

Ector County Independent School District
Zavala Elementary
2022-2023 Campus Improvement Plan

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: By May 2023, 70% of students, K-2, will reach their individual RIT growth scores in MAP Reading.





High Priority

Indicators of Success:

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%

Evaluation Data Sources: NWEA BOY, MOY, EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Istation reading program will be used to create assigned lessons to meet the students' needs. K-2 students will use Istation for 30 minutes 3 times a week.</p> <p>Strategy's Expected Result/Impact: Increase in their MAP growth score</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coach, Reading Coach, Administrators</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala students will utilize MAP Skills to prepare for MAP testing. Strategy's Expected Result/Impact: Increase in their MAP growth score Staff Responsible for Monitoring: Teachers, Administrators</p> <p>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 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Zavala will utilize Guided Reading, Istation, and LLI to provide individualized and differentiated lessons for students. Mrs. Alvarado, the reading coach, will pull 2nd graders for LLI intervention. K-2 will receive High Impact Tutoring 4 hours a month.</p> <p>Strategy's Expected Result/Impact: Increased MAP Growth Score Students will meet their MAP growth score Staff Responsible for Monitoring: Teachers Administrators High Impact Tutors</p> <p>Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
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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: By May 2023, 70% of students, K-2nd, will reach their individual RIT growth scores in MAP Math.





High Priority

Indicators of Success:

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%

Evaluation Data Sources: NWEA BOY, MOY, EOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Zavala will utilize Air Tutor (High Impact Tutoring) for K-2nd grade students for 4 hours a month.</p> <p>Strategy's Expected Result/Impact: Increased MAP Growth Score Students will meet their MAP growth score</p> <p>Staff Responsible for Monitoring: Teachers Administrators High Impact Tutors</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala will utilize Guided Math, Imagine Math, and Do the Math to provide individualized and differentiated lessons for students. The DDI process will be used to disaggregate MAP data.</p> <p>Strategy's Expected Result/Impact: Increased MAP Growth Score Students will meet their MAP growth score</p> <p>Staff Responsible for Monitoring: Leadership Team Teachers</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Title 1 resources will be used to provide Family Academic Nights. Teachers will provide Math TEKS training and strategies to help their children at home. Parent Data meetings will also be held.</p> <p>Strategy's Expected Result/Impact: Parent knowledge in Math Parent knowledge and awareness of student progress</p> <p>Staff Responsible for Monitoring: Leadership Team Teachers Staff</p> <p>Title I: 2.4, 2.6, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title One School-wide - \$2,017</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 3: Annual student attendance will increase from 90.1% in 2022 to 95% in 2023.

Indicators of Success:

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

Evaluation Data Sources: Weekly reports

Attendance final year report for 2021-2022; 2022-2023

Strategy 1 Details	Reviews			
<p>Strategy 1: Zavala Elementary will provide incentives for perfect attendance goals met monthly and every nine weeks.</p> <p>Strategy's Expected Result/Impact: Attendance goal of 95%</p> <p>Staff Responsible for Monitoring: Administrators, classroom teachers, counselor, attendance clerks, parents</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective 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 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: Zavala will provide a safe and supportive learning environment that will assist in improving our K-2nd Reading and Math RIT scores to 70%.

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: Counselor referrals, discipline reports, and 100% of staff members trained in Darkness to Light/Stewards of Child prevention program and reporting requirements.

Strategy 1 Details	Reviews			
<p>Strategy 1: Awareness training for staff, students, and parents will be provided in the area of sexual abuse and other maltreatment of children. All new staff will be trained during new employee training on the Darkness to Light/Stewards of Child prevention program. Counselors will train all staff during campus professional development on prevention and reporting requirements. Required child abuse awareness posters for students will be displayed on campus. All staff will complete required Safe School training, Trauma, SEL, Bullying Awareness, CHAMPS, and Sexual Harassment training. All students and staff will participate in 7Mindsets lessons.</p> <p>Strategy's Expected Result/Impact: 100% of staff will receive training. Safe and supportive environment</p> <p>Staff Responsible for Monitoring: Administrators Leadership Team Counselor</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</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: Zavala will provide differentiated processes for priority classrooms and 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%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%

