

Ector County Independent School District

District Improvement Plan

2024-2025 Board Goals/Performance Objectives/Strategies



Vision

Complete individual graduation plan then transition into a college, career, and/or military setting.

Build positive partnerships with families and community members so the necessary resources and support services can be provided.

Celebrate opportunities where hard work and progress is made in academics and self-discipline.





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Board Goals





Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 1: ECISD will provide the network infrastructure and technology standards to ensure safety and connectivity for anytime/anywhere learning.

Strategy 1 Details	Reviews			
<p>Strategy 1: Standardize classroom instructional technology to include 1:1 staff mobile devices.</p> <p>Strategy's Expected Result/Impact: Provide digital mobility to staff by deploying all instructional staff mobile devices and work station peripherals such as monitor, keyboard, mouse and docking station.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Digital Learning</p> <p>Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Earn the Trusted Learning Environment Seal and establish Trusted Learning Environment Framework.</p> <p>Strategy's Expected Result/Impact: Reduction of data breach risk and damage to district digital resources. Increased security of student data. The TLE Seal Program requires school systems to have implemented high standards for student data privacy protections around five core practice areas: Leadership, Business, Data Security, Professional Development, and Classroom.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Digital Learning</p>	Formative			Summative
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.





Performance Objective 2: ECISD will provide the environment conducive to all educational needs in conjunction with the development of a Long Range Facilities Plan that will move the District forward in the future.

Strategy 1 Details	Reviews			
<p>Strategy 1: Establish up to date design standards for buildings that align with current teaching standards.</p> <p>Strategy's Expected Result/Impact: Design Building standards that are up to date with current teaching practices will ensure teaching and learning is functioning at a high level.</p> <p>Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects.</p> <p>Results Driven Accountability - Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Engage with all stakeholders and outside experts to work collaboratively in the design and/or redesign of our learning environments. This will also include the development of a Long Range Facility Plan that will help guide the district in future decisions regarding facilities,</p> <p>Strategy's Expected Result/Impact: Update the Districts facilities to support the programs-practices and provide a plan for the future facility needs of the District. Provide equity in building designs across the District.</p> <p>Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Facility Review and Bond Committee input on Community needs/direction for the future of the District - Bond Funds</p>	Formative			Summative
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.





Performance Objective 3: ECISD will ensure efficient systems are in place to increase productivity to meet the needs of all that we serve.

Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will develop long range maintenance practices for Fine Arts instruments and equipment. Strategy's Expected Result/Impact: Proper maintenance of Fine Arts instruments and equipment will increase equipment life and reduce replacement costs. Staff Responsible for Monitoring: Executive Director of Fine Arts Funding Sources: Inventory Management System - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD athletics will improve the district and UIL compliance process by establishing a digitally driven platform. Strategy's Expected Result/Impact: Processes will increase athletic department efficiency in equity, funding, district and state compliance. Staff Responsible for Monitoring: Executive Director for Athletics, Asst. Athletic Directors Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement Wi-Fi connectivity on all activity buses. Strategy's Expected Result/Impact: Providing Wi-Fi to students on activity buses will provide them with internet connectivity therefore increasing their learning opportunities. This will be the first phase of Wi-Fi implementation on some buses. Phase two will include buses with far reaching routes. Staff Responsible for Monitoring: Chief Operations Officer/Exec. Dir. Operations/Director of Transportation/Technology Results Driven Accountability - Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Athletics will monitor students attendance and grades throughout the school year.</p> <p>Strategy's Expected Result/Impact: Improve attendance and academic grade percentages each six weeks.</p> <p>Staff Responsible for Monitoring: Athletic Directors-Athletic Department</p> <p>Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: PE/Health department will utilize new fitness gram technology IHT to monitor student's fitness and the input of fitness gram data on 43 campuses in ECISD to TEA.</p> <p>Strategy's Expected Result/Impact: Any student receiving PE credit in ECISD 3rd- 12th grade will have fitness gram data submitted to TEA .</p> <p>Staff Responsible for Monitoring: PE/Health Department will have access to monitor coaches and teachers fitness gram data.</p>	Formative			Summative
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 4: ECISD will embed technology for anytime, anywhere teaching and learning.


Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will utilize technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Learning Management System (LMS) Adaptive Technology Online Literacy Libraries Eduphoria Brainchild Edgenuity Imagine learning Istation</p> <p>Strategy's Expected Result/Impact: Increase percent of students working on grade level in reading and math by 10% as reported on Imagine Learning Math Platform and Istation Reading Platform.</p> <p>Staff Responsible for Monitoring: Principals, Teachers, Executive Directors of Instruction and Literacy, Content Coordinators, Instructional Specialists</p> <p>Results Driven Accountability</p> <p>Funding Sources: Supplemental technology, software, instructional platforms that remediate, engage and elevate student learning to close achieve gaps suffered by educationally disadvantaged students. - State Comp Ed - pic 24, 28, 30, 34</p>	Formative			Summative
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 5: ECISD will provide a rigorous, relevant and engaging curriculum

Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will tightly implement PK-12 instructional frameworks for ELAR, Math, Science, & Social Studies, and district-approved curriculum resources that meet all students' learning needs, interests, aspirations, and cultural backgrounds. ECISD will continuously evaluate the curriculum to ensure all students have equitable access to rigorous resources aligned to the TEKS. 100% of core content teachers will use district-approved resources with fidelity by May 2025.</p> <p>Strategy's Expected Result/Impact: Increase student growth to 56% of our students meeting or exceeding their projected growth as determined by the NWEA MAP Growth Assessment in reading and math.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability and Assessment, Content Coordinators, C&I Specialists, Executive Director of C&I (AVID Department will continue offering PD in best practices using AVID systems)</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Curriculum implementation - Local, Supplemental curriculum and AVID Program support for At Risk students - State Comp Ed, Curriculum implementation, Curriculum Specialist - Title One School-wide, Tutoring, Extended learning year, Supplemental technology & software to meet remediation needs of at risk students - State Comp Ed, Community Outreach Center, Social workers, SAS Counselors & curriculum to support SEL needs of at risk students - State Comp Ed, Professional & paraprofessional EL staff to support campuses EL regular year and summer programs - State Comp Ed, EL supplemental support materials for EL instruction - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD will provide Visual Arts supplemental curriculum to ensure all students have equitable access to rigorous resources aligned to the TEKS. All visual arts teachers will have personalized professional learning embedded in the supplemental curriculum to create a strong support mechanism for our new and struggling teachers.</p> <p>Strategy's Expected Result/Impact: Aligning Resources to Standards Providing Well-Rounded Education to ECISD Students Formative Assessments to Track Progress</p> <p>Staff Responsible for Monitoring: Executive Director of Fine Arts, Fine Arts Coordinator</p> <p>Equity Plan</p> <p>Funding Sources: Supplemental Curriculum - Title IV</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress

 Accomplished





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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.





Performance Objective 6: ECISD will build a district-wide awareness and commitment to develop, implement and integrate SEL initiatives.

