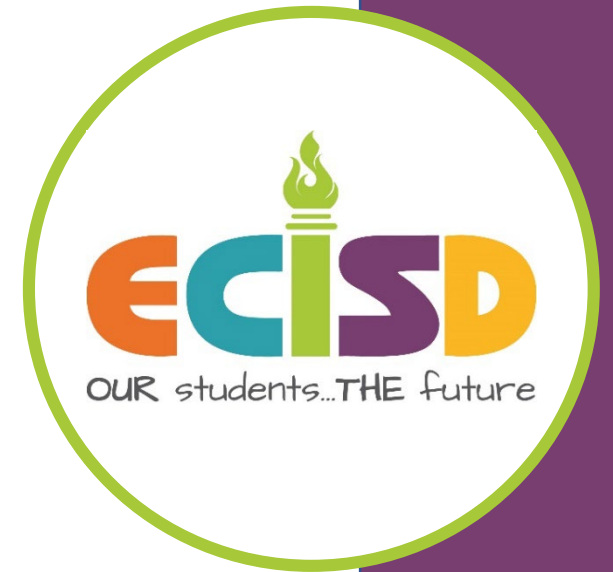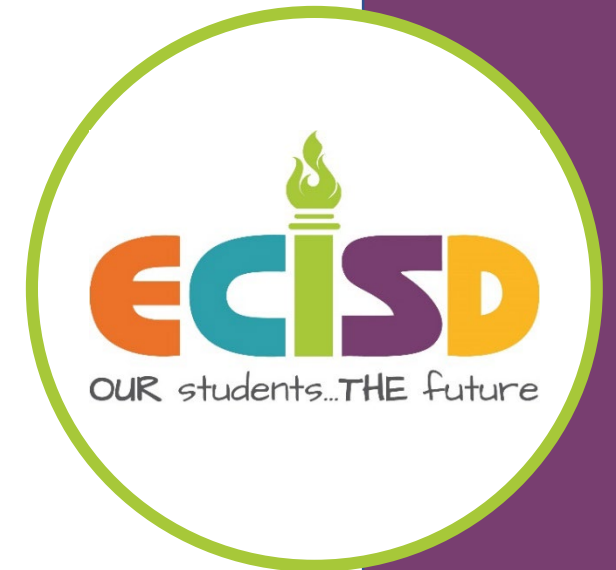# District Improvement Plan
2022-2023

June 2022

District Improvement Planning Process

Creation of the District Improvement Plan
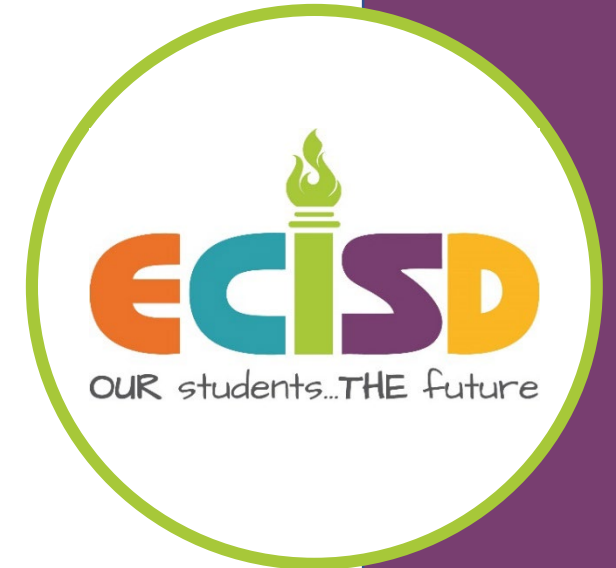
- Strategic Plan – 5 Years (entering year 3)

Needs Assessment → Problem Statements → District Goals → Performance Objectives → Strategies

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Comprehensive Needs Assessment

Needs Assessment → Problem Statements → District goals (4 years) → Performance objectives (1 year) → Strategies
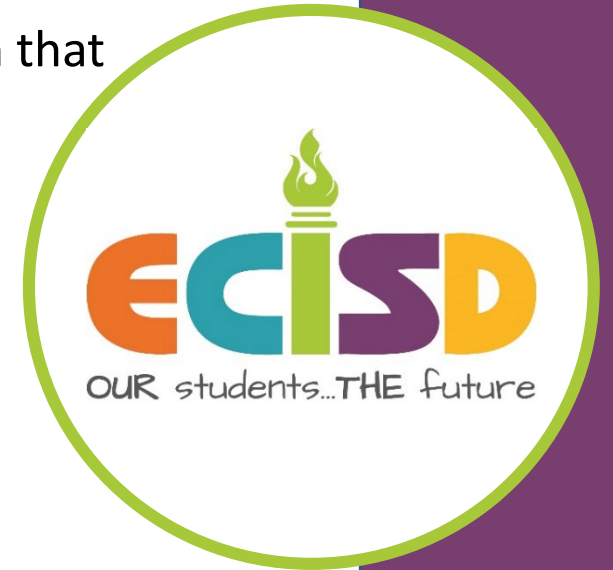
- 5+ Year Trend Data

- Multiple Measures
  - Demographics
  - Student Learning
  - District Processes and Programs
  - Perceptions

- Summary / Strengths / Problem Statements

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Strategic Goals

Needs Assessment → Problem Statements → **District goals (4 years)** → Performance objectives (1 year) → Strategies
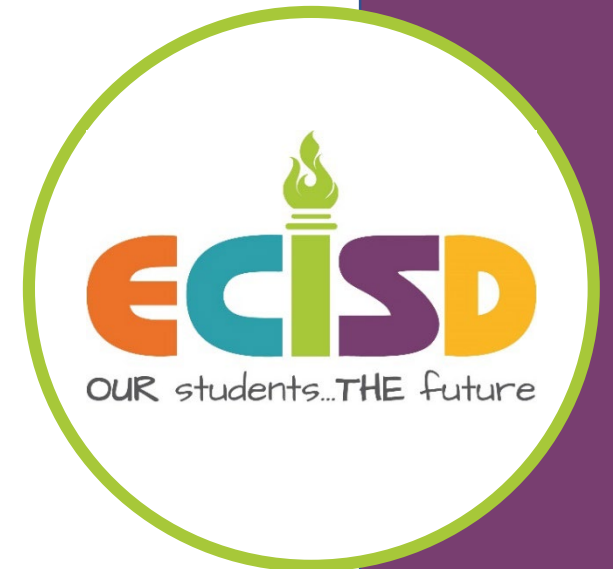
- Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

- Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

- Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

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Performance Objectives

Needs Assessment → Problem Statements → District goals (4 years) → Performance objectives (1 year) → Strategies

- **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.

- **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.

- **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.
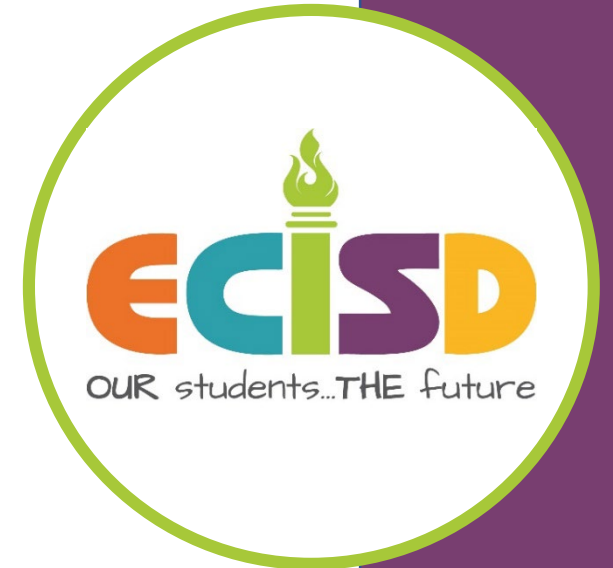
Performance Objectives

Goal 1

- Performance Objective 1: ECISD will provide the network infrastructure and technology standards to ensure safety and connectivity for anytime/anywhere learning.
- Performance Objective 2: ECISD will provide a data structure that can be utilized and accessed to inform processes.
- Performance Objective 3: ECISD will provide the environment conducive to all educational needs in conjunction with the development of a Long Range Facilities Plan that will move the District forward in the future.
- Performance Objective 4: ECISD will ensure efficient system are in place to increase productivity to meet the needs of all that we serve.
- Performance Objective 5: ECISD will embed technology for anytime, anywhere teaching and learning.
- Performance Objective 6: ECISD will provide a rigorous, relevant and engaging curriculum.
- Performance Objective 7: ECISD will build a district-wide awareness and commitments to develop, implement and integrate SEL initiatives.

