

Grapevine-Colleyville ISD

iUniversity Prep

2025-2026 Campus Improvement Plan



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Priority Problem Statements

Problem Statement 1: iUPrep CCMR data does not represent the actual post secondary achievements of our students.

Root Cause 1: iUPrep students often receive full ride scholarships to out of state schools that do not require SAT, TSI, or ACT scores. We also have students that go into professional sports and fine arts programs directly after graduating. Lastly, there is lack of opportunity for our students as we are not able to administer college board assessments ourselves as we are virtual campus.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: While making significant gains in CCMR for our 2025 graduates, the way in which we accomplished this goal is not sustainable and will be difficult to repeat and raise to A each year.

Root Cause 2: Due to lack of opportunity for testing, iUPrep is relying more on TSI/II to demonstrate student college readiness in Math and English. However, the time and cost to administer this test is high.

Problem Statement 2 Areas: Student Achievement

Problem Statement 3: STAAR data indicates that we are not closing gaps in Mathematics or with CCMR.

Root Cause 3: CCMR root cause is outlined above. Math overall growth score is only 65%. Further analysis of new and returning students will need to be assessed to determine high priority areas in math to focus on growth.

Problem Statement 3 Areas: Student Achievement

Goals

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 1: Academic Growth & Development: By 2028, all student groups will meet or exceed the State's rigorous Long Term Closing the Gaps Targets in Reading and Mathematics.





HB3 Goal

Evaluation Data Sources: Universal Screeners, STAAR, STAAR EOC, Accelerated Math Student Performance

Strategy 1 Details		Reviews			
Strategy 1: iUniversity Prep Instructional Design Team (Writers) will continue to develop 100% TEKS aligned curriculum with high academic rigor. Strategy's Expected Result/Impact: 100% STAAR/EOC success approaches or higher, Increased overall master scores by 3% or more, and overall postsecondary success measured by CCMR. 11 courses revised and edited to prepare for possible sale partnership with Flexpoint. 4 course rewrites to align to TEKS and approve quality. (2 math courses are in rewrites to improve overall scores) 6 newly developed courses to reduced cost of purchased curriculum from third party. 2 newly developed courses to provide CTE pathways for students - increasing CCMR and CTE funding. Reduce overall cost of purchased curriculum from third party. Staff Responsible for Monitoring: Learning Leader: Kiley Armstrong Curriculum Editor: Amy Rork Principal: Desiree Weiche Instructional Design Team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Sept	Feb	Apr	June

