

**Ector County Independent School District**  
**Hays Magnet Academic Academy**  
**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 areas.





**Performance Objective 1:** The percentage of Hays scholars K-5 achieving or exceeding their MATH RIT goal will increase from 58% to 63%.

**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:** MAP Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> 100% of scholars will utilize My Math Academy (PK-2), I-Ready (3-5), Do the Math, and differentiate learning during small group instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the achievement gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> Hays STEAM Academy will disaggregate data from formal and informal assessments to identify scholars in need of remediation.</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated growth</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| <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 areas.





**Performance Objective 2:** The percentage of Hays scholars K-5 achieving or exceeding their READING RIT goal will increase from 54% to 65%.

**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:** MAP Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will promote student growth in Reading by incorporating Saxon Phonics daily.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                             | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Establish and maintain Blended Learning Action Plan that will be monitored monthly by the committee.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student performance based on individual educational goals.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews          |            |            |                  |
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| <p><b>Strategy 3:</b> Students will monitor their own progress towards mastery of the TEKS using data trackers.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                       | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews          |            |            |                  |
| <p><b>Strategy 4:</b> Hays STEAM Academy will increase the rigor of the content by using higher-level questioning as well as using curriculum that addresses enrichment opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>             | <b>Formative</b> |            |            | <b>Summative</b> |
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| <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 areas.

**Performance Objective 3:** By May of 2024, 70% of students will perform at the Meets level in 3rd-5th Math STAAR.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews          |            |            |                  |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will utilize high quality Tier 1 instruction and differentiation based on student data.<br/> <b>Strategy's Expected Result/Impact:</b> Increase in the number of scholars performing at or above the meets level<br/> <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>                     2.4, 2.5, 2.6<br/>                     - <b>TEA Priorities:</b><br/>                     Build a foundation of reading and math<br/>                     - <b>ESF Levers:</b><br/>                     Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Small group instruction will be implemented with fidelity in grades K-5.<br/> <b>Strategy's Expected Result/Impact:</b> Closing the achievement gap; providing differentiation for high-achieving students<br/> <b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>                     2.4, 2.5, 2.6<br/>                     - <b>TEA Priorities:</b><br/>                     Recruit, support, retain teachers and principals, Build a foundation of reading and math<br/>                     - <b>ESF Levers:</b><br/>                     Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                        | <b>Formative</b> |            |            | <b>Summative</b> |
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| <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 areas.





**Performance Objective 4:** By May of 2024, 75% 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%, 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%, 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:** STAAR Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> High Impact Tutoring will be utilized for all low performing scholars who scored "Did Not Meet" or "Approaches" on state mandated tests. Additional scores from MAP or I-Station will be used for struggling students.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the achievement gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Backwards planning will be used to ensure high rigor is taught in each level and subject.</p> <p><b>Strategy's Expected Result/Impact:</b> Student mastery will increase</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                            | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <p><b>Strategy 3:</b> Scholars will learn how to construct quality, short and extended responses while writing across the disciplines.</p> <p><b>Strategy's Expected Result/Impact:</b> closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                                                            | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <p><b>Strategy 4:</b> Scholars will use the RACER strategy when constructing extended response.</p> <p><b>Strategy's Expected Result/Impact:</b> Appropriately respond to Reading prompts</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; IC; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                          | Formative |     |     | Summative |
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| <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 areas.

**Performance Objective 5:** 5th grade scholars will increase from 59% to 65% meets or above on the 2024 Science 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:** SCA's, DBA's, MAP, STAAR Field Test, Walkthroughs

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> At Hays STEAM Academy, K-5 scholars will participate in engineering lessons using the curriculum from Project Lead the Way.</p> <p><b>Strategy's Expected Result/Impact:</b> problem solving, critical thinking</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, IC, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> PLTW Training - Title One School-wide - \$3,000</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> STEMscopes labs and the Stem lab will be utilized a minimum of 3 times per week.</p> <p><b>Strategy's Expected Result/Impact:</b> closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> teachers, IC, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                                              | Formative |     |     | Summative |
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| <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 will increase from 57% to 62%.