Evaluation Data Sources: Lesson plans, walk-throughs, student data

Strategy 1 Details	Reviews			
<p>Strategy 1: Effective transitions will be planned and implemented for Pre-K and 2nd grades to maintain the academic learning of students. Kinder-2nd grades will implement LLI and PreK will implement CLI interventions.</p> <p>Strategy's Expected Result/Impact: Improvement in Student Growth</p> <p>Staff Responsible for Monitoring: Leadership Team, Administrators, Teachers</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala Leadership team will meet weekly to review data, and lesson plans, create a plan of action for implementation of interventions, and discuss follow-through. Principals and the Instructional Coach will meet weekly with all teams in PLCs. Zavala Leadership team will monitor LLI progress and Do the Math Intervention.</p> <p>Strategy's Expected Result/Impact: Improvement in identified areas of need in reading and math - closing gaps identified.</p> <p>Staff Responsible for Monitoring: Administrators, Instructional Coach, Reading Coach, Teachers</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>	Formative			Summative
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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: 50 % of Kindergarten students will read at or above grade level by May 2023.

High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%, Kindergarten Readiness - % of students meeting kindergarten readiness benchmark - 2024 Goal: 65%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%

Evaluation Data Sources: Istation, Map, Fluency checks, running records, guided reading, walk throughs

Strategy 1 Details	Reviews			
<p>Strategy 1: Kinder teachers and the leadership team will implement the Data-Driven Instruction process, develop Know/Show charts, provide coaching, and ensure mastery of learning objectives during PLCs.</p> <p>Strategy's Expected Result/Impact: Effective lesson plans, instructional delivery and data analysis</p> <p>Staff Responsible for Monitoring: Teachers Leadership Team</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: LLI intervention will be provided for students not performing at grade level 4 times a week for 30 minutes and Istation usage of 60 minutes a week.</p> <p>Strategy's Expected Result/Impact: Student progress in monthly Istation tests and MAP assessments</p>	Formative			Summative
	Oct	Jan	Mar	May

Staff Responsible for Monitoring: Teachers
Leadership Team

Title I:

2.4, 2.5


- TEA Priorities:


Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

 No Progress

 Accomplished

 Continue/Modify

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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: 50% of First grade students will read at or above grade level by May 2023.

High Priority

Indicators of Success:

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%

Evaluation Data Sources: Istation, Map, Fluency checks, running records, guided reading, walk throughs

Strategy 1 Details	Reviews			
<p>Strategy 1: First grade teachers and the leadership team will implement the Data-Driven Instruction process, develop Know/Show charts, provide coaching, and ensure mastery of learning objectives during PLCs.</p> <p>Strategy's Expected Result/Impact: Effective lesson plans, instructional delivery, and data analysis</p> <p>Staff Responsible for Monitoring: Teachers Leadership Team</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: LLI intervention will be provided for students not performing at grade level 4 times a week for 30 minutes and Istation usage of 60 minutes a week.</p> <p>Strategy's Expected Result/Impact: Student progress in monthly Istation tests and MAP assessments</p>	Formative			Summative
	Oct	Jan	Mar	May

Staff Responsible for Monitoring: Teachers
Leadership Team

Title I:

2.4, 2.5


- TEA Priorities:


Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

 No Progress

 Accomplished

 Continue/Modify

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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: 50% of Second grade students will read at or above grade level by May 2023.

High Priority

Indicators of Success:

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%

Evaluation Data Sources: Istation, Map, Fluency checks, running records, guided reading, walk throughs

Strategy 1 Details	Reviews			
<p>Strategy 1: Second-grade teachers and the leadership team will implement the Data-Driven Instruction process, develop Know/Show charts, provide coaching, and ensure mastery of learning objectives during PLCs.</p> <p>Strategy's Expected Result/Impact: Effective lesson plans, instructional delivery, and data analysis</p> <p>Staff Responsible for Monitoring: Teachers Leadership Team</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: LLI intervention will be provided for students not performing at grade level 4 times a week for 30 minutes and Istation usage of 60 minutes a week.</p> <p>Strategy's Expected Result/Impact: Student progress in monthly Istation tests and MAP assessments</p>	Formative			Summative
	Oct	Jan	Mar	May

Staff Responsible for Monitoring: Teachers
Leadership Team

Title I:

2.4, 2.5


- TEA Priorities:


Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

 No Progress

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



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: The campus teacher retention rate will increase from 70% in 2022 to 80% in 2023.