Performance Objectives

Goal 1 (Continued)

- Performance Objective 8: ECISD will develop collective understanding and shared vision of Social Emotional Learning (SEL) among the adults and students in our organization that creates systemic change where SEL can thrive.

- Performance Objective 9: ECISD will develop and implement systems and supports for students and families that promote recovery and resiliency.

- Performance Objective 10: ECISD will provide safe and supportive school environment.

- Performance Objective 11: ECISD will invest in research to drive progress in education and develop new tools and technologies aligned to district needs.

- Performance Objective 12: Develop a comprehensive communication plan based on the priorities identified in ECISD's Strategic Plan, the Future is Now.

- Performance Objective 13: Grow community partnerships that promote excellence in our schools.

- Performance Objective 14: Develop budget processes for equity based funding for campuses and modified zero based budgeting for departments.

- Performance Objective 15: School leaders will improve instructional systems and practices through personalized professional learning and targeted coaching and feedback resulting in improved student outcomes.

- Performance Objective 16: School leaders will engage in professional learning to ensure effective restorative practices are implemented to increase attendance and engagement, resulting in improved student learning.

- Performance Objective 17: Increase educators use of Evidence Based Practices with students with Autism in self-contained classroom by 50% through professional development and modeling.
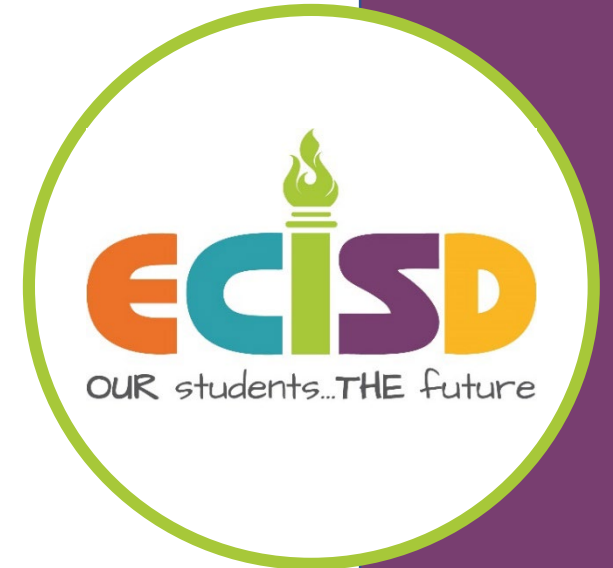
7

Performance Objectives

Goal 2

- Performance Objective 1: In 2022-2023, ECISD will offer a job-embedded, personalized professional learning system for teachers and administrators.

- Performance Objective 2: ECISD will provide strategic staffing and compensation systems during 2022-2023.

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

- Performance Objective 4: ECISD will cultivate current and potential pipelines for selection and development of quality people.
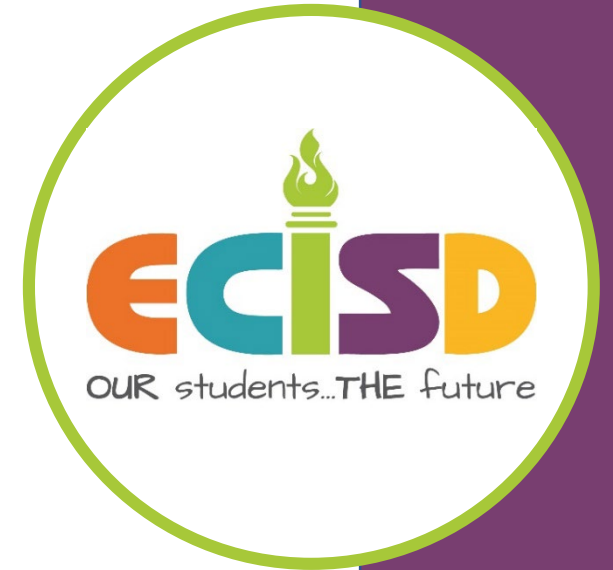
Performance Objectives

Needs Assessment → Problem Statements → District goals (4 years) → **Performance objectives (1 year)** → Strategies

Goal 3

- Performance Objective 1: ECISD will develop a plan to increase the number of students who are Kindergarten ready and who are on grade level by grade 3.
- Performance Objective 2: ECISD will implement innovative instructional models which enable personalized learning for all students.
- Performance Objective 3: ECISD will utilize SEL focused strategies to increase college, career and military readiness.
- Performance Objective 4: ECISD will create systems that support all graduating seniors to and through college, career and military decisions.
- Performance Objective 5: Students achieving the AP/IB passing standard will increase from 42 to 47% by May 2023.
- Performance Objective 6: 11th/12th grade students achieving the PSAT/NMSQT/SAT benchmark will increase from 31% to 36% by May 2023.
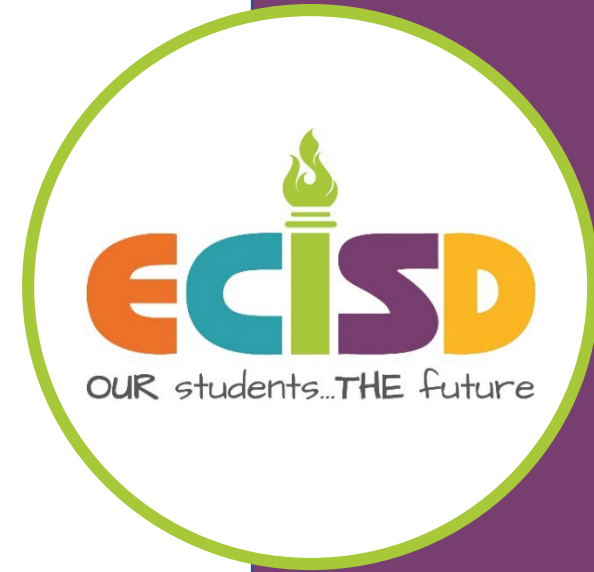
Performance Objectives

Needs Assessment → Problem Statements → District goals (4 years) → **Performance objectives (1 year)** → Strategies

Goal 3 (Continued)

- Performance Objective 7: ECISD will focus on recovering and reengaging students who have dropped out of school
- Performance Objective 8: Students identified as Other Special Populations (OSP – MV Homeless, foster and Military-Connected) youth will be prioritized and receive additional services designed to increase academic performance and decrease dropout rates
- Performance Objective 9: ECISD will develop and begin implementing a vision for the future of choice schools that connects to the district's broader vision for student success and considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.
- Performance Objective 10: ECISD will improve the four-year graduation rate from 83.7%for the class of 2018 to 90% for the graduating class of 2024 (reported in November of 2025).
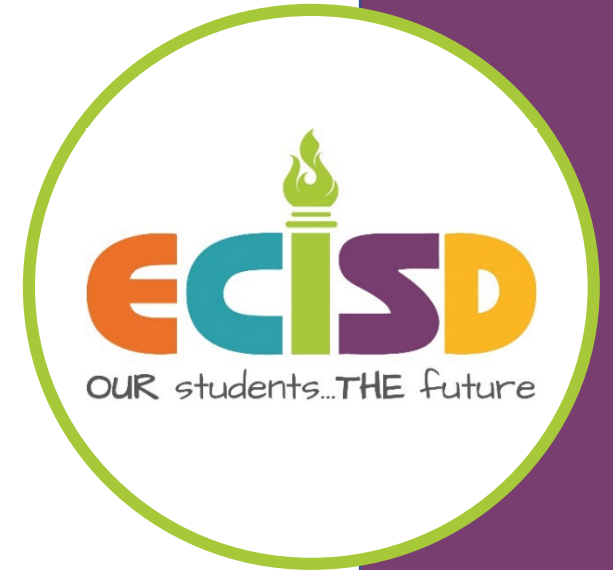
Performance Objectives