**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%, 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%, 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:** I-Station Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will utilize Blended Learning to implement individualized/personalized learning plans for scholars.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the achievement gaps</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p><b>- TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p><b>- ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Scholars will learn to desegregate their own data to determine why an answer is incorrect.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p>                                                                                                                                                                                                                                                                                                                                            | Formative |     |     | Summative |
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**Title I:**

2.4, 2.5, 2.6


**- TEA Priorities:**


Build a foundation of reading and math

**- 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

 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 2:** 68% of K-2 students will show growth on their READING MAP ASSESSMENT.

**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%, 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%, 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:** MAP Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will use higher-order strategies to write across the disciplines to explain their learning and problem solving.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> 100% of scholars will set reading goals and track their progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>                                                                                                                                              | Formative |     |     | Summative |
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| <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 3:** 63% of 3rd grade students will show growth on their READING MAP.

**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%, 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%, 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:** MAP Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will utilize High Impact Tutoring for struggling students.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the achievement gaps</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>        | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Hays STEAM Academy will increase the rigor of the content by using higher-level questioning (AVID), and exit tickets.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the achievement gap</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| <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 4:** 83% of 3rd grade students will perform at the MEETS level on their READING STAAR ASSESSMENT.

**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%, 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%, 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:** STAAR Data

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews          |            |            |                  |
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| <p><b>Strategy 1:</b> Hays STEAM Academy will disaggregate data from formal and informal assessments to identify scholars in need of remediation.</p> <p><b>Strategy's Expected Result/Impact:</b> Accelerated growth</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>    | <b>Formative</b> |            |            | <b>Summative</b> |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> 100% of Hays scholars will be challenged to extend their understanding of the area of study by using depth &amp; complexity thinking tools.</p> <p><b>Strategy's Expected Result/Impact:</b> Extend the way scholars think or process information</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | <b>Formative</b> |            |            | <b>Summative</b> |
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| <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 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:** Hays STEAM Academy will embed AVID best teaching strategies into daily teaching and professional development to promote and enhance academic growth for 100% of students.

**High Priority**

**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%, 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:** Monthly AVID Site Team Meetings; Observation

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> The campus will create community partners by engaging and participating in monthly grade level service projects led by students and guided by teachers to ensure students lead change driven by community needs and improvement.</p> <p><b>Strategy's Expected Result/Impact:</b> Extension of project based learning utilizing Project Lead the Way and Engineering is Elementary. This is led by students and guided by teachers to ensure students lead change driven by community needs and improvement.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6<br/>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math<br/>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> The Hays STEAM Academy AVID Site Team will organize and seek out opportunities to provide professional development within the campus at least once every nine weeks and district level at least once per semester.</p> <p><b>Strategy's Expected Result/Impact:</b> Academic support structures and rigorous instructional practices.</p> <p><b>Staff Responsible for Monitoring:</b> AVID Site Team; Teachers, Instructional Coach, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>                                                                                                                        | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <p><b>Strategy 3:</b> 100% of teachers will receive AVID Foundations Training.</p> <p><b>Strategy's Expected Result/Impact:</b> Best Practices (Non-negotiable)</p> <p><b>Staff Responsible for Monitoring:</b> AVID Site Team; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> AVID Summer Institute - Title One School-wide - \$2,750</p> | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <p><b>Strategy 4:</b> 100% of teachers will receive GT certification (ie: initial 30 hours or 6 hour update)</p> <p><b>Strategy's Expected Result/Impact:</b> Best practices</p> <p><b>Staff Responsible for Monitoring:</b> Grade level lead teachers; Admin</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Formative |     |     | Summative |
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**Title I:**

2.4, 2.5, 2.6


**- TEA Priorities:**


Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

 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 2:** Hays STEAM Academy will provide Social Emotional Learning Curriculum a minimum of ten minutes daily to all student to help healthy identities, manage emotions and achieve personal and collective goals, feel and show empathy for others, establish and maintain supportive relationships and make responsible and caring decisions. With this in place, School Connectedness will increase from 70% to 78%.

**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:** SEL weekly lessons; observation

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> The Panorama Survey data will be used to increase Self-Efficacy by developing small groups that will implement academic achievement. They will utilize research based techniques that increase self-confidence.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase self-confidence &amp; Self-efficacy</p> <p><b>Staff Responsible for Monitoring:</b> Counselor; SAS Counselor; Teachers; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Connect high school to career and college</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Provide guidance content to teach all students how to develop transferable skills for daily living.</p> <p><b>Strategy's Expected Result/Impact:</b> Happy, healthy students</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselor, Admin</p> <p><b>Title I:</b><br/>2.5, 2.6, 4.2</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p>                                                                                                                                                         | Formative |     |     | Summative |
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| <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 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:** The Instructional Coach will work with 100% of teachers to interpret data, design engaging lessons, and co-plan with teachers, build/implement best practices in teachers.





**High Priority**

**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%, 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:** Coaching data tracker; closing the gap documentation such as I-station reports; Imagine Math reports; MAP reports; grade level meetings.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> All teachers will participate in two PLC's per week for training and collaboration in Math, Reading, and Science in order to increase student growth while closing achievement gaps.</p> <p><b>Strategy's Expected Result/Impact:</b> Grade level collaboration and planning; academic support structures; rigorous instructional practices.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers; Instructional Coach; Administrators</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6<br/>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <p><b>Strategy 2:</b> The Instructional Coach will work with 100% of teachers to interpret data, review lesson plans, co-plan with teachers, and build/ implement best practices in teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth in all areas</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Instructional Coach Salary - Title One School-wide - \$80,000</p>                                                                                              | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
| <p><b>Strategy 3:</b> Support for new teachers will include trainings focused on the Get Better Faster scope and sequence and best practices of classroom instruction found in Teach Like a Champion. This work will be led by the Instructional Coach. Follow-up observation feedback meetings will occur on a weekly basis to coach and support teachers in providing quality face-to-face instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Quality instruction will help to increase the percentage of students performing at or above grade level.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach; Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning</p> | Formative |     |     | Summative |
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| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>                                                                                                                                                                                                    |           |     |     |           |





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

**Performance Objective 4:** Effective parent engagement is crucial for the success of 100% of scholars at Hays STEAM Academy.

**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%, 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, Parent Surveys, STEAM Night participation

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <p><b>Strategy 1:</b> Monthly "Coffee with Leadership" to coordinate with at-risk students' family members to address academic behavioral, social and mental health issues.</p> <p><b>Strategy's Expected Result/Impact:</b> Community outreach; healthy and happy students</p> <p><b>Staff Responsible for Monitoring:</b> SAS Counselor, Leadership</p> <p><b>Title I:</b><br/>2.4, 2.6, 4.1, 4.2</p> <p>- <b>TEA Priorities:</b><br/>Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>                                                        | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Hays STEAM Academy will plan a Culture Family Engagement night where each class represents a different culture. Scholars will educate parents and peers on food, clothing, flags, art, music, artifacts, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> All stakeholders will be educated on the importance of respecting all cultures and differences.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Admin</p> <p><b>Title I:</b><br/>2.5, 2.6, 4.1, 4.2</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>   | Formative |     |     | Summative |
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| <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:** Student daily attendance will increase from 96.4% to 96.7%.

**Indicators of Success:**

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

**Evaluation Data Sources:** Attendance

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews          |            |            |                  |
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| <p><b>Strategy 1:</b> The Education Foundation Book Worm machine is utilized each 9 weeks for perfect attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> student attendance</p> <p><b>Staff Responsible for Monitoring:</b> teachers, attendance clerk, admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>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> Scholars will receive a "Perfect Attendance Award" at the end of each 9 weeks, names are announced each week at Rocket Launch, and names will appear on the marquee.</p> <p><b>Strategy's Expected Result/Impact:</b> student attendance</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Attendance Clerk, Admin</p> <p><b>Title I:</b><br/>2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b><br/>Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture</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> |                  |            |            |                  |