Ector County Independent School District

Milam Elementary

2022-2023 Campus Improvement Plan

Board Goals

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 1: MATH MAP - The percentage of students performing in the 61st percentile and above (based on the MAP MATH RIT Score for each grade level) will increase to 50% or more of our students meeting this expectation for all grade levels at Milam.

High Priority

HB3 Board Goal

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

Strategy 1 Details				Reviews			
Strategy 1: Small group instruction/tutoring will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.				**Formative**			**Summative**
				Oct	Jan	Mar	May
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000							

Strategy 2 Details	**Reviews**			
Strategy 2: FEV Tutoring will be offered to all students performing in the 40th percentile and below based on their Math MAP RIT Score - on their BOY MAP Assessment.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 3 Details	**Reviews**			
Strategy 3: Math specific Magnet classes will be offered and students needing extra support will be encouraged to attend.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher, Assistant Principal **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction				

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 2: READING MAP - The percentage of students performing in the 61st percentile and above (based on the MAP Reading RIT Score for each grade level) will increase to 50% or more of our students meeting this expectation for all grade levels at Milam.

    High Priority

    HB3 Board Goal

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

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading.
    Staff Responsible for Monitoring: Principal, Teacher, Dyslexia Teacher
 	
    Funding Sources: Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000				

Strategy 2 Details	Reviews			
Strategy 2: FEV Tutoring will be offered to all students performing in the 40th percentile and below based on their Reading MAP RIT Score - on their BOY MAP Assessment.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading.
    Staff Responsible for Monitoring: Principal, Teacher, Dyslexia Teacher, Assistant Principal
 	
    Title I:
2.4, 2.5, 2.6
 - **TEA Priorities:**
Build a foundation of reading and math, Improve low-performing schools
 - **ESF Levers:**
Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Reading specific Magnet classes will be offered and students needing extra support will be encouraged to attend.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher, Assistant Principal **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction				

0% **No Progress**   100% **Accomplished**   → **Continue/Modify**   ✗ **Discontinue**

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 3: STAAR MATH "Meets" percentages will increase from 42% (2022 STAAR) to 55% as measured by the 2023 STAAR assessment.

3rd Grade Math from 36% to 50%
4th Grade Math from 42% to 55%
5th Grade Math from 47% to 60%

High Priority

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, 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: -Math District Benchmarks (Fall, Winter, & Spring)
-NWEA Math Map (BOY, MOY, EOY)
-Unit Assessments
-2023 STAAR
-Student Grades
-Student Learning Plans

Strategy 1 Details	Reviews			
Strategy 1: Milam will utilize the district Math curriculum SAAVAS and work closely with the ECISD Math Department to ensure proper implementation.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Milam will utilize Imagine Math and require students to pass 2-5 lessons per week.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Milam will recognize students in the main hallway on an "Imagine Math" bulletin board to show lessons passed and to encourage other students to complete/pass 2-5 lesson weekly or become one of the top lesson achievers in the school.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 4: STAAR READING "Meets" percentages will increase overall from 50% (2022 STAAR) to 60% as measured by the 2023 STAAR assessment.

3rd Grade Reading from 43% to 55%
4th Grade Reading from 53% to 60%
5th Grade Reading from 55% to 65%

High Priority

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 3rd Grade Composite (reading and math) - % of 3rd grade students achieving the meets or exceeds standard in both reading and math on STAAR - 2024 Goal: 35%

Evaluation Data Sources: -Reading District Benchmarks (Fall, Winter, & Spring)
-NWEA Reading Map (BOY, MOY, EOY)
-SCAs
-2023 Reading STAAR
-Student Grades
-Student Learning Plans

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000, Dyslexia Teacher - State Comp Ed - $85,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 3 Details	Reviews			
Strategy 3: Milam will recognize students achieving Level 3 or higher on their iStation assessments every 9 weeks on a bulletin board in the main hallway by taking a group picture of students in every class on campus and displaying them.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and utilization of effective teaching strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide -Improved intervention processes **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 4 Details		Reviews			
Strategy 4: Milam will effectively utilize and implement the ECISD HMH curriculum.		**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction		**Oct**	**Jan**	**Mar**	**May**

0% No Progress　　100% Accomplished　　→ Continue/Modify　　✕ Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 5: 5th Grade STAAR (Science) "Meets" percentages will increase 15-20% by the 2023 STAAR assessment.