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze & Utilize Data from district Social Emotional Learning Readiness Engagement Analysis (SELREA) to guide implementation and integration of Social-Emotional-Cultural framework into campus culture and cross-curricular lessons plans.</p> <p>Strategy's Expected Result/Impact: Incorporate SEL instructional strategies into student lessons plans, and adult PLCs. Campus visits to verify lessons plans, monitor daily objectives, and SEL components in the classroom.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability Executive Director of Guidance and Counseling Director of Guidance and Counseling Coordinator of Social Emotional Learning</p> <p>Results Driven Accountability</p> <p>Funding Sources: - Local, - Title IV</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD will assess and expand a plan for systemic SEL implementation and integration including the role SEL plays in ECISD achieving its priorities and goals.</p> <p>Strategy's Expected Result/Impact: By the end of 2024, all ECISD instructional staff will be able to define social emotional learning, and explain the mental health and academic benefits of SEL for students, as evidenced by Panorama data, and survey collection.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Executive Director of Guidance & Counseling, Director of Guidance and Counseling, Coordinator of SEL</p> <p>Funding Sources: - Local</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: ECISD will deploy an SEL communication plan that highlights the importance of SEL for all students, parents, staff, and community members to include internal and external stakeholder groups.</p> <p>Strategy's Expected Result/Impact: An internal and external communication plan for staff and community members will be supported by an SEL monthly newsletter. Additional videos, informational letters, and pertinent information will be sent via the district parent communication platform. Community informational videos will be delivered via social media in partnership with the communication department, and posted on our department website and YouTube.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Executive Director of Guidance & Counseling, Director of Guidance and Counseling, Coordinator of SEL</p> <p>Funding Sources: - Local</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: ECISD PreK-12 SEL Framework and standards will be aligned with and integrated into curriculum and instruction.</p> <p>Strategy's Expected Result/Impact: SEL explicit instruction will occur through 7 Mindsets lessons (delivered daily in small sections, or all at one time), additional classroom integration of 7 Mindsets will be implemented into ELAR and Social Studies classroom lesson plans, and all classrooms will utilize SEL instructional strategies. Data collection from the 7 Mindsets company will be reviewed to ensure SEL delivery.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Executive Director of Guidance, Counseling and Wellness, Executive Directors of Curriculum & Coordinators, Director of Guidance and Counseling, Coordinator of SEL</p> <p>Funding Sources: - Local, - Title IV</p>	Formative			Summative
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Strategy 5 Details	Reviews			
<p>Strategy 5: Systems and structures will be developed to review disaggregated discipline data regularly, and to use data to address root causes of behavior.</p> <p>Strategy's Expected Result/Impact: ECISD discipline practices and policies will have evidence of alignment with SEL. Discipline will emphasize proactive and restorative practices, which support a school climate that addresses the root causes of student behavior.</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Coordinator of SEL</p>	Formative			Summative
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Performance Objective 7: ECISD will develop collective understanding and shared vision of Social Emotional Learning (SEL) among the adults and students in our organization that creates systemic change where SEL can thrive.

Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will provide ongoing professional learning about SEL research and practice to central office leaders and staff from all departments and campuses, including foundational professional learning for all new staff. SEL learning strategies will be intertwined with other professional learning throughout the year through collaboration with Talent Development office</p> <p>Strategy's Expected Result/Impact: 100% of District Leadership Team will receive SEL professional learning. 80% of staff from all departments and campuses, including foundational professional learning for all new staff, will be trained in SEL research and practice. 100% of staff will develop skills for creating supportive and equitable learning environments that promote social, emotional and cultural learning for students.</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance & Counseling, Director of Guidance and Counseling, SEL Coordinator, Talent Development</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Data will be continuously collected and evaluated regarding student connectedness for continuous improvement of SEL implementation.</p> <p>Strategy's Expected Result/Impact: 95% participation in Panorama surveys. Data reports will be distributed at least twice a year to campuses for progress monitoring of SEL implementation and plans for improvement.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Exec Director of Guidance & Counseling, Director of Guidance and Counseling, SEL Coordinator</p> <p>Funding Sources: - Local</p>	Formative			Summative
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Performance Objective 8: ECISD will develop and implement systems and supports for students and families that promote recovery and resiliency.

Strategy 1 Details	Reviews			
<p>Strategy 1: Pregnancy/Parenting services will be provided to ensure that barriers due to parenthood are removed and 85% of the students in the program will graduate and 95% of graduates will meet CCMR expectations.</p> <p>Strategy's Expected Result/Impact: Provided services include counseling, home-bound services, tutoring, and other services needed to ensure students' graduation. 85% of students will be on track to graduate and 95% of graduates will meet CCMR expectations.</p> <p>Staff Responsible for Monitoring: TPRS Coordinator TPRS Department</p> <p>Equity Plan</p> <p>Funding Sources: TPRS/TRAC - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Gather information on evidence-based, best practices for restorative and trauma-informed strategies in response to discipline referrals and expulsions.</p> <p>Strategy's Expected Result/Impact: Create and deliver professional learning training for 100% campus administration and instructional staff.</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance & Counseling, Director of Guidance and Counseling, SEL Coordinator</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: To comply with House Bill 4545, students who failed to attain proficiency on a STAAR or EOC exam received targeted additional instruction either individually or in a group of no more than 3 students. The instruction was delivered face-to-face or remotely by highly qualified, highly trained tutors from Air Tutors, FEV Tutors, and Amplify.</p> <p>Staff Responsible for Monitoring: Principals, Executive Directors of Leadership, Executive Director of Curriculum and Instruction, and High Impact Tutoring Coordinator</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: The Advanced Academic Services Department holds an acceleration camp for our Gifted and Talented students each summer. Camp SIP (Scholars in Progress) will be extended to middle school beginning in the summer of 2022. We will continue to grow middle school Camp SIP during the summer of 2024.</p> <p>Strategy's Expected Result/Impact: Gives the GT students to opportunity to explore their passions and deepen their creative thinking.</p> <p>Staff Responsible for Monitoring: AAS Department and Camp SIP Teachers/Staff.</p>	Formative			Summative
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Performance Objective 9: ECISD will provide and safe and supportive school environment