Strategy 2 Details	Reviews			
Strategy 2: iUPrep will become Quality Matters members and the Instructional Design Team will engage in QM rubric training to increase course quality matters alignment. Strategy's Expected Result/Impact: Increase course quality and preparation for official Quality Matters Course Review. 10 year course waivers for TXVSN and increased market value. Staff Responsible for Monitoring: Learning Leader: Kiley Armstrong Curriculum Editor: Amy Rork Principal: Desiree Weiche Instructional Design Team TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Each STAAR RLA and English I and English II EOC courses will complete TEKS checks each six weeks teamed with intentional tutorials based on scores. Strategy's Expected Result/Impact: 100% STAAR/EOC success at approaches or higher, 100% student growth or maintaining masters score. Staff Responsible for Monitoring: Teachers, Learning Leaders, Learning Liaison, Dean of Students TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Sept	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Implement an early tiered identification of English II students paired with aggressive monitoring and focused tutorials. Increase STAAR support teachers to English II with a focus on maintain masters from English I to English II. Strategy's Expected Result/Impact: 100% masters retention English I to English II. Staff Responsible for Monitoring: Learning Leader: Kelsie Matthews Learning Liaison: Lindsay Hoerig Cavanagh English II Instructor and STAAR support teachers Principal: Desiree Weiche TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 5 Details	Reviews			
Strategy 5: Each STAAR Math and Algebra I EOC courses will complete TEKS checks each six weeks teamed with intentional tutorials based on scores. Develop a deep dive analysis of our new and returning students to determine high priority STAAR support areas in math. Align our staar support team to support 7th and Alg I along with any other high priority areas for growth. Strategy's Expected Result/Impact: 100% STAAR/EOC success approaches or higher. 100% student growth or maintaining masters score. Staff Responsible for Monitoring: Teachers, Learning Leaders, Learning Liaison, Dean of Students TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 3	Formative			Summative
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Strategy 6 Details	Reviews			
Strategy 6: Realign support strategies for 8th social studies students through STAAR prep and individualized tutorials. Strategy's Expected Result/Impact: 100% STAAR success at approaches or higher. Staff Responsible for Monitoring: Social Studies Department Leader, Learning Liaison, and Dean of Students. ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Sept	Feb	Apr	June
Strategy 7 Details	Reviews			
Strategy 7: Implement early identification of tiered support needs for all 5th grade students in STAAR courses. Align staar teacher support to high priority Math and Science students. Strategy's Expected Result/Impact: Increase retention rate of 5th graders moving to 6th grade to reach 80% or higher. 100% STAAR/EOC success approaches or higher. 100% student growth or maintaining masters score in English and Math. Staff Responsible for Monitoring: 5th Teachers, Learning Leaders, Learning Liaison, Dean of Students TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 3	Formative			Summative
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Strategy 8 Details	Reviews			
Strategy 8: Track and analyze student growth on past two years of staar testing and apply targeted tutorials based on specific gaps in growth. Focus targeted growth efforts on moving each student up to next indicator. Targeted focused on students that need to maintain masters score. High priority subject areas in English II and Math at all grade levels. Strategy's Expected Result/Impact: 100% Student growth on STAAR outcomes. Staff Responsible for Monitoring: Teachers, Learning Leaders, Learning Liaison, Dean of Students ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Sept	Feb	Apr	June
Strategy 9 Details	Reviews			
Strategy 9: Identified students will receive accelerated instruction in state-assessed content areas. Students that have successfully passed staar exams, but were identified and receiving accelerated instruction last year will continue to be specifically monitored and supported through additional tutorials. Strategy's Expected Result/Impact: 100% Student growth/success on all current STAAR exams at approaches or higher. Staff Responsible for Monitoring: Teachers, Learning Leaders, Learning Liaison, Dean of Students TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Sept	Feb	Apr	June
Strategy 10 Details	Reviews			
Strategy 10: All teachers will engage in department and grade level PLC activities bi-weekly to align best practices and support individual students. Strategy's Expected Result/Impact: 100% STAAR/EOC success at approaches or higher, Increased masters scores by 3% overall Staff Responsible for Monitoring: Teachers, Learning Leaders, Learning Liaison, Dean of Students ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Problem Statements:

Student Achievement

Problem Statement 3: STAAR data indicates that we are not closing gaps in Mathematics or with CCMR. **Root Cause:** CCMR root cause is outlined above. Math overall growth score is only 65%. Further analysis of new and returning students will need to be assessed to determine high priority areas in math to focus on growth.

Goal 1: Student Achievement and Post Secondary Readiness





Performance Objective 2: College, Career, and Military Readiness: By 2028, 93% of annual graduates will demonstrate at least one college, career, and military ready criteria as measured by the State Accountability System.

HB3 Goal

Evaluation Data Sources: College Career Military Readiness Indicators
"School Quality Status" Indicator Domain III State Accountability System

Strategy 1 Details	Reviews			
Strategy 1: Continue CCMR Task Force for iUniversity Prep to develop a comprehensive plan to meet the district set goals for CCMR. Strategy's Expected Result/Impact: Refine CCMR plan to include grade level specific strategies. For example: TSAI 2 testing for all students in Alg II or 11th grade who have not met CCMR and Texas College Bridge for seniors who have not meet CCMR by end of fall semester. Increase CCMR to 88% or higher for the 2026 senior class. Increase CCMR to 100% by 2028. Staff Responsible for Monitoring: Principal: Desiree Weiche Counselor Team: Jessica Alaniz, Shannon Miller, Barbara Wilks Dean of Students: Jessica Lee, Melissa Baker Dean of Academics: Kira Dehnel Additional CCMR task force members TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 1, 2, 3	Formative			Summative
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Strategy 2 Details		Reviews			
Strategy 2: Develop and implement strategic plan to ensure all students have had opportunity to demonstrate CCMR requirements by their senior year through multiple avenues: i.e. TSI testing, PSAT 8/9, PSAT, SAT, Dual Enrollment, AP testing, and Texas College Bridge. High priority focus on 2026 seniors and 2027 seniors. Plan needs to be sustainable with current and future resources. Strategy's Expected Result/Impact: Increase CCMR to 88% or higher for the 2026 senior class. Increase CCMR to 100% by 2028. Staff Responsible for Monitoring: CCMR Task Force: Principal: Desiree Weiche Counselor Team: Jessica Alaniz, Shannon Miller, Barbara Wilks Dean of Students: Jessica Lee, Melissa Baker Dean of Academics: Kira Dehnel Additional CCMR task force members TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Problem Statements: Student Achievement 1, 2, 3		Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: Revise and continue to embed CCMR lessons throughout homeroom live lessons for grades 5- 12. Design grade level specific CCMR curriculum for asynchronous lessons focused on post secondary planning and CCMR self tracking. Develop and implement TSIA II review courses for Math and English to be used for Junior and Senior students. Strategy's Expected Result/Impact: Support a tracking system from grades 9-12 Bring awareness to demonstrating CCMR to all grade levels Support overall awareness and encouragement of post secondary plans and achievements. Increase CCMR to 88% or higher for the 2026 senior class. Increase CCMR to 100% by 2028. Staff Responsible for Monitoring: CCMR Task Force: Principal: Desiree Weiche Counselor Team: Jessica Alaniz, Shannon Miller, Barbara Wilks Dean of Students: Jessica Lee, Melissa Baker Dean of Academics: Kira Dehnel Additional CCMR task force members		Formative			Summative
		Sept	Feb	Apr	June

Strategy 4 Details		Reviews			
Strategy 4: Implement aggressive data tracking and monitoring that aligns to individual graduation plans for every student. Create incentives for seniors that have met CCMR prior to senior year and prior to graduation (Graduation Cords, off period, and Flight Ready Wings). Strategy's Expected Result/Impact: Increase CCMR to 88% or higher for the 2026 senior class. Increase CCMR to 100% by 2028. Staff Responsible for Monitoring: CCMR Task Force: Principal: Desiree Weiche Counselor Team: Jessica Alaniz, Shannon Miller, Barbara Wilks Dean of Students: Jessica Lee, Melissa Baker Dean of Academics: Kira Dehnel Additional CCMR task force members TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Problem Statements: Student Achievement 1, 2, 3		Formative			Summative
		Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 2 Problem Statements:

Student Achievement
<p>Problem Statement 1: iUPrep CCMR data does not represent the actual post secondary achievements of our students. Root Cause: iUPrep students often receive full ride scholarships to out of state schools that do not require SAT, TSI, or ACT scores. We also have students that go into professional sports and fine arts programs directly after graduating. Lastly, there is lack of opportunity for our students as we are not able to administer college board assessments ourselves as we are virtual campus.</p> <p>Problem Statement 2: While making significant gains in CCMR for our 2025 graduates, they way in which we accomplished this goal is not sustainable and will be difficult to repeat and raise to A each year. Root Cause: Due to lack of opportunity for testing, iUPrep is relying more on TSIAII to demonstrate student college readiness in Math and English. However, the time and cost to administer this test is high.</p> <p>Problem Statement 3: STAAR data indicates that we are not closing gaps in Mathematics or with CCMR. Root Cause: CCMR root cause is outlined above. Math overall growth score is only 65%. Further analysis of new and returning students will need to be assessed to determine high priority areas in math to focus on growth.</p>

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 3: Safety & Well-Being: By 2028, all classrooms will consistently reflect district research-based initiatives designed to preserve instructional time, encourage productive choices, and characterized by multi-tiered systems of support.

Evaluation Data Sources: Student and Staff Attendance will reflect a desire to never miss an opportunity for learning. Behaviors that result in removal from the classroom will diminish as staff members gain expertise in a consistent discipline management plan.

Strategy 1 Details	Reviews			
Strategy 1: iUniversity Prep will continue to coach and model our school community agreements to all students and staff. Community agreements will be upheld in all live lessons, school chats, meetups, etc. Strategy's Expected Result/Impact: 100% of students will engage positively in homeroom, live lessons, chats, and/or meetups. Staff Responsible for Monitoring: All staff	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: iUniversity Prep will continue to implement and monitor student chat parameters and increase awareness of student accountability in all student chats. iUPrep will use homeroom to teach digital communication and literacy skills. Strategy's Expected Result/Impact: Increase student engagement in chats Reduce all over number of gaggles by 10% with a target on chat related conversations that are non academic and against student code of conduct. Staff Responsible for Monitoring: Safety Team Admin Teacher chat sponsors	Formative			Summative
	Sept	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: iUniversity Prep will continue to implement organizational strategies, study skills, goal setting, character building, social skills and team building through their homeroom classes. Strategy's Expected Result/Impact: 100% of students will engage in the homeroom community. Staff Responsible for Monitoring: Learning Liaison: Lindsay Horeig Cavanagh Counselor Team: Barbara Wilks, Shannon Miller, Jessica Alaniz Homeroom Teachers	Formative			Summative
	Sept	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: iUniversity Prep counselor team will complete regular check ins with students that exhibit higher need of emotional support. Strategy's Expected Result/Impact: Reduce overall number of gaggles by 10% and student leavers for added emotional health reasons. Staff Responsible for Monitoring: Counseling Team ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
Strategy 5 Details	Reviews			
Strategy 5: Homeroom teachers will engage with 100% of their students through two-way communication six times a semester. Strategy's Expected Result/Impact: Retention Rate of 85% or higher with focused increase due to students feeling connected and supported by their school community. Early detection and support to students that are exhibiting lack of work completion. Staff Responsible for Monitoring: Dean of Students: Jessica Lee, Melissa Baker Principal: Desiree Weiche ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
Strategy 6 Details	Reviews			
Strategy 6: Homeroom teachers and grade level teams will monitor student success weekly and develop strategies and plans for students who are not maintaining good academic standing. Homeroom teachers will collaborate with students parents, teachers, admin, and school counselors to take a whole child approach in development of plan that will support the student's academic and social emotional success. Strategy's Expected Result/Impact: Students maintain academic good standing and will be identified and supported for social emotional needs. 100% student academic success and funding and 85% or higher student retention. Staff Responsible for Monitoring: Teachers, counselors, admin ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June

Strategy 7 Details	Reviews			
Strategy 7: Student Success Snapshots will be run every three to six weeks. Progress Letters will be sent to parents every 3 weeks. Mid-semester deadline (with 2 week grace period) implemented for all students. Students will qualify for Dean's list awards for academic good standing at each snapshot. Academic Good standing rewards will be coupled with SSR reports. On going student success tracking will be implemented throughout the year. Strategy's Expected Result/Impact: Increased student academic good standing at 9 weeks marks by 10% in comparison to 2024-2025 school year. 100% academic success and funding. Overall improvement on state and national assessments. 85% or higher student year to year retention rate. Staff Responsible for Monitoring: Dean of Students, Teachers ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
<div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 4: Student Involvement: Maintain, Grow, and Create co-curricular and extracurricular programming to ensure all students participate in at least one school-sponsored activity annually.

Evaluation Data Sources: GCISD Quality Cup, Student Schedules and Rosters

Strategy 1 Details	Reviews			
Strategy 1: iUPrep Community Outreach and Marketing Specialist along with support committee will focus on student experience, engagement, retention, and support marketing. Strategy's Expected Result/Impact: Maintain retention rate at 85% or higher. 100% students engaged in at least one club, activity, or meetup. Increase visibility in statewide student communities. Staff Responsible for Monitoring: Community Outreach and Marketing Specialist: Nicole Griffin Principal: Desiree Weiche Community Engagement Committee	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue club launch weeks focused on club engagement and student leadership roles. Monitor student engagement through a refined tracking system to collect baseline and ongoing attendance. Continue to promote clubs throughout school year in weekly homeroom meetings, highlights on social media, and student recognition. Strategy's Expected Result/Impact: Increase student club engagement and interest by 10% from BOY to EOY. Staff Responsible for Monitoring: Club committee, club sponsors, community engagement committee.	Formative			Summative
	Sept	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: iUniversity staff will increase social and academic meet-up events throughout the year. We will partner with PTA to increase meetup opportunities throughout the state. Strategy's Expected Result/Impact: 100% of students involved in clubs, meetups, or events. 85% student year to year retention rate. 100% student success and funding. Staff Responsible for Monitoring: Community engagement committee All teachers Admin Partnership with PTA ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 1: Student Achievement and Post Secondary Readiness

Performance Objective 5: Address the needs of students for programs such as suicide prevention, violence prevention, dating violence (SB 9), and conflict resolution, as well as, programs designed for encouraging attendance, lowering drop out rates, reducing instructional time lost to discipline, and reducing the gap whenever disciplinary action by demographic group is disproportionate [TEA Requirement].





Evaluation Data Sources: Improved school cultures as evidenced by improved attendance, reduced instructional time lost to discipline, application of routes to gain assistance, and improved conflict resolution.

Strategy 1 Details	Reviews			
Strategy 1: iUPrep will partner with district initiatives using YES program for student education lessons on sexual health and will track attendance to assess baseline data. Strategy's Expected Result/Impact: High engagement of student and parent participation in YES program. Staff Responsible for Monitoring: Dean of Students: Jessica Lee Counselor: Shannon Miller, Jessica Alaniz ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue student celebrations and rewards for academic good standing throughout the semester. (Academic Good Standing is equivalent to attendance in our setting). Provide RTI support system to support students not on pace and passing with individual success plans to increase their pace and ensure they mastering TEKS. Strategy's Expected Result/Impact: 100% passing rate and funding on all students at the end of the semester/year. 85% or higher student year to year retention rate. Targeted grade levels are 5th and 8th grade moving into 6th and 9th grade respectively. Staff Responsible for Monitoring: Homeroom Teachers, Content Teachers, Deans, Counselors, Principal.	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building

Performance Objective 1: Recruitment: Establish metrics and baseline data to connect recruitment strategies to the hiring of new and returning staff members while maintaining annual recognition as a top employer.





Evaluation Data Sources: GCISD Surveys

Strategy 1 Details	Reviews			
Strategy 1: Complete analysis and strategic staffing needs plan by Feb. 2025 in order to post needed positions no later than March 1st. Use resources such as linkedin, social media, and job fairs to recruit high quality experienced teachers with an extended reach in Houston and Austin. Focus recruitment on LOTE and other high needs areas. Strategy's Expected Result/Impact: Fully staffed in 2025-2026 school year. Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to refine and utilize interview process to be more streamline while maintaining rigor and accurate screening. Continue the use of interview committee team to eliminate bias and determine strengths, weaknesses, and coachability in all candidates. Maintain connections with high quality 2nd choice candidates for future positions. Strategy's Expected Result/Impact: 100% fully staffed with high quality experienced teachers. Staff Responsible for Monitoring: Hiring committee and Admin Team TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building





Performance Objective 2: Employee Retention and Employee Satisfaction: Establish metrics and baseline data in order to connect retention and satisfaction strategies to staff members returning in subsequent years.

Strategy 1 Details	Reviews			
Strategy 1: Continue implementation a new hire mentorship program that is specific to the virtual environment and high standards of iUPrep. Strategy's Expected Result/Impact: Lower new hire stress and burnout reported in new hire check ins and surveys. 100% retention rate of new hire teachers for their first through third year. Overall increase of Gallup Engagement Survey to 4.6%. Staff Responsible for Monitoring: Dean of Students: Melissa Baker New Hire Mentors Learning Liaison: Lindsay Hoerig Cavanagh TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue TTESS Plan that aligns to district plan but specific to virtual teaching distinguished practices and allows for feedback on strategies outside of live lesson instruction. Strategy's Expected Result/Impact: Increase teacher support and growth in targeted areas specific to virtual learning and student growth measured through TTESS ratings over the next three years. Increase Gallup Engagement Survey to 4.6%. Staff Responsible for Monitoring: Principal: Desiree Weiche Dean of Students: Melissa Baker and Jessica Lee Dean of Academic: Kira Dehnel Learning Liaison: Lindsay Horeig Cavanagh Learning Leaders TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Sept	Feb	Apr	June