Indicators of Success:

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

Strategy 1 Details	Reviews			
<p>Strategy 1: 100% of Zavala teachers hired will be certified or qualify for employment under the District of Innovation. Strategy's Expected Result/Impact: The campus retention rate will increase to 80% in 2023. Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p>	Formative			Summative
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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 5: In 2022-23, Zavala Elem will offer a job-embedded, personalized professional learning system for teachers that will assist in improving our K-2nd Reading and Math RIT scores to 70%..

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: Employee Performance Evaluations - TTESS

Staff Retention Rates

Eduphoria STRIVE

Staff Exit Survey Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus administrators will conduct a minimum of 5 documented walkthroughs and/or observation/feedback meetings per week.</p> <p>Strategy's Expected Result/Impact: Walkthroughs and observations will show the implementation of job-embedded PD. Improved learning time</p> <p>Staff Responsible for Monitoring: Leadership Team and Administrators</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide professional development for math and reading to ensure teachers are equipped with needed strategies to ensure student growth. Provide guided reading and guided math training and workstation training for teachers.</p> <p>Strategy's Expected Result/Impact: Improved math and reading tier 1 lessons and interventions.</p>	Formative			Summative
	Oct	Jan	Mar	May

Staff Responsible for Monitoring: Principals, Teachers, Instructional Coach, Reading Coach, Dyslexia Teacher


- TEA Priorities:


Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction

 No Progress

 Accomplished

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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 1: Staff members will focus on intervention and High Impact Tutoring services for Title One identified OSP (Homeless, Foster, and Military students) to ensure they meet their MAP goals and receive services to ensure their success.

High Priority

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%, 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%

Evaluation Data Sources: MAP, High Impact Tutoring

Strategy 1 Details	Reviews			
<p>Strategy 1: The school counselor will provide resources and interventions to help remove barriers to school attendance and success. Teachers will provide interventions for math and reading by utilizing Do the Math and LLI to ensure academic growth. The teachers, counselor, administrators, and office staff will document attendance contacts and contracts in Eduphoria. School Status will be used to communicate with parents.</p> <p>Strategy's Expected Result/Impact: Academic growth in math and reading Improved attendance</p> <p>Staff Responsible for Monitoring: Administrators Teachers Instructional Coach Reading Coach Dyslexia Teacher Flex Aides</p> <p>Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</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 2: The percentage of students reading on grade level in grades PK will increase 4% from the BOY CLI to EOY CLI assessment.

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: EOY CLI Assessment

Strategy 1 Details	Reviews			
<p>Strategy 1: Zavala will implement the district curriculum (Frog Street Press) and required literacy blocks during Circle time to ensure student success.</p> <p>Strategy's Expected Result/Impact: 4% increase of students reading on grade level from BOY CLI to EOY CLI assessment</p> <p>Staff Responsible for Monitoring: Administrators Teachers Instructional Coach Reading Coach Dyslexia Teacher</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</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 3: Implement innovative instructional models which enable personalized learning 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%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%

Evaluation Data Sources: Walkthroughs, lesson plans, MAP growth assessment

Strategy 1 Details	Reviews			
<p>Strategy 1: Zavala 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, and Academic Monitoring.</p> <p>Strategy's Expected Result/Impact: Student achievement improves as growth is monitored by both teachers and students.</p> <p>Staff Responsible for Monitoring: Administrators Teachers Instructional Coach Reading Coach Dyslexia Teacher Flex Aides</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala will implement research-based instructional models which enable personalized learning for all students, including the following: Blended Learning, Balanced Literacy, Community and Career lessons and strategies, STEMScopes, Enriched Advanced Academics, and/or Project-Based Learning. Teachers will use Handwriting Without Tears, Generation Genius Science and Math, Community and Career lessons and strategies, math manipulatives, and balanced literacy resources/supplies will be purchased for each individual child, small group tutoring with a flex aide and part-time tutor. End-of-year celebrations for growth in reading and math will also take place to celebrate students' success.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement on MAP assessment and guided reading level.</p> <p>Staff Responsible for Monitoring: Administrators Teachers Instructional Coach Reading Coach Dyslexia Teacher Flex Aides</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: Flex Aide - Title One School-wide - \$13,500, Instructional Coach - Title One School-wide - \$82,000, Reading Coach - State Comp Ed - \$78,000, Dyslexia Teacher - State Comp Ed - \$14,065</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: The principals will implement Professional Learning Communities (PLCs) where teams implement the Data-Driven Instructional process, develop TEKS knowledge (Know/Show charts), implement the coaching model of Observation/Feedback, and plan for student mastery of learning objectives through a personalized learning path implementing Relay.</p> <p>Strategy's Expected Result/Impact: Increase in SCAs and EOY MAP assessment</p> <p>Staff Responsible for Monitoring: Administrators Instructional Coach</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: Zavala Flex aides will pull small groups to work on reading comprehension, leveled reading, and syllables using the LLI curriculum.</p> <p>Strategy's Expected Result/Impact: Increase reading comprehension and reading level of students</p> <p>Staff Responsible for Monitoring: Flex Aides Instructional Coach Administrators Reading Coach</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: Flex Aide - Title One School-wide - \$25,320</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: Zavala staff will facilitate parent/student academic workshops with a focus on reading and math strategies.</p> <p>Strategy's Expected Result/Impact: Increase reading and math comprehension and strategies for students and parents.</p> <p>Staff Responsible for Monitoring: Teachers Paraprofessionals Instructional Coach Reading Coach Dyslexia Teacher Administrators</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: Reading and math make and take materials, planners - Title One School-wide - \$1,689</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 4: Zavala will strive to have 100% of 2nd graders implementing AVID binders, planners, and organizational tools.

Indicators of Success:

Postsecondary enrollment - % of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation - 2024 Goal: 65%, Postsecondary enrollment - % of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date - 65%

Evaluation Data Sources: Walkthroughs by Leadership Team

Strategy 1 Details	Reviews			
<p>Strategy 1: 2nd Grade Teachers will receive training and expectations for AVID Binder setup and organization. Strategy's Expected Result/Impact: 100% of 2nd-grade students use binders, planners, and organizational tools correctly. Staff Responsible for Monitoring: Teachers, Leadership Team</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: 2nd grade students will use two and three column notes. Strategy's Expected Result/Impact: 100% of 2nd grade students will use two and three column notes. Staff Responsible for Monitoring: 2nd grade teachers Administrators</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective 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 5: Zavala will create a strong partnership with parents and the community.





High Priority

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%, 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%, 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: Family Academic Nights
Volunteer Program

Strategy 1 Details	Reviews			
<p>Strategy 1: Family Academic Nights will be organized for math and reading training and collaborating with parents on instructional goals for PK-5 students.</p> <p>Strategy's Expected Result/Impact: Increased parent and community involvement Increased parent knowledge of math and reading</p> <p>Staff Responsible for Monitoring: Leadership Team Teachers Instructional Coach Reading Coach Dyslexia Teacher Parents Community Members</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala Leadership Team will meet once a month to review campus goals and progress; review instructional planning and delivery; and plan upcoming events/training.</p> <p>Strategy's Expected Result/Impact: Leadership Team Instructional Coach Reading Coach</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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: Develop the adult collective understanding and shared vision of Social Emotional Learning (SEL) that creates systemic change where SEL can thrive.

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: Character Ed Lessons by Counselor for PK-2; Lower Referral Numbers, 7Mindsets

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff will engage in professional learning about SEL research and practice. Monitor behavior referrals and recurring behavior referrals.</p> <p>Strategy's Expected Result/Impact: Awareness of SEL research and practice. Mindset Monday in classrooms during breakfast. Assistance for teachers and students with recurring behavior issues.</p> <p>Staff Responsible for Monitoring: Principals, Teachers, Counselor</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Zavala will provide SEL for all students.</p> <p>Strategy's Expected Result/Impact: Weekly 7 Mindset lessons</p> <p>Staff Responsible for Monitoring: Teachers, Counselor, Administrators</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective 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>				