Strategy 1 Details	Reviews			
<p>Strategy 1: Awareness training about child abuse/maltreatment of children will be provided to all staff and students. Counselors will train campus staff during on-campus professional development on child abuse prevention, reporting requirements, and ECISD-specific procedures. Required child abuse awareness posters for students will be displayed on all campuses, at student eye level.</p> <p>Strategy's Expected Result/Impact: Increased ability of staff and students to recognize and report signs of abuse.</p> <p>Staff Responsible for Monitoring: Talent Development, Guidance and Counseling, Nursing and Health Services, ECISD Police Dept.</p> <p>Funding Sources: - Local, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: All staff will receive Suicide Prevention education through SafeSchools, and face-to-face instruction concerning ECISD suicide prevention response procedures by Professional School Counselors and SAS Counselors. Students will receive suicide prevention guidance lessons through the Professional School Counselors, SAS Counselors, and community partners. Counselors will collaborate with community partners and ECISD police as needed. All counselors and nurses will be trained yearly in ECISD crisis response procedures.</p> <p>Strategy's Expected Result/Impact: 100% of all campus staff will be trained in suicide prevention. Age-appropriate training will be provided to students.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling, Nursing and Health Services</p> <p>Funding Sources: SAS Counselors - Local, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Conflict resolution and violence prevention programs will be offered. ECISD police officers will be trained in conflict resolution and de-escalation techniques and will address violence through municipal court and teen court programs. All Professional School Counselors and SAS counselors will be trained yearly in conflict resolution methods.</p> <p>Strategy's Expected Result/Impact: 100% of counselors and police officers will be trained in conflict resolution methods.</p> <p>Staff Responsible for Monitoring: Chief of Police, Guidance and Counseling</p> <p>Funding Sources: - Local, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: ECISD does not tolerate dating violence. Any student who has experienced dating violence or believes another student has experienced dating violence should immediately report to a teacher, school counselor, principal, police officer or other district employee. Any District employee who has direct or indirect knowledge of dating violence shall notify the District official and the ECISD police. Parents will be immediately notified. Students are made aware of the process of the choice filing charges and given referrals for safety and mental health. Programs that address harassment and dating violence will be offered to students. ECISD Police Officers will be trained in current law and investigation tactics (including social media investigations) concerning dating violence.</p> <p>Strategy's Expected Result/Impact: Students in all grades will be offered age appropriate guidance lessons concerning harassment and dating violence through school counselors and community partners. Human Growth and Development will also embed healthy relationship training. Training records will be maintained to ensure populations served.</p> <p>Staff Responsible for Monitoring: Police Chief, Guidance and Counseling</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: The ECISD comprehensive Guidance and Counseling curriculum, in alignment with Texas Counseling Association Model for the Comprehensive Guidance and Counseling Program and the American School Counselor Association National Model, will be monitored for implementation with fidelity in PK-12 to include: anti-bullying, character education, child abuse, college and career planning/advising, conflict resolution, cyberbullying, dating violence/violence prevention, drop-out prevention, human trafficking, mental health/ mental health warning signs, substance abuse, suicide prevention, decision making, self-efficacy, and other social-emotional topics. *Campuses will utilize the providers as listed on the Legal Essentials Checklist.</p> <p>Strategy's Expected Result/Impact: Monthly reports will indicate alignment with program expectations.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling, Campus Principals</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Mental health awareness training will be provided to all staff on the topics of Trauma and Grief Informed Schools, Trauma-informed Behavior management plans, and the promotion of resiliency through SafeSchools.</p> <p>Strategy's Expected Result/Impact: Staff will be better able to respond to students' needs in a trauma-informed approach.</p> <p>Staff Responsible for Monitoring: Talent Development, Executive Director of Guidance and Counseling, Director of Guidance and Counseling</p> <p>Funding Sources: - State Comp Ed, - Local</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 7 Details	Reviews			
<p>Strategy 7: First Responders will improve communication, coordinate services between agencies, establish and enhance safety mechanisms for students, staff, and faculty in their response to a critical incident. All SAS and school counselors will be trained in Critical Incident Stress Management. Training will also be provided to counselors, nurses and social workers in Mental Health First Aid.</p> <p>Strategy's Expected Result/Impact: Critical Incident impact will be reduced due to timely communication and prevention measures trained and implemented prior to the incident.</p> <p>Staff Responsible for Monitoring: Police Dept., Nursing and Health Services, Guidance and Counseling, Community Outreach Center</p> <p>Funding Sources: Additional door barriers for classrooms - Title IV, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 8 Details	Reviews			
<p>Strategy 8: All ECISD school administrators will be trained on Chapter 37 of the Texas Education Code, including Chapter 37.0832 (Bullying). Administrators will use the ECISD Administrator's Anti-Bullying Toolkit and the Checklist for Responding to Reports of Bullying/Harassment to ensure the investigation process is followed and the appropriate parental communication, intervention, disciplinary consequences, mediation, etc., is implemented.</p> <p>Strategy's Expected Result/Impact: By the end of 2024-2025 school year, 60% of students will respond favorably to the fact "At your school, how much does the behavior of other students hurt or help your learning?" as measured by the EOY 2025 Panorama student survey. Timely response and resolution to all bullying reports to mitigate bullying.</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership</p>	Formative			Summative
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.





Performance Objective 10: ECISD will invest in research and program evaluation to drive best-practices and continued progress in education and guide the development of new tools and technologies aligned to district and campus needs.

Indicators of Success:

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 3rd Grade Composite (reading and math) - % of 3rd grade students achieving the meets or exceeds standard in both reading and math on STAAR - 2024 Goal: 35%, 6th grade reading or math on grade level - % of 6th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goals: Reading - 37%, Math - 47%, 8th grade reading or math on grade level - % of 8th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2024 Goal: Reading - 55%, Math - 55%, English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%, College, Career, and Military Readiness - % of current seniors meeting at least one accountability indicator by the fall of their senior year - 2024 Goal: 27%, School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Internal and External Research; Program Evaluations





Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will invest in mechanisms to make evidence-based practices consistently utilized within the district to support campus and student needs. Develop, refine, and implement processes for internal and external research conducted in ECISD.</p> <p>Strategy's Expected Result/Impact: Research conducted will align to the district's vision, Board goals, and Indicators of Success will provide information that supports continuous district improvement. Evidence of research will be shared and analyzed to improve practices, improve learner outcomes, and identify duplication of efforts to enable effective and efficient practices.</p> <p>Staff Responsible for Monitoring: Executive Director of Research, Evaluation, and Assessment</p> <p>Funding Sources: Outside consultant to support the creation of the Research and Evaluation division in the REA Department - Local, Technology needs (i.e., programs and/or software) for R&E - Title One School- Improvement</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a framework for program evaluation in ECISD. Locally generated program evaluations for currently implemented programs aligned to the Strategic Plan. Locally generated evidence of program effectiveness and feasibility obtained through pilot, demonstration, or experimental projects, or through initial introduction in a limited number of sites.</p> <p>Strategy's Expected Result/Impact: Local, state, and federal program implementation will be evaluated by the research and evaluation department on a rotational and annual basis.</p> <p>Staff Responsible for Monitoring: Executive Director of Research, Evaluation, and Assessment</p> <p>Results Driven Accountability</p> <p>Funding Sources: Accountability consultant to ensure alignment with program evaluation and student needs - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 11: Develop a comprehensive communication plan based on the priorities identified in ECISD's Strategic Plan, The Future is Now.





Evaluation Data Sources: Superintendent Staying Connected visits will continue throughout 2024-2025. Principal Advisory Groups meet with the superintendent. Student Advisory group also meets with the superintendent. There are weekly press briefings with local reporters. ECISD also regularly uses social media, and we are engaged in a communications audit, which will identify strengths and areas of opportunity within the communications department. Recommendations will be provided for improvement. Events like convocation and State of the District allow ECISD to share and personally engage the community.