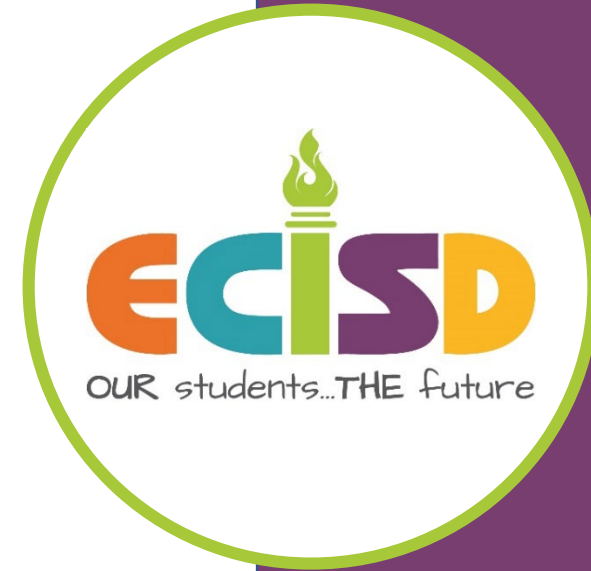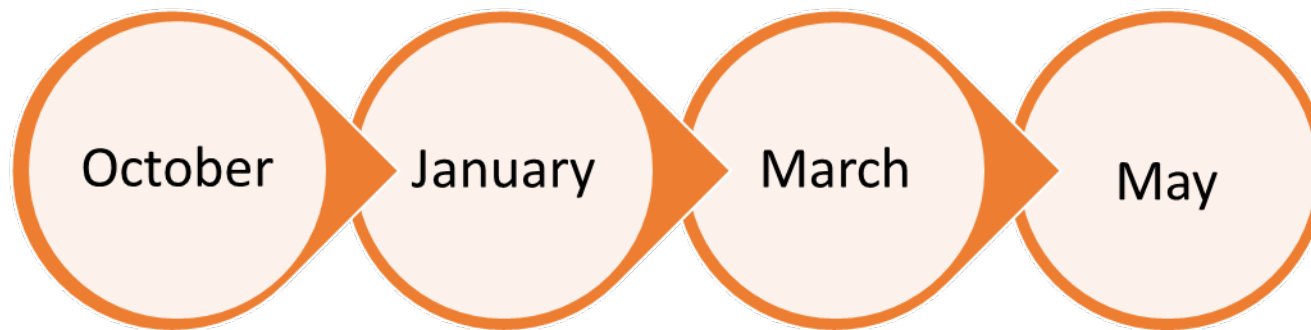| Needs Assessment | Problem Statements | District goals (4 years) | Performance objectives (1 year) | Strategies |

Goal 3 (Continued)

- Performance Objective 11: Restart and redesign select failing schools using research-based strategies to rapidly boost student performance and improve campus rating to 80% at a minimum by end of 2023.
- Performance Objective 12: The percentage of students enrolling in postsecondary programs after high school graduation will increase by 5% year over year.
- Performance Objective 13: The percentage of students identifying and enrolling in college or career pathways by their sophomore year will increase by 5%.
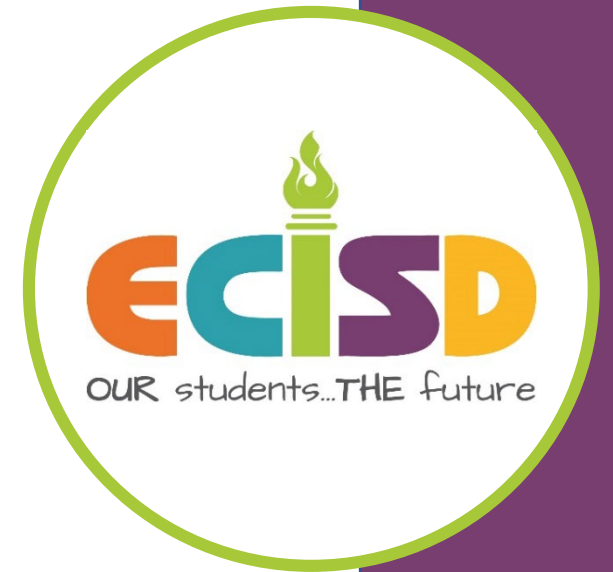
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Strategies

Needs Assessment → Problem Statements → District goals (4 years) → Performance objectives (1 year) → **Strategies**

- Monitor

October → January → March → May

- Expected Result/Impact

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Formative Review

- Accomplished

- Continue / Modify

- Discontinue

Board Approval

District Goals → Performance Objectives → ECISD — OUR students...THE future

Action taken by the Board of Trustees during the regular board meeting