Strategy 3 Details	Reviews			
Strategy 3: Continue staff accountability groups for celebrations and ongoing support throughout the year. Increase employee recognition through check ins, thank you cards, celebrations, etc. Strategy's Expected Result/Impact: 100% student engagement in accountability group activities. Increase gallup engagement survey "recognition" to 4.2% or higher. Staff Responsible for Monitoring: All staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Sept	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Continue collaborative coaching groups for instructional rounds and peer to peer feedback. Introduce Wisely's Annual Conference- Virtual Learning Day in October focused on sharing effective strategies. Strategy's Expected Result/Impact: Culture that is focused on growth, support, and collaborative learning. Gallup Engagement survey to 4.6%. Staff Responsible for Monitoring: Principal: Desiree Weiche Dean of Students: Melissa Baker and Jessica Lee Dean of Academic: Kira Dehnel Learning Liaison: Lindsay Horeig Cavanagh Learning Leaders TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 2: Faculty and Staff Recruitment, Retention, and Capacity Building

Performance Objective 3: Instruction is provided by highly qualified teachers who receive ongoing, high-quality professional development and steps are taken to attract highly qualified teachers to high-need schools [Title I requirement]. To address any identified dis-proportionality, provide support at campuses where our low-income or minority students are served at disproportionate rates by ineffective, out of field, or inexperienced teachers [Equity Plan Requirement when TEA Identified].

Strategy 1 Details	Reviews			
Strategy 1: Hold monthly professional development (Connect and Collab) for all staff that include modeling and teaching of distinguished level practice, ongoing growth and development, refinement, strategies, tools and resources that support excellence in virtual teaching. Strategy's Expected Result/Impact: 100% Teacher Retention Rate Increase Gallup Engagement Survey to 4.6% Staff Responsible for Monitoring: Principal: Desiree Weiche Learning Liaison: Lindsay Hoerig Cavanagh Dean of Students: Melissa Baker, Jessica Lee Dean of Academics: Kira Dehnel TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Continue Wisely's Leadership Team: A comprehensive team that includes leadership and representation from all departments with the purpose of supporting school goals, staff engagement, and staff wellbeing. This team will quarterly to monitor overall school goals and refine strategies to support goals through staff development and wellbeing. Learning Leaders and Admin team will meet weekly. Strategy's Expected Result/Impact: 100% Staff retention, 4.6% on Gallup Engagement Survey Staff Responsible for Monitoring: Principal: Desiree Weiche Learning Leaders, Admin Team	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: Parents, Families, and Community Satisfaction and Engagement

Performance Objective 1: Parents and Families Satisfaction and Engagement: Establish metrics and baseline data to connect engagement strategies to improved parent and family satisfaction.

Strategy 1 Details		Reviews			
Strategy 1: Continue to use parent and student surveys to collect data in order to establish high priority student and parent engagement needs. We will use data to support event planning and positive school culture. Continue established events from last year with monitoring and tracking increase attendance. Strategy's Expected Result/Impact: 85% or higher student retention to following year. Baseline data for Homecoming attendance for students and returning students/families. Decrease in student leavers due to wanting opportunity for events like homecoming, prom, etc. Staff Responsible for Monitoring: Community Outreach and Marketing Specialist: Nicole Griffin Community Engagement Committee Principal: Desiree Weiche ESF Levers: Lever 3: Positive School Culture		Formative			Summative
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<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					





Goal 3: Parents, Families, and Community Satisfaction and Engagement

Performance Objective 2: Community Engagement and Partnerships: Increase awareness of engagement and partnership opportunities between the district/campuses and our community.

Strategy 1 Details	Reviews			
Strategy 1: Use clubs and organizations like owls pals, NHS/NJHS, and Wisely's parliament to develop community outreach and service opportunities for our students. Strategy's Expected Result/Impact: Increased student engagement in community service activities. Collect baseline data to set future goals. Staff Responsible for Monitoring: Club sponsors Community Engagement Committee Marketing Committee Principal: Desiree Weiche	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Plan and execute iUPrep information sessions both virtual and face to face in major hubs throughout Texas to increase awareness of our program. Strategy's Expected Result/Impact: Meet enrollment number targets Staff Responsible for Monitoring: Community Engagement Committee Marketing Committee Principal: Desiree Weiche	Formative			Summative
	Sept	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Continue to develop relationships and schedule visits to all major facilities throughout Texas that host several iUPrep students to foster community amongst our school and student training facilities. Strategy's Expected Result/Impact: Meet Enrollment numbers, 85% or higher student year to year retention. Staff Responsible for Monitoring: Community Engagement Committee Marketing Committee Principal: Desiree Weiche	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement





Performance Objective 3: Corporate and Business Based Partnerships: Increase awareness of engagement and partnership opportunities between the district/ campuses and our business community.