Strategy 1 Details	Reviews			
<p>Strategy 1: Saturate the Ector County ISD market with key initiatives of the plan. Provide all district and campus leaders with support materials (scripts, fliers, logos). Coordinate online and in-person information sessions for all staff, and develop District ambassadors. Host community and media opportunities to celebrate victories in pursuing each of the Plan's objectives and goals.</p> <p>Strategy's Expected Result/Impact: Staff and community will understand the goals of the strategic plan.</p> <p>Staff Responsible for Monitoring: Communications Department</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Federal & State programs will provide opportunities via web postings, email communications and surveys to provide information and collect feedback from our parents, staff and community in order to extend our reach to our stakeholders, promote transparency and leverage feedback in the planning and using of funds for Every Student Succeeds Act (ESSA).</p> <p>Strategy's Expected Result/Impact: Through web postings, emails, and surveys our community will have the opportunity to provide input for how funds are allocated with ESSA programs.</p> <p>Staff Responsible for Monitoring: Executive Director of Federal & State programs</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 12: Grow community partnerships that promote excellence in our schools.





Evaluation Data Sources: Education Partnership of the Permian Basin has two action teams that are working to improve education across the Permian Basin with a focus on middle school engagement and early childhood literacy; The Education Foundation is working on the same areas as the Partnership specific to ECISD; Active partners providing funding for broadband internet connectivity (local providers, wireless access points, SpaceX); monetary support via CARES Act funding from City of Odessa and Ector County Commissioners illustrates new level of collaboration among local governing entities; multi-year, multi-million dollar grant from Permian Strategic Partnership to fund National Board Certification process for ECISD teachers; Opportunity Culture partnership includes Public Impact, Midland ISD, UTPB, and Gates Foundation for advancement/pay opportunities for teachers; monetary support from individuals, businesses and foundations to drive the district's strategic plan; partnerships continuing to grow with local businesses to provide incentives to students and teachers; volunteer engagement

Strategy 1 Details	Reviews			
Strategy 1: Intentionally engage the community to increase awareness and opportunities for lasting partnerships. Will utilize four main approaches: Research and Collaboration; Create Awareness of Needs; Active Outreach; and Grant Writing. Staff Responsible for Monitoring: Education Foundation Director Communications Officer	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 13: School leaders will improve instructional leadership systems and practices through personalized professional learning and targeted coaching and feedback resulting in improved student learning outcomes.





Evaluation Data Sources: MAP data
STAAR data
Observation and Feedback data

Strategy 1 Details	Reviews			
<p>Strategy 1: Partner with external educational consultants to provide targeted instructional leadership professional development and coaching and feedback based on individual school and school leaders' needs.</p> <p>Strategy's Expected Result/Impact: Improved instructional leadership systems and practices Effective tier 1 instructional practices</p> <p>Staff Responsible for Monitoring: Director of Leadership Executive Directors of Leaders Chief of Schools</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 14: Schools leaders will engage in professional learning to ensure effective restorative practices are implemented to increase attendance and engagement, resulting in improved student learning.

Evaluation Data Sources: MAP data
STAAR data
Panorama Survey data

Strategy 1 Details	Reviews			
<p>Strategy 1: Assistant Principals will engage in monthly professional learning focused on best practices for school culture and instructional leadership.</p> <p>Strategy's Expected Result/Impact: Reduce disciplinary infractions Improved attendance rate Improved student learning and growth</p> <p>Staff Responsible for Monitoring: Director of Leadership Executive Directors of Leadership Chief of Schools</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 1: In 2024-25, ECISD will offer a job-embedded, personalized professional learning system for teachers and administrators.

HB3 Board Goal

Evaluation Data Sources: Learning Management System (LMS)





Employee Performance Evaluations

Staff Retention Rates

Eduphoria STRIVE

Staff Exit Survey Data





Strategy 1 Details	Reviews			
<p>Strategy 1: The Talent Development Department will focus on retaining staff through intentional and personalized support and professional learning 2024-2025.</p> <p>Strategy's Expected Result/Impact: Increase staff retention; improve employee effectiveness; develop career pathways.</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Staff salaries, equipment, supplies and contracted services - Title Two Professional Development, Salaries, equipment, supplies and contracted services - Local, Harvard Fellow, Research & Development director - Title IV, Staff salaries for district instructional specialist, Bilingual/ ESL specialist and staff, and campus instructional coaches - State Comp Ed, Staff salaries for district instructional specialist, and campus instructional coaches - Title Two Professional Development, Staff salaries for district instructional specialists, and campus instructional coaches - Title One School-wide</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement a quality Mentor Model that supports and engages new teachers and principals 2024-2025.</p> <p>Strategy's Expected Result/Impact: Improved staff retention; improve employee effectiveness; develop career pathways</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Resources needed for implementation include: Mentor Program, mentor stipends, release time, and supplies - Local</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p>Strategy 3: Train and support a standardized coaching model for ECISD that will increase the instructional capacity of our staff through a personalized and tiered approach.</p> <p>Strategy's Expected Result/Impact: Teachers and principals are the primary influencers of student outcomes. With an increase in teacher/leader capacity, a minimum of 54% of ECISD students should meet or exceed their EOY growth projections as measured by the NWEA MAP Assessment.</p> <p>Staff Responsible for Monitoring: Principal Supervisors, Executive Director of Talent Development, EDs of C&I</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Training and job-embedded support from Relay, TNTP, and Big Rock Education Service Center - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: ECISD will design a system of personalized professional learning which embeds the knowledge, skills, and competencies required for teachers and leaders to provide personalized learning for students through:</p> <ol style="list-style-type: none"> 1. Content Learning which offers teachers choices and differentiated opportunities 2. Texas Reading Academies K-3 - Cohort 3 - and continuing as the state requires. 3. Advanced Academics NMSI Grant Laying the Foundation - Year 4 <p>Strategy's Expected Result/Impact: Teachers will have choice in professional learning and district will have differentiated opportunities for novice teachers through master teacher levels.</p> <p>Staff Responsible for Monitoring: Director of Professional Learning, C&I Division</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Texas Reading Academies - State Early Education Allotment, Math Solutions - Title One School-wide, Advanced Academics - Donated Funds</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 2: ECISD will provide strategic staffing and compensation systems during 2024-2025.





Evaluation Data Sources: Staffing models
Equity Plan
Opportunity Culture
Teacher Incentive Allotment designations
Staffing/Payroll Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Expand Opportunity Culture to extend the reach of excellent teachers and their teams during 2024-2025. Strategy's Expected Result/Impact: Improve student outcomes; improve teacher retention and effectiveness; eliminate teacher vacancies; increase teacher pipeline; provide differentiated compensation. Staff Responsible for Monitoring: Human Capital, Results Driven Accountability - Equity Plan Funding Sources: Resources needed for compensation - Local, Resource needed for training and sustainability of Opportunity Culture - Donated Funds, OC Campus staff stipends - State Comp Ed, OC Campus staff stipends - Title One School- Improvement</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and implement the TEA Teacher Incentive Allotment Plan 2024-2025. Strategy's Expected Result/Impact: Increase teacher recruitment and retention of highly effective teachers. Staff Responsible for Monitoring: Executive Director of Human Resources, Finance Results Driven Accountability - Equity Plan Funding Sources: Resources for development and implementation of the Teacher Incentive Allotment - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 3: ECISD will assist and support staff in acquiring the National Board for Professional Teaching Standards during 2024-2025.

Evaluation Data Sources: Number of candidates for the National Board Certification
 Number of National Board Components submitted for Consideration

Strategy 1 Details	Reviews			
<p>Strategy 1: Identify teachers and support them through the National Board Professional Teaching Standards process. Strategy's Expected Result/Impact: Improve student outcomes; improve teacher retention and effectiveness. Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan Funding Sources: Resources needed for supporting the process - Donated Funds, Resources needed for supporting the process - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				





Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 4: ECISD will cultivate current and potential pipelines for the selection and development of quality people during 2024-2025.

Evaluation Data Sources: Recruitment data
Enrollment and completion data from all pipelines

Strategy 1 Details	Reviews			
<p>Strategy 1: In 2024-2025 ECISD will optimize "Grow Our Own" programs and pipelines.</p> <p>Strategy's Expected Result/Impact: Increase quantity and quality of candidates. Increase interest in potential roles within the educational system.</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources; Executive Director of Talent Development; Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Executive Director CTE</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Resources to support pipeline development and recruitment efforts - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize innovative recruitment practices to meet current and future needs.</p> <p>Strategy's Expected Result/Impact: Increased candidate pool</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Resources needed for branding, marketing and recruitment - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Establish the District as an Education Preparation Program (EPP).</p> <p>Strategy's Expected Result/Impact: Increase candidate pool</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Resources needed to implement EPP - Local, Talent Development coaches dedicated to support new teachers & build capacity - Title Two Professional Development</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Collaborate with Institutions of Higher Education (IHE) and Alternative Certification Programs to match program practices to district needs.</p> <p>Strategy's Expected Result/Impact: Improve quality of candidates</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development and Executive Director of Human Resources</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Time allocated for governance/partnership meetings - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Identify talent and intentionally build leadership capacity in highly effective teachers. (ECISD Emerging Leadership Academy)</p> <p>Strategy's Expected Result/Impact: Increase quality and preparedness of candidates for our assistant principal bench</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Stipend for Aspiring Leader in charge of the Academy (\$3,000) and TNTP curriculum support (\$15,000) - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Identify talent and intentionally build leadership capacity in highly effective assistant principals. (ECISD Aspiring Principals Academy)</p> <p>Strategy's Expected Result/Impact: Increase quality and preparedness of candidates for our assistant principal bench</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership and Director of Leadership</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: TNTP curriculum support - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 7 Details	Reviews			
<p>Strategy 7: Launch a principal residency program to prepare ECISD's highest-potential teachers to earn the certifications and job-embedded experiences to become top-performing campus leaders.</p> <p>Strategy's Expected Result/Impact: Intentionally expanding the assistant principal bench with vision-aligned and highly skilled internal candidates.</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership and Executive Director of Talent Development</p> <p>Funding Sources: Stipend for each Principal Fellow - Local, Tuition, books, fees - State Grant</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 8 Details	Reviews			
<p>Strategy 8: Athletic department will begin an Aspiring Head Coaches Academy to increase the learning processes in becoming a head coach.</p> <p>Strategy's Expected Result/Impact: Retain coaches to the district Better prepare a coach for the management and leadership of an athletic sports program</p> <p>Staff Responsible for Monitoring: Athletic Directors-Athletic Department</p> <p>Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				





Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 1: ECISD will develop a plan to increase the number of students who are Kindergarten ready and who are on grade level by grade 3.

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: mClass, MAP Growth Assessment, Dyslexia Screener Kinder and 1st grade





Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will strengthen the instruction in PreK through 2nd-grade classrooms by supporting the campus leaders and campus coaches on the instructional framework implementation, through observation/feedback coaching.</p> <p>Strategy's Expected Result/Impact: % of 3rd-grade students achieving the meets or exceeds level in both reading and math on STAAR will increase from (?)% in 2022 to 31% in 2023.</p> <p>Staff Responsible for Monitoring: Campus Leadership, EDs of Leadership, Campus Coaches, C&I Specialists, Content Coordinators, Talent Development, EDs of C&I</p> <p>Funding Sources: Instructional coaches - Title One School-wide, Instructional coaches - Title Two Professional Development</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD will expand their half-day PreK 3-year-old program in the Fall of 2024 within our 1882 partnership, the Odessa YMCA, with an expected enrollment of 300 students</p> <p>Strategy's Expected Result/Impact: MClass data will show the percent of students who are Kindergarten Ready will increase from 46% to 65% by 2024</p> <p>Staff Responsible for Monitoring: Director of Early Childhood Education, Executive Director of Curriculum and Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 2: ECISD will implement innovative instructional models which enable personalized learning for all students.

Strategy 1 Details	Reviews			
<p>Strategy 1: ECISD will implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments Formative Assessments Aggressive Monitoring</p> <p>Strategy's Expected Result/Impact: Increased student outcomes for all grades and content areas by 10% each school year.</p> <p>Staff Responsible for Monitoring: Executive Director of Assessment, Campus Coaches</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: NWEA Map Growth - Local, Double Blocked classes for remediation, Tutoring, Summer programs, Supplemental materials, assessments, software fees and contracts - State Comp Ed, Social Workers, SAS Counselors, Communities in schools - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD will implement year one work for establishing the foundation for personalized learning all students, teachers, campus leaders and district leaders. The strategies include the following: Blended Learning Balanced Literacy Develop competencies for students, teachers, and leaders for personalized learning</p> <p>Strategy's Expected Result/Impact: % of students' EOY RIT scores met or exceeded the individual growth projects on MAP will increase from 54% in 2022 to 56% by Spring 2023. % of 3rd-grade students achieving the meets or exceeds level in both reading and math STAAR will increase from 28% in 2022 to 31% in Spring 2023. % of 6th-grade students achieving in the meets or exceeds level in reading and math on STAAR will increase from 29% reading in 2022, 33% math in 2022 to 30% in reading, and 39% in math by Spring 2023. % of 8th-grade students achieving the meets or exceeds level in reading or math on STAAR will increase from 41% reading in 2022, 35% math in 2022 to 47% reading, and 45% math by Spring 2023.</p> <p>Staff Responsible for Monitoring: Digital Learning Director, Blended Learning Coordinator, C&I Division, Campus Leadership, Campus Coaches</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: Implementation of learning models - State Comp Ed, Blended Learning Grant - State Blended Learning Grant, Instructional Specialists - Title One School-wide, Bilingual Instructional Team, Instructional Resources and Supplies - State Comp Ed, Instructional Specialists, Reading Coaches, & Dyslexia Program - State Comp Ed, Dyslexia Program - State Dyslexia Allotment</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: ECISD will implement Professional Learning Communities (PLC) where teams implement the Data-Driven Instructional process, develop TEKS knowledge (Know/Show charts), and plan for student mastery of learning objectives.</p> <p>Strategy's Expected Result/Impact: Higher level of teacher capacity and understanding of content resulting increasing student outcomes by 10% in all content areas each year.</p> <p>Staff Responsible for Monitoring: Campus principals, EDLs, C&I Division</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: PLC implementation and DDI process - Relay funded by TEA - Donated Funds</p>	Formative			Summative
	Oct	Jan	Mar	May





