Strategy's Expected Result/Impact: By providing support to every Collegiate Academy student enrolled in a TCC college math course, we aim to improve the college pass rate and increase the number of students who earn an associate degree.</p> <p>2024-2025 College Math pass rate: 87%</p> <p>2025-2026 College Math course goal: 92%</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			

Strategy 6 Details		Reviews			
<p>Strategy 6: Collegiate Academy students will maintain a digital student tracker designed to help CA juniors identify, plan and communicate their future next steps. The digital student tracker contains student information, space to track college courses, high school courses, and course transferability, as well as a TCC GPA calculator, TCC Crosswalks and schedule organizers. By engaging with this tool, Collegiate Academy students and parents will have a clear understanding of their Associates of Arts degree and will be able to communicate to CA's counselor and TCC/future advisors their current progress, next steps and future plans.</p> <p>Strategy's Expected Result/Impact: All Collegiate Academy students will be able to</p> <ul style="list-style-type: none"> - Have a clear understanding of their personal progress at TCC & CA - Know if they are on track to get their High School diploma & Associates of Arts - Understand how college grades affect academic standing - Gain perspective of the importance of being TSIA complete - Gain perspective of the importance of passing dual credit college courses - Know how classes count both towards their high school diploma and Associates of Arts - Know which classes transfer to their next step school and will count towards their potential major <p>Staff Responsible for Monitoring: All Pathways teachers, Counselor, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			

Strategy 7 Details		Reviews			
<p>Strategy 7: Incorporate a section of Math TX College Bridge and a section of ELA TX College Bridge in CA's master schedule, co-seated with TSIA Math & ELA prep, strengthening students' English and math skills that will aid CA seniors, who are not TSIA met, to become TSIA met. Also, at the time of high school graduation, students who earn their Texas College Bridge certificate can earn a TSI exemption at more than 100 partnering colleges and universities across Texas.</p> <p>Additionally, CA will offer three PSAT Prep sessions on four consecutive Fridays: September 12, 19, 26, and October 3, to support college readiness.</p> <p>Strategy's Expected Result/Impact: TX College Bridge - For students who do not meet the TSIA standards through the College Board Assessment before their senior year, they will complete the TX College Bridge program to ensure that they are college-ready by graduation. This will result in 100% of CA students being TSIA met or exempt through TX College Bridge, providing more post-secondary opportunities and opportunities to earn their CCMR point.</p> <p>PSAT - Improve student performance on the PSAT and strengthen college readiness.</p> <p>Staff Responsible for Monitoring: TSIA Coordinator, Math Interventionist, CA Campus Coach, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			



No Progress



Accomplished



Continue/Modify











Discontinue

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 3: 1.3 Safety & Well-Being: By 2028, all classrooms will consistently reflect district research-based initiatives designed to preserve instructional time, encourage productive choices, and characterized by multi-tiered systems of support.

Evaluation Data Sources: Student and Staff Attendance will reflect a desire to never miss an opportunity for learning. Behaviors that result in removal from the classroom will diminish as staff members gain expertise in a consistent discipline management plan.


Strategy 1 Details	Reviews			
Strategy 1: Freshmen and sophomores will be monitored for attendance closely. After missing three classes, CA teachers will contact the student directly. If a student misses five classes, the CA Counselor will reach out to the student and their family. Should further intervention be required, the Assistant Principal will arrange a meeting with the student, guardians, counselor, and teachers to develop attendance goals and create a support plan for the student. Strategy's Expected Result/Impact: 2025-26 College Attendance Goal: Maintain a 97% average daily attendance rate for high school classes. Staff Responsible for Monitoring: CA Teachers, Counselor, Assistant Principal, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
Strategy 2: College attendance is monitored through the QWICKLY report from TCC NE, which provides attendance codes for each college class absence. This report will be shared with Pathways teachers, who will review the report and contact parents if a student has accumulated more than three absences in their college classes. If the student continues to accumulate absences, the pathways teachers will set up a meeting with the student, parent, counselor, and assistant principal. Strategy's Expected Result/Impact: 2025-26 College Attendance Goal: Maintain a 97% TCC attendance rate. Staff Responsible for Monitoring: Pathways Teachers, Counselor, Assistant Principal, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			