Strategy 1 Details	Reviews			
Strategy 1: Develop relationships with meetup locations throughout all major hubs, i.e. Harvest Hall and Chicken N Pickle, to continue to host iUPrep meet ups and support ongoing visibility in communities throughout Texas. Strategy's Expected Result/Impact: Every teacher will participate in meet ups at least once a month, 85% or higher year to year retention rate, and meet enrollment numbers. Staff Responsible for Monitoring: Community Engagement Committee Marketing Committee Principal: Desiree Weiche	Formative			Summative
	Sept	Feb	Apr	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement





Performance Objective 4: All students will have a successful transition back to in-person learning including regular attendance, a sense of belonging to the school community, as well as, belief in their own ability to achieve academic and personal goals. Additionally, student attendance will return to or exceed pre-pandemic levels [ESSER III].

Evaluation Data Sources: Student Attendance, Failure Rates, Extracurricular Participation

Strategy 1 Details	Reviews			
Strategy 1: iUPrep will continue to offer strong community through homeroom, clubs and organizations, meetups, and school events. Strategy's Expected Result/Impact: 100% student engagement 85% or higher year to year student retention rate. Staff Responsible for Monitoring: Community Engagement Committee Marketing Committee Principal: Desiree Weiche Learning Liaison: Lindsay Hoerig Cavanagh ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Students will engage in goals setting through Homeroom lessons. Students will learn to self monitor academic success and CCMR. Strategy's Expected Result/Impact: 100% academic success and funding at both semesters and increased 20% CCMR rating. Staff Responsible for Monitoring: Learning Liaison: Lindsay Hoerig Cavanagh Principal: Desiree Weiche Homeroom teachers CCMR Task force	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement





Performance Objective 5: Campus and District programming will encourage parental involvement at each campus [TEA Requirement].

Strategy 1 Details	Reviews			
Strategy 1: iUPrep will support the engagement in our first official PTA and their focuses on direct support to our students and staff and overall school goals. We will monitor parent involvement and develop long range goals based on initial year participation. Strategy's Expected Result/Impact: 85% student year to year retention rate. 10% or higher initial parent participation. Staff Responsible for Monitoring: Admin Community Engagement Specialist	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: iUPrep will continue to refine and develop strategies to increase learning coach (parent) community and capacity to support student success at home. These strategies will include: parent help sessions, grade level parent meetings, and learning coach resources. Strategy's Expected Result/Impact: 100% academic success and funding at both semesters. 85% or higher student year to year retention rate. 100% learning coach involvement in student success - tracked through parent surveys and pride tracking. Staff Responsible for Monitoring: Admin Team: Desiree Weiche, Melissa Baker, Jessica Lee, Kira Dehnel Parent meeting Committee Support from PTA	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Parents, Families, and Community Satisfaction and Engagement





Performance Objective 6: Campus and District programming will include goals and activities for a coordinated health program at the campus based on student fitness assessment data, student academic performance data, student attendance rates, the percentage of students who are economically disadvantaged, meeting requirements for physical activity, and other indicators recommended by the GCISD school health advisory council [TEA Requirement].

Evaluation Data Sources: Title 2, Chapter 28, Section 28.004 of the Texas Education Code requires school districts to establish School Health Advisory Council to assist the district in ensuring that local community values are reflected in the district's health education instruction.

Strategy 1 Details	Reviews			
Strategy 1: iUPrep will partner with school district to provide YES lessons to students. We will continue to have students participate in the Fitness Gram. Strategy's Expected Result/Impact: Increased participation in health inativies. Staff Responsible for Monitoring: Dean of students: Jessica Lee Health teachers Counselor: Shannon Miller	Formative			Summative
	Sept	Feb	Apr	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 1: Transparent Financial Stewardship: GCISD stakeholders will have multiple routes to provide feedback, as well as, an enhanced view of the alignment between financial actions and advancement towards the performance expectations held by the community for the District.