Strategy 4 Details	Reviews			
<p>Strategy 4: ECISD will continue with high-impact tutoring to provide quality accelerated instruction for students K-12.</p> <p>Strategy's Expected Result/Impact: Increase the students' growth RIT on NWEA Map and students working on grade level by 10%.</p> <p>Staff Responsible for Monitoring: ED of C&I, High-Impact Tutoring Coordinator, Campus Leadership, EDLs of Leadership</p> <p>Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: ECISD will implement full-day summer learning for our PK4 - 5th-grade students.</p> <p>Strategy's Expected Result/Impact: Increase students' growth RIT on NWEA Map reading and math by 2 RIT growth points.</p> <p>Staff Responsible for Monitoring: ED of C&I, Summer Learning Principals, High-Impact Coordinator</p> <p>Funding Sources: Teachers and Administrators - Title One School-wide, Teachers and Administrators - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 3: ECISD will utilize SEL focused strategies to increase college, career and military readiness.

Evaluation Data Sources: Attendance data, drop out data, graduation rates

Strategy 1 Details	Reviews			
<p>Strategy 1: SEL support will be provided through various methodologies to ensure psycho-social barriers are removed for students struggling with attendance, academic progress, and at risk situations.</p> <p>Strategy's Expected Result/Impact: Increased attendance by 0.5% and credit acquisition</p> <p>Staff Responsible for Monitoring: Director of Community Support Services, Executive Director of Guidance and Counseling, Director of Guidance and Counseling, SEL Coordinator</p> <p>Funding Sources: CCVYP, Communities in Schools, SAS/ Drop Out Prevention Counselors, Social Workers, Teen Parent Services, Truancy Court, Communities in Schools - State Comp Ed, SEL Director, Social Workers, Programs targeting Well Rounded & Safe Schools - Title IV</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Students not meeting discipline expectations at the campuses, will have the opportunity to continue their education at grade appropriate alternative campuses when appropriate to continue their education.</p> <p>Strategy's Expected Result/Impact: Students will continue to receive instruction, complete credits and be on target to graduate or pass to the next grade level</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership, DAEP and campus administration</p> <p>Funding Sources: DAEP program costs, Transition services, SAS counselors - State Comp Ed, Guidance Counselor - Title One D, Subpart 2, Delinquency Services, Guidance Counselor - Title One School-wide</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p>Strategy 3: ECISD athletic department has implemented 2Words Character Development for coaches and athletes to go beyond the game. The 2Words Character Development program is built on the core principles of integrity, belief, toughness, relentless effort, excellence, and servant leadership. 2Words is one of the top character development programs in Texas. It has become the official character development curriculum of the Texas High School Coaches Association (THSCA). The goal of the curriculum is to help coaches tackle the biggest issues facing them and their students today.</p> <p>Strategy's Expected Result/Impact: Equip students, coaches, and parents with essential tools that will enable a strong emphasis of character development which aims to support next level readiness that closely aligns with our district wide SEL curriculum.</p> <p>Staff Responsible for Monitoring: Athletic Department</p> <p>Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 4: ECISD will create systems that support all graduating seniors to and through college, career and military decisions.


HB3 Board Goal


Evaluation Data Sources: National Student Clearinghouse Postsecondary enrollment, completion
State accountability CCMR data reports (TEA trackers and verifiers)


Strategy 1 Details	Reviews			
<p>Strategy 1: Implement while continuously creating, monitoring, and improving systems to *monitor, **track, and ***support ECISD alumni through post secondary and 6 years beyond.</p> <p>Strategy's Expected Result/Impact: *Alumni will be monitored through ACCESS and Naviance participation and cooperation, efforts will be made to host Alumni events twice a year. ACCESS and Naviance digital platforms will be used to support ECISD alumni through increased opportunity knowledge, life lessons, and connections to inquire along the journey. Participation by Alumni will increase by 5%. **35% of students will complete post-secondary degree or certification program tracked through National Clearing House. ***The class of 2022 will be supported and involved into the FAB (Foundation and Beyond) efforts to support individual alumni. All alumni will be invited to post videos to create a resource in ACCESS for all current ECISD students. the FAB Project to allow students to opt into the coaching/mentoring system after high school graduation. We will establish a baseline with the Class of 2022.</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Post Secondary Coordinator</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a comprehensive plan to assist students in identifying and enrolling in a CCMR pathway beginning their junior year of high school through college graduation, career onboarding, or military commitment.</p> <p>Strategy's Expected Result/Impact: Percentage of students enrolling in Post-Secondary programs will increase by 10% . ***95% of AVID Senior students will meet CCMR expectations and will be accepted into post-secondary choice while we will increase the number of AVID Junior class meeting CCMR expectations by 10%.</p> <p>Staff Responsible for Monitoring: Director of AVID, Executive Director of CTE, Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Post Secondary Coordinator</p> <p>Funding Sources: AVID program needs to include contracts, supplies and payroll - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to build strategic and intentional partnerships between ECISD and Institutes of Higher Education (IHE) to collectively support students through their senior year and beyond high school graduation in efforts to complete financial aid.</p> <p>Strategy's Expected Result/Impact: Increase FAFSA and TASFA completion rates by 35%. AVID Elective will maintain at least 95% completion. Enrollment Percent supported in Strategy 3. Persistence data supported in Strategy 1</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Post Secondary Coordinator, Director of AVID</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: Junior and Senior students will be surveyed yearly to assess post-secondary College, Career and Military plans. All students will be given the opportunity to take the ASVAB at least once between grades 10-12. CCMR data will be provided by Information Systems twice a year.</p> <p>Strategy's Expected Result/Impact: All Junior and Senior students will complete surveys in Naviance, and students will be given the opportunity to take the ASVAB.</p> <p>Staff Responsible for Monitoring: Executive Director of CTE, Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Post Secondary Coordinator</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Students not meeting Texas Success Initiative readiness will be enrolled in the College Prep English Language Arts and/or College Prep Math courses. Campuses will offer the TSIA to all Juniors and Seniors and to all Freshmen and Sophomores as needed for College Career Military Readiness. Texas College Bridge online will be used to build college readiness for students who have not been successful in TSI. Texas College Bridge exempts students from the TSI for 24 months and provides CCMR bonus points.</p> <p>Strategy's Expected Result/Impact: 2023 graduates meeting the TSIA requirements will increase by 5%.</p> <p>Staff Responsible for Monitoring: Curriculum Department, Campus Administrators, Executive Director of Guidance and Counseling, Director of Guidance and Counseling, Post Secondary Coordinator</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 6 Details	Reviews			
<p>Strategy 6: Middle school through high school students, parents, counselors and teachers will be provided information annually concerning dual credit, higher education admissions, financial aid, TEXAS grant, and TEACH for TEXAS grant to guide their decisions on course selections.</p> <p>Strategy's Expected Result/Impact: Documentation of completion will be required and submitted to Guidance and Counseling Department.</p> <p>Staff Responsible for Monitoring: Campus Administration, Executive Director of Guidance, Counseling and Wellness, Director of Guidance and Counseling, Post Secondary Coordinator</p> <p>Funding Sources: - Local</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 5: Students achieving the AP/IB passing standard will increase from 42 to 47 % by May 2025.