Strategy 3 Details	Reviews			
Strategy 3: Collegiate Academy will uphold the Student Code of Conduct and ensure that Tarrant County College's Code of Conduct is clearly communicated to students in order to maintain a safe and supportive learning environment. Strategy's Expected Result/Impact: Collegiate Academy students will understand the behavioral expectations of both GCISD and TCC, fostering a sense of safety and security on campus. Staff Responsible for Monitoring: Principal, Assistant Principal, and all Teachers and Staff ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 4 Details	Reviews			
Strategy 4: Character Strong Lesson will be embedded at least once per month in Pathways classes. Strategy's Expected Result/Impact: This will promote a positive social and emotional culture. Staff Responsible for Monitoring: Pathways Teachers, Counselor, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 4: 1.4 Student Involvement: Maintain, Grow, and Create co-curricular and extracurricular programming to ensure all students participate in at least one school-sponsored activity annually.

Evaluation Data Sources: GCISD Quality Cup, Student Schedules and Rosters

Strategy 1 Details	Reviews			
<p>Strategy 1: Collegiate Academy will expand extracurricular opportunities by offering intramural basketball and volleyball during 6th period and establishing a chapter of HOSA-Future Health Professionals, ensuring students have access to meaningful activities.</p> <p>Strategy's Expected Result/Impact: The Collegiate Academy basketball team will compete in at least five games against other schools.</p> <p>The Collegiate Academy volleyball team will compete in at least five interschool games and scrimmage TCC's college club once per week.</p> <p>The HOSA chapter will participate in at least three competitions this year and increase involvement with Collegiate Academy's EMT and Dental Assistant programs.</p> <p>Staff Responsible for Monitoring: Volleyball and Basketball Sponsors, Chemistry Teacher (HOSA), Assistant Principal, Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Sept	Feb	Apr	June
	<div> No Progress</div>			

Strategy 2 Details	Reviews			
<p>Strategy 2: Collegiate Academy will offer student-driven clubs every Thursday during 3rd period, providing opportunities in areas such as cooking, board games, eSports, art, crochet, weightlifting, cardio, and UIL academics. All clubs will have a booth at CA's Annual Fall Fest, an event that engages our school community, prospective middle school students, CA families, and TCC partners.</p> <p>Strategy's Expected Result/Impact: Collegiate Academy will foster a culture of belonging, inclusivity, and school spirit that motivates students to succeed in their college courses and work toward earning an associate degree.</p> <p>100% of freshmen and sophomores will participate in at least one CA club. At the end of each semester, the CA Leadership sponsor will distribute a club feedback form to freshmen and sophomores to monitor engagement and assess the quality of student clubs.</p> <p>Staff Responsible for Monitoring: All CA Teachers, Assistant Principal, Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 5: Address the needs of students for programs such as suicide prevention, violence prevention, dating violence (SB 9), and conflict resolution, as well as, programs designed for encouraging attendance, lowering drop out rates, reducing instructional time lost to discipline, and reducing the gap whenever disciplinary action by demographic group is disproportionate [TEA Requirement].

Evaluation Data Sources: Improved school cultures as evidenced by improved attendance, reduced instructional time lost to discipline, application of routes to gain assistance, and improved conflict resolution.

Strategy 1 Details	Reviews			
Strategy 1: During the month of September, Collegiate Academy students will be presented with the Signs of Suicide presentation. This presentation will educate students on the warning signs and types of mental health struggles students can face. Guidance will be given on how students can support their friends and who they go to for help. At the end of the presentation, if a student is concerned about themselves or a friend, students can fill out a Google Form for the school counselor to follow up with the student. Strategy's Expected Result/Impact: Raise awareness of friends who are struggling and how to be supportive while finding a trusted adult to help their friend. Staff Responsible for Monitoring: Counselor, CA Teachers & Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div>No Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building

Performance Objective 1: 2.1 Recruitment: Establish metrics and baseline data to connect recruitment strategies to the hiring of new and returning staff members while maintaining annual recognition as a top employer.







Evaluation Data Sources: Gallup Surveys

Strategy 1 Details	Reviews			
Strategy 1: Strategically expand relationship with Stephen F. Austin University to assist in recruiting high-quality talent trained in teaching diverse, At-Risk student populations by reaching out to Stephen F. Austin teaching college, and facilitating opportunities for their students to observe or perform their student teaching on our campus. Build current staff capacities and strengths during weekly Friday PLC and professional learning opportunities. Strategy's Expected Result/Impact: Teachers prepared to instruct ECHS students with strategies and skills observed at an ECHS campus. Staff Responsible for Monitoring: Assistant Principal, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div>No Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building

Performance Objective 2: 2.2 Employee Retention and Employee Satisfaction: Establish metrics and baseline data in order to connect retention and satisfaction strategies to staff members returning in subsequent years.