High Priority

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Evaluation Data Sources: 2023 STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Milam will utilize the district science curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Milam will use the new science pacing and lesson framework provided by the district.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Milam will utilize a STEM lab.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Improved intervention process -Increase in student centered instruction -Improved lesson planning and instruction delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 6: The percentage of students meeting or exceeding the growth target will increase from 56% (2022 STAAR) to 65% as measured by the 2023 STAAR assessment.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, 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: 2023 STAAR Results

Strategy 1 Details		Reviews		
Strategy 1: Milam will utilize FEV Tutoring.		**Formative**		**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Support Staff, Instructional Coach, Fine Arts Staff, and Admin				
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Milam will ensure teachers are working with students in small groups and providing targeted interventions.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Milam will provide a Magnet Program to enrich student learning and engagement.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** ALL Staff **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 4 Details	Reviews			
Strategy 4: Milam will implement a Fine Arts program.	Formative			Summative
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** ALL Staff **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 7: Milam will provide a data structure that can be utilized and accessed to inform processes.

High Priority

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 3rd Grade Composite (reading and math) - % of 3rd grade students achieving the meets or exceeds standard in both reading and math on STAAR - 2024 Goal: 35%

Evaluation Data Sources: -MAP Growth Assessments
-Short Cycle Unit Assessments
-I-Station Reading
-Imagine Math Lessons Passed

Strategy 1 Details	Reviews			
Strategy 1: Milam will use it's staff website, digital data folders, and student date folders to house data that will be easily accessed to analyze, collaborate, and plan.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: -More productive and collaborative PLCs
-Greater impact on student growth and achievement
-Improved intervention process
-Improved lesson planning and delivery
-Improved culture
-Increase in data driven classrooms and strategies
    Staff Responsible for Monitoring: Students, Teachers, Admin
 	
    Title I:
2.4, 2.6
 - **TEA Priorities:**
Improve low-performing schools
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning				

Strategy 2 Details	Reviews			
Strategy 2: Milam students will be responsible for tracking important assessment and classroom data, and sharing their data with their parents/guardians using a student data tracking folder.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -More productive and collaborative PLCs -Greater impact on student growth and achievement -Improved intervention process -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Students, Parents, Teachers, Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 8: Milam will provide professional development and coaching opportunities to help our educators better understand, utilize, and implement the district's curriculum and state educational resources to improve instruction and our students' academic success.

High Priority

Indicators of Success:
Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 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: -Professional Development Surveys
-PLC Planning Documents
-Walkthrough Data
-Feedback Documents
-SCA Data
-MAP Data
-STAAR Data

Strategy 1 Details	Reviews			
Strategy 1: Teachers will learn how to create and will create - exemplar SCA's - to plan with the "end in mind" and to improve and implement the appropriate level of rigor in our classrooms.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Student SCA scores will improve, and student performance on MAP/STAAR will improve. **Staff Responsible for Monitoring:** Principal, AP, Instructional Coach, and Teachers - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will learn how to utilize and will utilize Lead4Ward resources to align student learning to the state standards and TEKS, and to ensure students are receiving high quality instruction.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement.
    Staff Responsible for Monitoring: Principal, AP, Instructional Coach, and Teachers
 	
  - TEA Priorities:
Improve low-performing schools
  - ESF Levers:
Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Teachers will learn how to utilize and will utilize the TEKS Resource System (specifically the YAG) to ensure the pace of student learning is on a track for success, and to ensure our students are exposed to all required TEKS in their classrooms.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement.
    Staff Responsible for Monitoring: Principal, AP, Instructional Coach, and Teachers
 	
  - TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools
  - ESF Levers:
Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 4 Details	Reviews			
Strategy 4: Teachers will learn how to create and utilize know/show charts in order promote productive and collaborative discussions during Professional Learning Communities to improve instruction in our classrooms.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy's Expected Result/Impact: Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement.
    Staff Responsible for Monitoring: Principal, AP, Instructional Coach, and Teachers
 	