Evaluation Data Sources: 1022-2023 State Accountability
2022-2023 College Board AP Scores Report

Strategy 1 Details	Reviews			
<p>Strategy 1: The Advanced Academic Services Department in conjunction with the AP Campus Coordinator will support AP/IB Teachers in accessing webinars/training from the College Board, TIBS, and NMSI regarding AP and IB resources for the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: Increased support for teachers as well as students by utilizing the College Board resources will yield an increase in AP exam results.</p> <p>Staff Responsible for Monitoring: Advanced Academic Department, Content Coordinators, Curriculum Department, Campus Administration, AP/IB Campus Coordinator</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: The Advanced Academic Services Department Specialist will work in conjunction with Curriculum and Instruction to provide job-embedded support and training for Honors teachers to ensure rigorous vertical alignment.</p> <p>Strategy's Expected Result/Impact: An aligned Scope and Sequence for Honors Core courses will support Advanced Placement courses to yield an increase in threes, fours, and fives on AP exams</p> <p>Staff Responsible for Monitoring: Advanced Academic Department, Content Coordinators, Curriculum Department</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 6: 11th/12th Grade students achieving the PSAT/NMSQT/SAT benchmark will increase from __31% to _36% by May 2025.





Evaluation Data Sources: 2023 College Board Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Advanced Academic Services Department will offer an SAT Bootcamp in the summer and SAT/PSAT Bootcamp fall of 2024 for the top 80 incoming juniors/seniors based on their 10th-grade PSAT scores.</p> <p>Strategy's Expected Result/Impact: SAT Bootcamp is scheduled for summer 2023. The expected result of higher SAT students meeting the benchmark.</p> <p>Staff Responsible for Monitoring: AAS Dept., Communications Dept.</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 7: ECISD will focus on recovering and reengaging students who have dropped out of school.

Evaluation Data Sources: Attendance data, drop out data and credit recovery

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide a drop out recovery program that allows for flexible scheduling, a smaller learning environment and additional tutoring to help Title 1 Pt. A (McKinney Vento Homeless) and English Learners who have dropped out previously.</p> <p>Strategy's Expected Result/Impact: Title 1 Pt. A (McKinney Vento Homeless) and English Learner graduation rate will increase to 80%.</p> <p>Staff Responsible for Monitoring: Director of Community Support Services</p> <p>Results Driven Accountability</p> <p>Funding Sources: Personnel, supplemental program materials - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: ECISD will partner with Acceleration Academy, credit recovery/drop-out program, in order to decrease the drop-out rate and increase the graduation rate for the district.</p> <p>Strategy's Expected Result/Impact: 70% of students enrolled in the Acceleration Academy will matriculate to graduation. 95% of students enrolled in the Acceleration Academy will meet the CCMR requirement.</p> <p>Staff Responsible for Monitoring: Student and School Support Team, Executive Director of Guidance, Counseling and Wellness, Director of Guidance and Counseling</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				


Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.


Performance Objective 8: Students identified as Other Special Populations (OSP - MV Homeless, Foster and Military-Connected) youth will be prioritized and receive additional services designed to increase academic performance, specifically targeting 8th grade Social Studies and decrease dropout rates.

Evaluation Data Sources: Attendance data
Dropout lever codes
Credits Earned

Strategy 1 Details	Reviews			
<p>Strategy 1: Community Outreach Center (COC) social workers and specialists and Communities in Schools (CIS) will provide interventions to help remove barriers to school attendance and success. Interventions will be systematically applied and documented in Eduphoria or in the OSP MV documentation sheets.</p> <p>Strategy's Expected Result/Impact: Psycho social barriers will be removed so student attendance will be expected to increase to 94%.</p> <p>Staff Responsible for Monitoring: Director of Community Support Services; Division of School Support</p> <p>Funding Sources: Communities in Schools contract, Community outreach social workers, drop out prevention counselors - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: COC staff will provide direct interventions to 70% of parents of students with 10 or more unexcused absences and those students on the dropout list.</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: All elementary through middle school campuses will document their interventions for social studies and drop outs through various methods, such as PLC's, tutoring groups, software, social services and counseling their efforts to close the achievement gaps in social studies and drop outs.</p> <p>Strategy's Expected Result/Impact: Improved performance for Other Special Populations in the area of drop out and social studies.</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Homeless support services - Title One Homeless, Homeless support and recovery services - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 9: ECISD will develop and begin implementing a vision for the future of choice schools that connects to the district's broader vision for student success and considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.

Strategy 1 Details	Reviews			
<p>Strategy 1: Complete a districtwide Quality Seats Analysis (QSA), as defined by the System of Great Schools program, which includes academic performance and growth data, an analysis of long-term academic trends, historical enrollment data, community input, and other measures.</p> <p>Strategy's Expected Result/Impact: Produce a comprehensive report covering the current state of every school within ECISD to be shared with district leadership and utilized as the foundation for future decision-making regarding change initiatives in both neighborhood and choice schools.</p> <p>Staff Responsible for Monitoring: Executive Director of Choice Programs, Access, and Support</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize the Quality Seats Analysis (QSA) to define multi-year district priorities and goals in order to deliver high-quality, best fit schools for every student in ECISD.</p> <p>Strategy's Expected Result/Impact: Produce a rank-ordered list of district priorities (and a timeline for their completion) which align with ECISD's System of Great Schools "North Star Goal" and can be accomplished over a 3-5 year implementation period.</p> <p>Staff Responsible for Monitoring: Executive Director of Choice Programs, Access, and Support</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to implement high-fidelity charter authorizing policies, in alignment with Board Policy ELA, in order to oversee the work of previously-approved operating partners as well as identify opportunities for potential new partnerships to benefit ECISD students.</p> <p>Strategy's Expected Result/Impact: Collect substantive data in both quantitative and qualitative formats in order to support renewal, non-renewal, and termination decisions. Meet all stated documentation requirements of Board Policy ELA, TEA, and state and federal grant providers.</p> <p>Staff Responsible for Monitoring: Executive Director of Choice Programs, Access, and Support, Director of Choice and Partnership Schools</p>	Formative			Summative
	Oct	Jan	Mar	May





