Ector County Independent School District

Milam Elementary

2023-2024 Campus Improvement Plan

Accountability Rating: B

Board Goals

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 40% to 60% by May 2024.

Performance Objective 1: MATH MAP - The percentage of students meeting their projected growth will go from 54% of all students at Milam to 65% of all students at Milam.

High Priority

HB3 Board Goal

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

Strategy 1 Details			Reviews			
Strategy 1: Small group instruction, interventions, and tutoring will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.			**Formative**			**Summative**
			Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000						

Strategy 2 Details		Reviews			
Strategy 2: Air Tutoring will be offered to all students who DID NOT MEET grade level standards on STAAR in grades 3-5, and who fall below the 40th percentile in MAP in grade 2.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading, and students will achieve approaches or above in STAAR. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction					

Strategy 3 Details		Reviews			
Strategy 3: Math specific Magnet classes will be offered and students needing extra support will be encouraged to attend.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher, Assistant Principal **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction					

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 40% to 60% by May 2024.

Performance Objective 2: READING MAP - The percentage of students meeting their projected growth will go from 51% of all students at Milam to 65% of all students at Milam.

High Priority

HB3 Board Goal

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

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000				

Strategy 2 Details	Reviews			
Strategy 2: AIR Tutoring will be offered to all students performing in the 40th percentile on MAP in grade 2, and students who DID NOT MEET grade level standards in grade 3-5 on STAAR.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading, Students will achieve approaches or higher on STAAR. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher, Assistant Principal **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Reading specific Magnet classes will be offered and students needing extra support will be encouraged to attend.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher, Assistant Principal **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 40% to 60% by May 2024.

Performance Objective 3: STAAR MATH "Meets" percentages will increase from 44% (2023 STAAR) to 60% as measured by the 2024 STAAR assessment.

3rd Grade Math from 38% to 58%
4th Grade Math from 48% to 62%
5th Grade Math from 46% to 60%

    High Priority

    HB3 Board Goal

    Indicators of Success:
    Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, 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%

    Evaluation Data Sources: -Math District Benchmarks (Fall, Winter, & Spring)
    -NWEA Math Map (BOY, MOY, EOY)
    -Unit Assessments
    -2023 STAAR
    -Student Grades
    -Student Learning Plans

Strategy 1 Details	Reviews			
Strategy 1: Milam will utilize the district Math curriculum, Lonestar Math, and Lead4Ward resources to deliver high-quality instruction in all math classrooms.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Milam will utilize iReady and Math Academy and require students to pass 2-5 lessons per week.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Milam will recognize students in the main hallway on an "iReady" and "Math Academy" bulletin board to show lessons passed and to encourage other students to complete/pass 2-5 lesson weekly or become one of the top lesson achievers in the school.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 40% to 60% by May 2024.

Performance Objective 4: STAAR READING "Meets" percentages will increase overall from 40% (2023 STAAR) to 60% as measured by the 2024 STAAR assessment.

3rd Grade Reading from 43% to 60%
4th Grade Reading from 46% to 60%
5th Grade Reading from 51% to 60%

High Priority

HB3 Board Goal

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%

Evaluation Data Sources: -Reading District Benchmarks (Fall, Winter, & Spring)
-NWEA Reading Map (BOY, MOY, EOY)
-SCAs
-2023 Reading STAAR
-Student Grades
-Student Learning Plans

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 3 Details	Reviews			
Strategy 3: Milam will recognize students achieving Level 3 or higher on their iStation assessments every month on a bulletin board in the main hallway by taking a group picture of students in every class on campus and displaying them.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and utilization of effective teaching strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide -Improved intervention processes **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 4 Details	Reviews			
Strategy 4: Milam will effectively utilize and implement the ECISD HMH curriculum and our Saxon curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Staff Responsible for Monitoring:** Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				

Strategy 5 Details	Reviews			
Strategy 5: Milam's Instructional Coach will be pulling students who DID NOT MEET grade level standards for additional targeted interventions in reading twice a week during PE time.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Staff Responsible for Monitoring:** Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 2: Strategic Staffing, Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	Continue/Modify	Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 40% to 60% by May 2024.

Performance Objective 5: 5th Grade STAAR (Science) "Meets" percentages will increase 15-20% by the 2024 STAAR assessment.