Strategy 1 Details	Reviews			
Strategy 1: The budget of iUPrep will be systematically reviewed to ensure that the proper allocation and budgeting for the 2025-2026 school year is done with intentionality and accuracy. Strategy's Expected Result/Impact: Accurate budget reporting Staff Responsible for Monitoring: Bookkeeper: Kathleen Cummings Principal: Desiree Weiche ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Marketing team will continue to refine and develop a year long marketing plan that supports student engagement, retention, and new student growth while also maintaining fiscal responsibility. Strategy's Expected Result/Impact: High student engagement 85% retention or higher. Meet enrollment goals Staff Responsible for Monitoring: Principal: Desiree Weiche Bookkeeper: Kathleen Cummings Marketing Team ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Sept	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 2: Effective and Efficient District Operations: GCISD campuses, departments, and programs will benefit from clear financial processes allowing timely access to quality resources in order to achieve their core purposes and goals.

Strategy 1 Details	Reviews			
Strategy 1: Continue to refine and monitor systems and planning for our three major school expenditures and projects to ensure timely delivery, quality, and cost efficiency: curriculum, STAAR testing, and science kits. Strategy's Expected Result/Impact: More effective and efficient process to plan these major projects and support student learning and testing. Staff Responsible for Monitoring: Principal: Desiree Weiche Bookkeeper: Kathleen Cummings	Formative			Summative
	Sept	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop a sustainable model to finance CCMR efforts in TSIA II testing and proctor costs. Develop cost analysis of proctoring tests ourselves vrs using vouchers for proctors. Determine how to properly staff testing efforts. Strategy's Expected Result/Impact: Increase overall CCMR to 88% or higher for 2026 and maintaining 100% by 2028 and beyond. Staff Responsible for Monitoring: Principal: Desiree Weiche CCMR task force Kathleen Cummings Problem Statements: Student Achievement 1, 2, 3	Formative			Summative
	Sept	Feb	Apr	June
	 No Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 1: iUPrep CCMR data does not represent the actual post secondary achievements of our students. Root Cause: iUPrep students often receive full ride scholarships to out of state schools that do not require SAT, TSI, or ACT scores. We also have students that go into professional sports and fine arts programs directly after graduating. Lastly, there is lack of opportunity for our students as we are not able to administer college board assessments ourselves as we are virtual campus.
Problem Statement 2: While making significant gains in CCMR for our 2025 graduates, they way in which we accomplished this goal is not sustainable and will be difficult to repeat and raise to A each year. Root Cause: Due to lack of opportunity for testing, iUPrep is relying more on TSIAII to demonstrate student college readiness in Math and English. However, the time and cost to administer this test is high.





Student Achievement

Problem Statement 3: STAAR data indicates that we are not closing gaps in Mathematics or with CCMR. Root Cause: CCMR root cause is outlined above. Math overall growth score is only 65%. Further analysis of new and returning students will need to be assessed to determine high priority areas in math to focus on growth.
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Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 3: Long-range facility management plan: GCISD will have a district-wide plan that forms the basis for capital investment decisions and provides a sequence of planning processes to guide future capital measures.

Evaluation Data Sources: Alignment of Resources to Demographic Projections and District Programs, Ability to forecast future financial needs

Strategy 1 Details	Reviews			
Strategy 1: iUPrep will continue to refine, develop, and monitor 1 year, 3 year, and 5 year enrollment plan supported by effective student retention, staffing, and marketing. Strategy's Expected Result/Impact: Meet enrollment numbers with slow controlled growth while maintaining high student success and parent/student satisfaction. Staff Responsible for Monitoring: Marketing Team iUPrep Leadership Team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Sept	Feb	Apr	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Strong Financial Stewardship and Internal System Efficiency

Performance Objective 4: Federal Grants will be administered according to the individual program guidelines, as well as, financial regulations such as EDGAR, in order to achieve the intent and purpose of each grant program [Federal Grant Required Assurances] as evidenced by annual compliance documentation.

Evaluation Data Sources: Federal Funds Requests, Procurement Records, Quote Forms

Strategy 1 Details	Reviews			
Strategy 1: If federal funds become available for campus use, they will be used in accordance with the campus needs assessment and CIP to achieve stated goals. Strategy's Expected Result/Impact: Accurate funding for programs. Staff Responsible for Monitoring: Principal: Desiree Weiche	Formative			Summative
	Sept	Feb	Apr	June
<div><div><div></div>No Progress</div><div><div></div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				