Evaluation Data Sources: Texas Academic Performance Report (TAPR), GCISD Exit List, Staff Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze annual staff survey data to drive targeted improvements in employee satisfaction. Continue to build and maintain authentic relationships with staff by seeking their input and leadership on engagement, culture, and campus activities.</p> <p>Retain talented teachers by fostering leadership opportunities in areas that move our school forward, such as state and national testing, extracurricular programs, and student college success, ensuring our teacher leaders play an active role in shaping the direction of Collegiate Academy.</p> <p>Strategy's Expected Result/Impact: Teachers will experience a greater sense of ownership and contribution in shaping the school's direction, fostering a collaborative environment where staff feel valued as partners in our shared mission. This shared leadership strengthens commitment to the school's goals and culture.</p> <p>Staff Responsible for Monitoring: Teachers and Staff, Counselor, Assistant Principal, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide employees with ongoing coaching and professional development that supports both instructional effectiveness and individual professional growth. Utilize the Get Better Faster framework for coaching, and hold all-staff PLCs on Fridays when Friday School student support is not scheduled.</p> <p>Strategy's Expected Result/Impact: Teachers will demonstrate ongoing growth in their instructional practices, leading to increased student learning and overall academic success.</p> <p>Staff Responsible for Monitoring: CA Campus Coach, Principal, Assistant Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Parents, Families, and Community Satisfaction and Engagement



Performance Objective 1: 3.1 Parents and Families Satisfaction and Engagement: Establish metrics and baseline data to connect engagement strategies to improved parent and family satisfaction.






Evaluation Data Sources: Parent and Family Engagement surveys

Strategy 1 Details	Reviews			
Strategy 1: Increase parent involvement and membership to the Collegiate Academy Booster Club, which support UIL teams and CA clubs. Collegiate Academy will promote CA Booster Club by encouraging the school community to join through Thrillshare, Phoenix News, and social media platforms. Strategy's Expected Result/Impact: Work with the Collegiate Academy Family Booster Club to increase parent participation from 40% to 70% by 2028. Staff Responsible for Monitoring: CA Administration and Counseling ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
Strategy 2: The administration team will analyze annual parent survey data to identify targeted opportunities for improving engagement and satisfaction. Leadership will reflect on current practices and implement adjustments to enhance communication, processes, and overall family experience at Collegiate Academy. Strategy's Expected Result/Impact: Parents and students will feel supported throughout their experience at Collegiate Academy and their journey toward earning an associate degree. This support is expected to be reflected in increased satisfaction on the end-of-year parent survey. Staff Responsible for Monitoring: CA Administratin & Counseling ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Parents, Families, and Community Satisfaction and Engagement







Performance Objective 2: 3.2 Community Engagement and Partnerships: Increase awareness of engagement and partnership opportunities between the district/campuses and our community.

Strategy 1 Details		Reviews			
Strategy 1: Promote active community engagement by inviting Collegiate Academy parents and local partners to Campus Excellence Committee meetings and Coffee with the Principal events. Build and strengthen partnerships with community outreach centers, and highlight these collaborations in the Phoenix News and on social media to share campus activities, provide important information, and offer unique opportunities for students. Strategy's Expected Result/Impact: Gather feedback directly from the parents' perspective. This initiative, separate from the booster club, will focus on hearing specific suggestions for improvement, addressing concerns, and building a collaborative environment that strengthens the school community. Strengthen parent and community partnerships to expand student opportunities, including internships, job shadowing, and other real-world experiences. Staff Responsible for Monitoring: Collegiate Academy Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			
Strategy 2 Details		Reviews			
Strategy 2: Encourage parent and community involvement by promoting opportunities to engage in students' experiences at Collegiate Academy, including events such as Fall Fest, Underclassmen Awards, Curriculum Night, Athletic Events, and Open House. Strategy's Expected Result/Impact: Increase opportunities for parents and community members to actively engage with the campus through events, games, performances, contests, and competitions, fostering stronger connections within our school community. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Sept	Feb	Apr	June
		 No Progress			

Strategy 3 Details	Reviews			
<p>Strategy 3: Actively engage with Tarrant County College by attending the Northeast President's Roundtable meetings monthly to stay informed on TCC goals and initiatives. Participate in weekly ECHS Principal Touchbase meetings and attend at least one TCC promotional event each month to identify potential opportunities and supports for Collegiate Academy students.</p> <p>Strategy's Expected Result/Impact: -Sustain and strengthen Collegiate Academy's long-standing partnership with TCC.</p> <p>-Remain informed of TCC's goals, initiatives, and strategic priorities.</p> <p>-Identify and leverage opportunities and resources that TCC can provide to support Collegiate Academy students.</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement

Performance Objective 3: 3.3 Corporate and Business Based Partnerships: Increase awareness of engagement and partnership opportunities between the district/campuses and our business community.