High Priority

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Evaluation Data Sources: 2023 STAAR Results

Strategy 1 Details		Reviews		
Strategy 1: Milam will utilize the district science curriculum.		**Formative**		**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Milam will use the new science pacing and lesson framework provided by the district.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Milam will utilize a STEM lab.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and instruction delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 51% to 65% or above by May 2024.

Performance Objective 1: In grades K-2 the ROI for iStation reading in all classrooms will show moderate to high growth for all students.

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: iStation

Strategy 1 Details	Reviews			
Strategy 1: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will effectively utilize and implement the ECISD HMH and Saxon curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 51% to 65% or above by May 2024.

Performance Objective 2: The percentage of students in grades K-2, meeting their projected growth in Reading MAP, will increase from an average of 47% to and average of 60% by May 2024.

High Priority

HB3 Board Goal

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: -MAP Growth Assessment
-I-Station Reading

Strategy 1 Details	Reviews			
Strategy 1: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will effectively utilize and implement the ECISD HMH and Saxon curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000	**Oct**	**Jan**	**Mar**	**May**

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 51% to 65% or above by May 2024.

Performance Objective 3: The percentage of students in 3rd Grade, meeting their projected growth on their Reading MAP assessment, will increase from an average of 63% to and average 75% by May 2024.

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

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

Strategy 2 Details		Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000					

Strategy 3 Details		Reviews			
Strategy 3: Milam will effectively utilize and implement the ECISD HMH curriculum and Sirius.		**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement		**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 51% to 65% or above by May 2024.

Performance Objective 4: Milam's percentage of 3rd grade students achieving the meets or exceeds standard in reading on STAAR will increase from 43% to 60% by May of 2024.

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 3 Details	Reviews			
Strategy 3: Milam will effectively utilize and implement the ECISD HMH curriculum and Sirius.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction				
0% No Progress 100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 1: Student Connectedness Panorama Data will increase from 65% to at least 75% by May 2024.

High Priority

Indicators of Success:
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

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use the Big Rocks hierarchy of management to improve classroom management and culture.	**Formative**			**Summative**
Strategy's Expected Result/Impact: All adults and students	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Admin, Instructional Coach, and Teachers **Title I:** 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction - **Targeted Support Strategy**				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use Conscious Discipline strategies to improve student behavior.	**Formative**			**Summative**
Strategy's Expected Result/Impact: All adults and students	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Admin, Instructional Coach, and Teachers **Title I:** 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Teachers will utilize the 7 Mindsets platform to teach SEL lessons to support students social and emotional needs.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: All adults and students **Staff Responsible for Monitoring:** Admin, Instructional Coach, and Teachers **Title I:** 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction				

0% No Progress	100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 2: The Staff Belonging percentage in our Panorama data will improve from 68% to 75% by May of 2024.

Indicators of Success:
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

Strategy 1 Details		Reviews			
Strategy 1: Milam will provide more opportunities for the adults at our school to connect and work through conflicts.		**Formative**			**Summative**
Strategy's Expected Result/Impact: All adults on campus		Oct	Jan	Mar	May
Staff Responsible for Monitoring: Admin, Front Office, IC					
TEA Priorities: Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture					
Strategy 2 Details		**Reviews**			
Strategy 2: Milam will provide more opportunities at Milam for staff to be more familiar with each other and understand each others individual needs (especially support needs), and the best way for each staff member to receive feedback.		**Formative**			**Summative**
Strategy's Expected Result/Impact: All staff		Oct	Jan	Mar	May
TEA Priorities: Recruit, support, retain teachers and principals **- ESF Levers:** Lever 3: Positive School Culture					
0% No Progress 100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 3: Milam's teacher retention rate will remain above 90% for the 24-25 school year.

High Priority

Indicators of Success:
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: End of Year Teacher Retention Rate

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be provided a framework for planning and preparation that utilizes the foundations of excellent teaching, and will be expected to produce a PLC binder with crucial elements in the backwards planning process.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -MAP Growth Assessment -Short Cycle Unit Assessments -I-Station Reading -iReady/Math Academy Lessons Passed -STAAR Assessments **Staff Responsible for Monitoring:** Teachers, Admin, Instructional Coach **Title I:** 2.4, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: A campus calendar and staff website will be provided with very proactive planning, communication, and collaboration and include our most important events that need to be communicated to staff and parents, staff moral events, celebrations, and recognition events.	Formative			Summative
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Campus Culture -Improved connectedness -Increase in teacher retention **Staff Responsible for Monitoring:** Admin, Counselor, Instruction Coach, Fine Arts Team Lead **Title I:** 4.1, 4.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture				

0% No Progress   100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 4: We will go from 75% to 100 % of Milam students will using AVID Planners daily in grades K-5 to teach students to track/improve learning, assignments, and attendance.