  - TEA Priorities:
Recruit, support, retain teachers and principals, Improve low-performing schools
  - ESF Levers:
Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 5 Details	Reviews			
Strategy 5: Teachers and Administrators at Milam will work with the ECISD Curriculum and Instruction team monthly to support new teachers and struggling teachers to improve instruction in our classrooms. **Strategy's Expected Result/Impact:** Individual teacher data will improve to include SCA data, MAP Date, and STAAR Data. Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement. **Staff Responsible for Monitoring:** Principal, AP, Instructional Coach, and Teachers **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy 6 Details	Reviews			
Strategy 6: Teachers will learn how to create and utilize aligned learning objectives in order ensure high-quality instruction is being delivered in our classrooms. **Strategy's Expected Result/Impact:** Individual teacher data will improve to include SCA data, MAP Date, and STAAR Data. Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement. **Staff Responsible for Monitoring:** Principal, AP, Instructional Coach, and Teachers **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**

Strategy 7 Details		Reviews			
Strategy 7: Teachers will learn how to create and utilize exit tickets in order ensure high-quality and rigorous instruction is being delivered in our classrooms.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Individual teacher data will improve to include SCA data, MAP Date, and STAAR Data. Students' academic needs and gaps will be addressed allowing for an increase in student growth and achievement. **Staff Responsible for Monitoring:** Principal, AP, Instructional Coach, and Teachers - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction					

Strategy 8 Details		Reviews			
Strategy 8: Milam's Instructional Coach will work with teachers during class time, PLC's, and planning time with a focus on instruction, data, and feedback.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Teachers will be responsible for creating exemplar SCA's, high-quality and aligned learning objectives, and exit tickets using the ECISD pacing calendar. **Staff Responsible for Monitoring:** Principal, AP, IC, and Teachers - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction **Funding Sources:** Campus Instructional Coach - Title One School-wide - $85,000					

0% No Progress	100% Accomplished	Continue/Modify	Discontinue

Board Goal 1: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, we will improve rigor in our classrooms, and the percentage of students achieving or exceeding the meets standard on the STAAR will increase from 48% to 65%.

Performance Objective 9: Milam will implement effective/collaborative professional learning communities, campus committees, and campus wide systems that improve our overall school culture and cultivates a positive campus environment that promotes student growth and success.

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: -PLC Planning and Assessment Data
-Discipline Data
-Attendance Data
-SCA Data
-MAP Data
-2023 STAAR Data

Strategy 1 Details		Reviews		
Strategy 1: Milam will ensure teachers are meeting in PLCs twice a week to plan effectively and to discuss, analyze, and utilize data.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Increase in student growth -Increase in student achievement -Increase in teacher retention -Improved student culture **Staff Responsible for Monitoring:** Teacher and Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 2 Details		Reviews			
Strategy 2: Milam will use the backwards design planning system, TEKS Resource System, and Lead4Ward to ensure all staff are planning with the end in mind and using valid platforms to build a foundation for effective lesson planning, teaching, and learning.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Increase in student growth -Increase in student achievement -Increase in teacher retention -Improved student culture **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction					

Strategy 3 Details		Reviews			
Strategy 3: Milam will utilize Big Rocks strategies and ideas to implement effective and efficient school-wide systems.		**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement		**Oct**	**Jan**	**Mar**	**May**
-Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Counselor, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction					

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 1: The percentage of students reading on grade level in grades K-2nd will increase 15-20% from the BOY MAP to EOY MAP assessment.

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

Strategy 1 Details	Reviews			
Strategy 1: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Digital LLI program and will utilize a tracking, recognition, and a reward system in order to ensure the implementation of effective reading and teaching strategies.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and utilization of effective teaching strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide -Improved intervention processes **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Milam will effectively utilize and implement the ECISD HMH curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 4 Details	Reviews			
	Formative			Summative
Strategy 4: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 2: The percentage of students reading on grade level in 3rd Grade will increase 25% from the BOY MAP to 45% EOY MAP assessment.

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

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 3 Details	Reviews			
Strategy 3: Milam will implement the Digital LLI program and will utilize a tracking, recognition, and a reward system in order to ensure the implementation of effective reading and teaching strategies.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and utilization of effective teaching strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide -Improved intervention processes **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 4 Details	Reviews			
Strategy 4: Milam will effectively utilize and implement the ECISD HMH curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 3: Milam's percentage of 3rd grade students achieving the meets or exceeds standard in reading on STAAR will increase from 39% to 50% by May of 2023.