Strategy 1 Details	Reviews			
Strategy 1: Collegiate Academy will identify partnerships with local businesses to benefit campus initiatives and community engagement, with a goal of providing resources, internships, and job shadow opportunities for students in their interested career path. Strategy's Expected Result/Impact: At least 10% of upperclassmen will receive job shadowing or internship opportunities by the end of the academic school year. Partner with TCC to provide an EMT and Dental Assistant certification into our crosswalks. Staff Responsible for Monitoring: Principal, Counselor, Senior Pathways Teachers ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
Strategy 2: Collegiate Academy will collaborate with members of the TEXO Foundation to ensure that students who are interested in the trades can attend a work-based learning opportunity. Strategy's Expected Result/Impact: 15% of the Class of 2026--students who have expressed interest in the trades, are not on track to earn an associate degree, but have already met their CCMR requirement, will gain exposure to career opportunities in the trades by attending the TEXO Foundation Expo, Build Texas Proud. ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Parents, Families, and Community Satisfaction and Engagement







Performance Objective 4: All students will have a successful transition to their next grade level including regular attendance, a sense of belonging to the school community, as well as, belief in their own ability to achieve academic and personal goals [ESSA Title I, Homeless, Foster Care, Emergent Bilingual].

Evaluation Data Sources: Student Attendance, Failure Rates, Extracurricular Participation

Strategy 1 Details	Reviews			
Strategy 1: Provide pathways classes and student clubs to foster a sense of belonging for all students, ensuring every student has access to at least one club sponsored by a teacher. Strengthen pathways programs to support students' confidence in their ability to succeed in college-level courses. Offer targeted support in TSIA classes to help students achieve "TSIA Met" status and build belief in their academic potential. Strategy's Expected Result/Impact: All students will experience a sense of belonging through participation in pathways classes and teacher-sponsored clubs. Students will demonstrate increased confidence in their academic abilities, reflected in higher TSIA scores and successful completion of college-level coursework. Staff Responsible for Monitoring: Pathways Teachers, Club Sponsors, Assistant Principal, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div></div> No Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement

Performance Objective 5: Campus and District programming will encourage parental involvement at each campus [TEA Requirement].

Strategy 1 Details	Reviews			
<p>Strategy 1: Collaborate with the Collegiate Academy Parent Booster Club and other stakeholders to create opportunities for students, provide resources for CA clubs and UIL organizations, support parents and students in post-secondary readiness, and promote active community engagement.</p> <p>Strategy's Expected Result/Impact: Partner with CA Booster club for Open House, CA Annual Angel Tree initiative, and CA Annual Thanksgiving Drive. Additionally, work with CA Booster club to find resources for UIL One Act Play, UIL Soccer, and UIL Academics.</p> <p>Partner with TCC Northeast financial aid department to host a FAFSA night for both English and Spanish speaking families.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
Strategy 2 Details	Reviews			
<p>Strategy 2: In April 2026, Collegiate Academy Sophomore Pathways teachers will invite parents to participate in student-led conferences, where students will present their identified safety, "perfect fit," and reach colleges, fostering meaningful parent involvement in their student's post-secondary planning.</p> <p>Strategy's Expected Result/Impact: Parents will gain a clear understanding of the ECHS four-year plan, enabling them to more effectively support their student's preparation and application process for four-year universities.</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Parents, Families, and Community Satisfaction and Engagement

Performance Objective 6: Campus and District programming will include goals and activities for a coordinated health program at the campus based on student fitness assessment data, student academic performance data, student attendance rates, the percentage of students who are economically disadvantaged, meeting requirements for physical activity, and other indicators recommended by the GCISD school health advisory council [TEA Requirement].