Indicators of Success:
Attendance - % of student daily attendance - 2024 Goal: 95%

Evaluation Data Sources: Planner Checks

Strategy 1 Details			Reviews			
Strategy 1: Students will use their planner to write down assignments and proactively plan.			**Formative**			**Summative**
			Oct	**Jan**	**Mar**	**May**
Strategy 2 Details			**Reviews**			
Strategy 2: Students will use their planners to track attendance.			**Formative**			**Summative**
Strategy's Expected Result/Impact: Student attendance will be positively impacted an remain above 95% all year.			**Oct**	**Jan**	**Mar**	**May**

0% No Progress   100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 5: 100% of our Science Teachers will be using AVID Interactive Notebooks this year.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Evaluation Data Sources: Walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: 1 of the composition notebooks required in the school supplies will be used specifically for an interactive notebook in science class.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Science MAP scores -Improved STAAR Science scores				
Staff Responsible for Monitoring: Teacher, AP, Instructional Coach, Principal				
Title I: 2.4 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				
Strategy 2 Details	Reviews			
Strategy 2: Science teachers will complete interactive notebook checks to make sure all students are meeting the expectations of an AVID Interactive Notebook using a rubric.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Science MAP Scores				

-Improved Science STAAR Scores

Staff Responsible for Monitoring: Teacher, AP, Instructional Coach, Principal

Title I:
2.4, 2.6
 - TEA Priorities:
Improve low-performing schools
 - ESF Levers:
Lever 5: Effective Instruction

| 0% No Progress | 100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 6: Milam will provide a safe and supportive learning environment and maintain and attendance average of 96% or above during the 2023-24 school year. Attendance will go from 95% to 97% by May of 2024.

High Priority

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: -Safety Checks
-Panorama Survey
-Campus created surveys
-System/Processes surveys and evaluations

Strategy 1 Details			Reviews			
Strategy 1: Milam will ensure all staff members receive campus classroom expectations/routines training and safety training to understand and effectively utilize processes, procedures, and expectations on a normal school day/during drills/ and in emergency situations. We will also implement a system for quick access to all safety info from staff cell phones.			**Formative**			**Summative**
			Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor **ESF Levers:** Lever 3: Positive School Culture						

Strategy 2 Details	Reviews			
Strategy 2: All School and SAS counselors will be trained yearly in ECISD crisis response procedures. All campus staff will be trained yearly during campus professional development concerning ECISD suicide prevention response procedures, and anti-bullying/harassment strategies.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: The Milam comprehensive Guidance and Counseling curriculum will continue to be implemented in Pre K-5th grade to implement lessons that will include child abuse, bullying, conflict resolution, self efficacy, decision making, behavior and other social-emotional topics.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 4 Details	Reviews			
Strategy 4: Student Assistance Services Counselors will provide trauma-informed counseling services to address the social-emotional needs of at-risk students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 5 Details	Reviews			
Strategy 5: Teacher discipline management programs will be evaluated for alignment to CHAMPS, Big Rocks, PBIS, and Conscious Discipline practices (SEL body of work).	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Safe and supportive environment -Decrease in referrals -Improved attendance **Staff Responsible for Monitoring:** Principal, AP, Counselor, Student Incentives Committee, and Teachers **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 6 Details	Reviews			
Strategy 6: Milam will attach the district's freedom from bullying policy and procedures which includes how to prevent, identify, respond to and report bullying. Administrators will follow all legal requirements pertaining to incidents of bullying. School counselors will provide guidance lessons or implement programs to include bullying prevention.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, and Counselor **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 7 Details	Reviews			
Strategy 7: Milam will model Big Rocks school wide routines and procedures, improve systems, and provide coaching.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Safe and supportive learning environment	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, AP, IC, and Teachers **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue