

**Ector County Independent School District**  
**Ross Elementary**  
**2023-2024 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:** The percentage of students in K-5 achieving or exceeding their Math RIT growth goals will increase from 63% to 68% 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%, 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:** MAPS BOY, MOY, and EOY scores

- Walk-Throughs and Feedback
- PLCs (Planning and Data-Driven Instruction)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> In accordance with district initiatives, scope and sequence, and ECISD-approved curriculum, our MCLs, and their team teachers will collaborate and plan lessons using a variety of structures and strategies that promote high student engagement.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be allowed to participate in a variety of learning experiences that allow for high accountability and engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers (classroom and special area) Campus Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All K-5 Ross teachers will implement the instructional frameworks for ELAR and Math using the district-approved curriculum resources that meet the learning needs of all students while ensuring all students have equitable access to rigorous resources aligned to the TEKS. Math and Reading planning will be supported by MCLs and there will be weekly Practice Clinics.</p> <p><b>Strategy's Expected Result/Impact:</b> K-5 students will be reading on grade level or above by the end of their grade as well as meet on grade level or above math MAP targets.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Principal Assistant Principal MCLs</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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 2:** The percentage of students in K-5 achieving or exceeding their Reading RIT growth goals will increase from 59% to 64% 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%, 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:** MAPS BOY, MOY, and EOY scores

- Walk-Throughs and Feedback
- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will plan engaging lessons following Relay practices by focusing on the standards using TEKS Resource System and Lead4ward resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson Plans are engaging MAPS scores will improve</p> <p><b>Staff Responsible for Monitoring:</b> MCLs (Multi-Classroom Leaders) Administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All teachers will monitor student progress on istation.</p> <p><b>Strategy's Expected Result/Impact:</b> Targeted Reading intervention and Reading fluency will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators MCLs Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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:** By May 2024, 44% of students will perform at the MEETS level in 3rd-5th Math STAAR.

**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%, 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:** Walk-Throughs and Feedback

Tutoring Outcomes (data)

PLCs (Planning and Data-Driven Instructions)

Practice Clinics

On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The 3rd - 4th MCLs will support teachers in successful classroom practices incorporating analyzing word problems.</p> <p><b>Strategy's Expected Result/Impact:</b> The Opportunity Culture MCL will support the classroom teacher in improving classroom practices which will lead to student improvement.</p> <p><b>Staff Responsible for Monitoring:</b> Administration MCLs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will follow the DDI process when analyzing data and forming reteach plans during PLCs.</p> <p><b>Strategy's Expected Result/Impact:</b> Reading intervention will be effective and student Reading scores will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Administration MCLs</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<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 4:** By May 2024, 44% of students will perform at the MEETS level in 3rd-5th Reading STAAR.





**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%

**Evaluation Data Sources:** Walk-Throughs and Feedback

- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ross will use Opportunity Culture to provide teachers personalized professional learning in all grade levels. This will occur in the form of coaching, co-teaching, co-planning, and real-time feedback given by the Multi-Classroom Leaders (MCLs).</p> <p><b>Strategy's Expected Result/Impact:</b> Academic Growth in Domains 2 and 3 on STAAR. MAPS data will improve</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Practice Clinics will be embedded in the Master schedule to allow for time to practice and improve teacher skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be more confident and student engagement will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Administration MCLs</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Tutoring will be provided before, during, and after school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement toward growth goals and filling individual student gaps.</p> <p><b>Staff Responsible for Monitoring:</b> Administration Teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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:** The percentage of Kindergarten-2nd grade students reading on grade level according to Levels 5, 4, and 3 on istation will increase from 50% to 60%.

**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 data

- BOY, MOY, EOY MAP data
- Walk-Throughs and Feedback
- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be supported and coached to strengthen their tier 1 instruction as well as planning quality intervention personalized to student's specific needs.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of kindergarten students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May



Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Kindergarten teachers will take weekly running records during Guided Reading small group to guide fluency practice for students.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Kindergarten students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p> <p><b>ESF Levels:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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:** 64% of K-2nd grade students will show growth on their Reading MAPS 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%, 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:** BOY, MOY, EOY MAP data

- Lesson plans
- Walk-Throughs and Feedback
- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be supported and coached to strengthen their tier 1 instruction as well as planning quality intervention personalized to student's specific needs.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of First grade students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> First grade teachers will take weekly running records during Guided Reading small group to guide fluency practice for students.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of First grade students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**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:** 60% of 3rd-grade students will show growth on their Reading MAP 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%, 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:** BOY, MOY, EOY MAP data

- Lesson plans
- Walk-Throughs and Feedback
- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will be supported and coached to strengthen their tier 1 instruction as well as planning quality intervention personalized to student's specific needs.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Second grade students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Second grade teachers will take weekly running records during Guided Reading small group to guide fluency practice for students.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Second grade students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

**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:** 40% of 3rd-grade students will perform at the Meets level on their Reading STAAR Assessment.





**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:** istation data

- Short-Cycle Assessment data
- BOY, MOY, EOY MAP data
- Walk-Throughs and Feedback
- Tutoring Outcomes (data)
- PLCs (Planning and Data-Driven Instructions)
- Practice Clinics
- On-Going Coaching for All Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will track 3rd grade student scores by comparing them to their 2nd grade scores as a baseline to ensure students are making progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to determine which students need intervention.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Tutoring will be provided before, during, and after school.</p> <p><b>Strategy's Expected Result/Impact:</b> The percentage of Third grade students reading at or above grade level will improve.</p> <p><b>Staff Responsible for Monitoring:</b> MCLs Teachers Administrators</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 1:** 100% of 3rd-5th grade students will utilize AVID planners to improve college, career, and military readiness.

**Indicators of Success:**

Attendance - % of student daily attendance - 2024 Goal: 95%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 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:** Student Writing Folders  
Lesson Plans  
Student Planners

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students in 3rd, 4th, and 5th will utilize binders to help them with their organizational skills.  <b>Strategy's Expected Result/Impact:</b> Students will be more successful with organization when working independently.  <b>Staff Responsible for Monitoring:</b> Teachers Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will identify in their lesson plans which AVID W.I.C.O.R skill is being targeted in each student activity.  <b>Strategy's Expected Result/Impact:</b> Teachers will plan for all parts of W.I.C.O.R.  <b>Staff Responsible for Monitoring:</b> Teachers MCLs Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
<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 2:** Ross will utilize SEL-focused strategies to increase school connectedness on Panorama Data from 67% to 75%.





**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:** Increased Attendance

Panorama Data

7 Mindsets data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will give daily S.E.L lessons using the 7 mindsets.  <b>Strategy's Expected Result/Impact:</b> Students will feel encouraged to take academic risks in the classroom.  <b>Staff Responsible for Monitoring:</b> Teachers                      Counselor                      Administration</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> SEL support will be provided through various methodologies to remove psycho-social barriers for students struggling with attendance and academic progress.  <b>Strategy's Expected Result/Impact:</b>                      SEL support will be provided through various methodologies to remove psycho-social barriers for students struggling with attendance and academic progress.  <b>Staff Responsible for Monitoring:</b> Counselor                      Teachers                      Administrations</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals  <b>- ESF Levers:</b>                      Lever 3: Positive School Culture</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 3:** Ross will improve student daily attendance from 92.4% to 95%.

**Indicators of Success:**

Attendance - % of student daily attendance - 2024 Goal: 95%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 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:** Ross Facebook, Website, and Twitter

- SchoolStatus
- Volunteer Program (VOLY)
- Teacher/Parent Conferences
- Monthly Newsletters
- Community Partnerships

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ross will hold student and campus celebrations when the 95% attendance goal is reached.</p> <p><b>Strategy's Expected Result/Impact:</b> Students and parents will be encouraged and motivated to be at school.</p> <p><b>Staff Responsible for Monitoring:</b> PTA Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Student and campus attendance celebrations will be shared via social media.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents will be supportive of improving student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
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