Evaluation Data Sources: Title 2, Chapter 28, Section 28.004 of the Texas Education Code requires school districts to establish School Health Advisory Council to assist the district in ensuring that local community values are reflected in the district's health education instruction.

Strategy 1 Details	Reviews			
Strategy 1: Collegiate Academy students will take KINE 1164 to fulfill their high school graduation requirements for Physical Education. For their Health requirement, students take KINE 1304. The CA nurse provides CPR training to ensure students meet the graduation requirements. Strategy's Expected Result/Impact: Students learn the importance of physical activity and how to provide a healthy lifestyle for themselves and their family. Staff Responsible for Monitoring: School Nurse and School Counselor ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div>No Progress</div>			
<div><div></div>No Progress<div></div>Accomplished<div>→</div>Continue/Modify<div>✗</div>Discontinue</div>				






Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 1: 4.1 Transparent Financial Stewardship: GCISD stakeholders will have multiple routes to provide feedback, as well as, an enhanced view of the alignment between financial actions and advancement towards the performance expectations held by the community for the District.

Strategy 1 Details	Reviews			
Strategy 1: The Collegiate Academy Campus Excellence Committee will review budget items during CEC meetings and solicit feedback from stakeholders to ensure transparent and responsible financial decision-making. Strategy's Expected Result/Impact: Foster transparency and collaboration within the school community by actively involving stakeholders in budget discussions and campus needs. Staff Responsible for Monitoring: Principal, CEC ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div>No Progress</div>			
<div><div></div>No Progress<div></div>Accomplished<div></div>Continue/Modify<div></div>Discontinue</div>				

Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 2: 4.2 Effective and Efficient District Operations: GCISD campuses, departments, and programs will benefit from clear financial processes allowing timely access to quality resources in order to achieve their core purposes and goals.

Strategy 1 Details	Reviews			
<p>Strategy 1: The Collegiate Academy Administrative Assistant/Bookkeeper and Campus Principal will conduct a weekly review of the campus budget to ensure intentional and accurate allocation of resources. This review will involve a dedicated monthly meeting where both parties will analyze the budget, review purchase order, supply requests and transportation requests, and ensure the responsible management of district funding.</p> <p>Strategy's Expected Result/Impact: Improved budget accuracy by having regular weekly reviews of budget tracking and reporting. The dedicated meetings will ensure that District and At-Risk Funding (if approved to receive) are effectively allocated based on the campus's needs and priorities to support key programs and initiatives that directly benefit student outcomes.</p> <p>Staff Responsible for Monitoring: CA Bookkeeper, Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 3: 4.3 Long-range facility management plan: GCISD will have a district-wide plan that forms the basis for capital investment decisions and provides a sequence of planning processes to guide future capital measures.

Evaluation Data Sources: Alignment of Resources to Demographic Projections and District Programs, Ability to forecast future financial needs

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with Tarrant County College Northeast to ensure Collegiate Academy has the necessary facilities, furniture, and resources, while leveraging TCC's support for building maintenance and operations to provide a safe and well-equipped learning environment for students. Strategy's Expected Result/Impact: Collegiate Academy will maintain a safe, functional, and well-equipped campus through ongoing collaboration with Tarrant County College Northeast, ensuring that students have the resources and learning environment needed to support academic success. Staff Responsible for Monitoring: Principal, IHE & ISD Partners ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
	<div><div></div></div> No Progress			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 4: Federal Grants will be administered according to the individual program guidelines, as well as, financial regulations such as EDGAR, in order to achieve the intent and purpose of each grant program [Federal Grant Required Assurances] as evidenced by annual compliance documentation.

Evaluation Data Sources: Federal Funds Requests, Procurement Records, Quote Forms

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Feb	Apr	June
<p>Strategy 1: Although Collegiate Academy is no longer receiving federal funds, a significant portion of our student population remains economically disadvantaged (over 40%). Collegiate Academy will request At-Risk Funds to continue providing a portion of the support that helps ensure all students have opportunities to succeed.</p> <p>Strategy's Expected Result/Impact: If approved, At-Risk funds will provide targeted support to enhance student success, including:</p> <p>-Shmoop Online Resource: Support for TSIA preparation through diagnostic tools and practice resources.</p> <p>-Part-Time Campus Tutor: Assistance for students in their college courses during study hall periods.</p> <p>-Friday School Transportation: Buses to facilitate student attendance at Friday School, providing intervention for those needing additional support to meet TEKS standards on state assessments.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<div><div></div></div> <div>No Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				