Strategy 4 Details	Reviews			
<p>Strategy 4: Develop new mechanisms to help ECISD families choose high-quality, best fit schools for their children.</p> <p>Strategy's Expected Result/Impact: The annual publication of School Choice information in web-based and printed formats, which is clear and accessible to parents and families. Host multiple in-person and/or virtual opportunities for parents and families to learn about school options within ECISD.</p> <p>Staff Responsible for Monitoring: Executive Director of Choice Programs, Access, and Support, Director of Choice and Partnership Schools</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 10: (INFORMATION IMPACTED BY THE WAIVER SUBMISSION. THIS INFORMATION WILL BE RELEASED IN JUNE)
 The four-year graduation rate will increase from 83.7% for the graduating class of 2018 (reported in 2019 TAPR) to 90% for the graduating class of 2024 (reported November 2025)

HB3 Board Goal

Evaluation Data Sources: The percentage of first-year freshmen leaving grade 9 with Algebra I credit will increase from 88% (2020) to 95% by August 2024.
 The percentage of first-year grade 9 students earning 6 or more credits will increase from 90.7% (2020) to 96% by August 2024.
 The percentage of second-year high school students earning six or more credits will increase from 89.2% (Class of 2022 with 12+ Credits) to 95% by August 2024.





Strategy 1 Details	Reviews			
<p>Strategy 1: Each high school campus will monitor, track, and intervene on behalf of all 9th graders predicted to leave their freshman year without an Algebra I credit or 6+ credits overall. These monitoring and intervention strategies will also be applied to second-year high school students failing to earn 6 or more credits (12 total).</p> <p>Strategy's Expected Result/Impact: 95% of all freshmen will leave ECISD schools with 6+ credits, one of them being Algebra I. 95% of all sophomores will earn a minimum of 12 credits.</p> <p>Staff Responsible for Monitoring: Professional School Counselors</p> <p>Results Driven Accountability - Equity Plan</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 11: The percentage of students enrolling in postsecondary programs after high school graduation will increase by 5% year over year.

HB3 Board Goal

Evaluation Data Sources: National student clearinghouse postsecondary enrollment
State accountability and HB3 outcomes bonus





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop tracking tools to collect current student college and career ready accountability indicators: SAT, TSIA, Dual Credit, IBCs, Level 1 or II certificates, College Prep Math/ELA, SpEd graduation plan, college enrollment.</p> <p>Strategy's Expected Result/Impact: Postsecondary enrollment the year after high school will increase by 5%. CCMR accountability and HB3 outcomes bonus will increase by 10%.</p> <p>Staff Responsible for Monitoring: CCMR Coordinator, Exec Director of Accountability</p> <p>Funding Sources: Data dashboard - State CCMR Allotment</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Train all stakeholders in the use of the developed CCMR tracking tools, such as CCMR data dashboards and CCMR student data cards, to support students with their CCMR goals.</p> <p>Strategy's Expected Result/Impact: Postsecondary enrollment the year after high school will increase by 5%. CCMR accountability and HB3 outcomes bonus will increase by 10%.</p> <p>Staff Responsible for Monitoring: CCMR Coordinator, Exec Director of Accountability</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: CCMR data dashboard - State CCMR Allotment</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

Performance Objective 12: The percentage of students identifying and enrolling in college or career pathways by their sophomore year will increase by 5%.

HB3 Board Goal

Evaluation Data Sources: Students enrolled in dual credit/advanced coursework and successfully taking AP exams with a score of 3 or higher, the number of IBC's earned, level 1 & 2 certificates earned, Naviance student survey data, students enrolling in CTE programs with career pathways aligned to regional workforce needs and student interest using Naviance survey data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Identify CTE programs with career pathways aligned to regional workforce needs and student interest. Train all stakeholders on the identified CTE programs and career pathways to promote career pathway awareness.</p> <p>Strategy's Expected Result/Impact: The percentage of students enrolled in CTE programs with career pathways will increase by 5%. CCMR accountability and HB3 outcomes bonus will increase by 10%.</p> <p>Staff Responsible for Monitoring: CCMR Director, Exec Director of CTE</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: - State CCMR Allotment</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop college readiness tracking tools and checklists. Train all stakeholders on college readiness tools, checklists, and pathways to promote postsecondary enrollment after high school.</p> <p>Strategy's Expected Result/Impact: The percent of students enrolling and successfully completing advanced coursework/advanced exams/dual credit courses will increase by 10%. The percentage of students enrolling in postsecondary programs after high school will increase by 5%. CCMR accountability and HB3 outcomes bonus will increase by 10%.</p> <p>Staff Responsible for Monitoring: CCMR Director, Executive Director of Accountability</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: - State CCMR Allotment</p>	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.





Performance Objective 13: Through implementation of board policy (FFI (Local)) and the TEA Minimum Standards for Bullying Prevention, the percentage of students reporting bullying allegations, as well as substantiated bullying allegations, will decrease by 25%.

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%, School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Panorama survey results
PEIMS

Strategy 1 Details	Reviews			
<p>Strategy 1: Include questions related to bullying and cyberbullying on the fall and spring panorama survey to provide students an opportunity to share their perceptions of bullying on their campus.</p> <p>Strategy's Expected Result/Impact: Formative data for principals to address bullying and create an action plan for prevention and response when appropriate</p> <p>Staff Responsible for Monitoring: Principals Director of Administrative Services</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: All school-based staff and bus drivers will complete Bullying training through Safe Schools.</p> <p>Strategy's Expected Result/Impact: Reduced number of alleged bullying incidents due to awareness of staff to recognize and prevent bullying.</p> <p>Staff Responsible for Monitoring: Principals Director of Transportation</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Each school will establish a bullying prevention committee that includes parents and students at the secondary level.</p> <p>Strategy's Expected Result/Impact: Reduced number of alleged bullying incident due to stakeholder involvement in prevention.</p> <p>Staff Responsible for Monitoring: Principals Director of Administrative Services</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: All campus administrators will use the Bullying Prevention and Response Toolkit to fully investigate bullying reports including the CHECKLIST FOR RESPONDING TO REPORTS OF BULLYING/HARASSMENT.</p> <p>Strategy's Expected Result/Impact: Timely response to bullying reports as we all as timely communication to parents regarding incidents involving their children.</p> <p>Staff Responsible for Monitoring: Principals Director of Administrative Services</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Integrate research-based content into instruction designed to reduce bullying using lessons created by the Counseling Department using TEA curriculum.</p> <p>Strategy's Expected Result/Impact: Reduced number of reported bullying incidents due to a change in behavior through prevention and recognition instructional activities.</p> <p>Staff Responsible for Monitoring: Principals Guidance and Counseling Department</p>	Formative			Summative
	Oct	Jan	Mar	May
<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>				