Strategy 1 Details	Reviews			
Strategy 1: Small group instruction will be offered in reading. Targeted at risk populations will include small group instruction for special education students, dyslexia students, 504 students, low-socio economic, and LPAC students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: MAP Scores will show one years growth for students who receive interventions in reading. **Staff Responsible for Monitoring:** Principal, Teacher, Dyslexia Teacher **Funding Sources:** Dyslexia Teacher - State Comp Ed - $85,000, Supplemental Instructional Software, Supplies, and Materials - Title One School-wide - $20,000				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement the Accelerated Reader program and will utilize a tracking, recognition, and reward system to encourage students to read more and to read book on and beyond their grade level.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teacher, Librarian, Admin **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Funding Sources:** Accelerated Reading Program - Renaissance - Title One School-wide - $8,000				

Strategy 3 Details	Reviews			
Strategy 3: Milam will effectively utilize and implement the ECISD HMH curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Increase in data driven classrooms and utilization of effective teaching strategies -Improved student engagement campus-wide -Improved intervention processes -Improved teaching in classrooms **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 4: Milam will provide an Instructional Coach that supports teachers in their classroom environment with a focus on the utilization and implementation of the district curriculum, professional growth and learning, and coaching/feedback. Big Rocks will also work with your teachers to improve our campus culture and student management.

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: Increased percentages on the Spring Panorama Survey. Feedback and coaching survey. Walkthrough data.

Strategy 1 Details	Reviews			
Strategy 1: Milam will utilize Eduphoria to document walk-throughs to provide coaching and feedback.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement	**Oct**	**Jan**	**Mar**	**May**
-Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide				
Staff Responsible for Monitoring: Teachers, Instructional Coach, Admin				
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Milam will utilize SchoolMint to document walk-throughs to provide coaching and feedback.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved culture -Increase in data driven classrooms and strategies -Increase in school connectedness for staff and students -Improved student engagement campus-wide **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 5: Implement innovative instructional models which enable personalized learning for all students.

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%

Evaluation Data Sources: -MAP Growth Assessment
-Short Cycle Unit Assessments
-I-Station Reading
-Imagine Math Lessons Passed
-STAAR Assessments

Strategy 1 Details	Reviews			
Strategy 1: Utilization and implementation of Kagan strategies campus wide.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Utilization and implementation of AVID strategies campus wide.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, Admin **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, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Utilization and implementation of the Big Rocks Hierarchy of Management campus wide.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: -Greater impact on student growth and achievement -Improved intervention process -Increase in student centered instruction -Increase in student engagement -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers, Instructional Coach, and Admin **Title I:** 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Board Goal 2: Board Goal: 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.

Milam's Goal: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students meeting or exceeding the standard on STAAR (Reading) - will increase from 43% to 50% or above by May of 2023.

Performance Objective 6: Milam will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

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

Strategy 1 Details	Reviews			
Strategy 1: Milam will frequently check Talent-Ed and other websites to recruit highly-effective teachers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: -More productive and collaborative PLCs	**Oct**	**Jan**	**Mar**	**May**
-Greater impact on student growth and achievement -Improved intervention process -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies **Staff Responsible for Monitoring:** Teachers and Admin **Title I:** 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Milam will implement several committee to improve the culture of the campus, the number of parent engagement opportunities, and teacher retention.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -More productive and collaborative PLCs -Greater impact on student growth and achievement -Improved intervention process -Improved lesson planning and delivery -Improved culture -Increase in data driven classrooms and strategies -Greater teacher retention rate -Increase in school connectedness for staff and students **Title I:** 2.4, 2.5, 2.6, 4.1, 4.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction				
0% No Progress	100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 1: Milam Magnet will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

High Priority

Indicators of Success:
Attendance - % of student daily attendance - 2024 Goal: 95%, 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: Continue to seek out parents, community members, and business to volunteer and help in our school.

Strategy 1 Details	Reviews			
Strategy 1: We will establish a PTA at Milam for the first time in a couple years that will feel connected and excited to work more closely with our staff and students. **Strategy's Expected Result/Impact:** A feeling of greater connectedness. **ESF Levers:** Lever 3: Positive School Culture	**Formative**			**Summative**
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			

Strategy 2: We will increase the number of parents directly involved with helping teachers in their classrooms through our VIP Program.
    Strategy's Expected Result/Impact: A feeling of greater connectedness.
    Staff Responsible for Monitoring: Clerks, Teachers, AP, Principal
 	
ESF Levers:
Lever 3: Positive School Culture
	Formative			**Summative**

	Oct	Jan	Mar	May

Strategy 3 Details		Reviews			
Strategy 3: We will work to utilize parents to help with monitoring our students and their safety through a Watch Dog program.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Greater passing rate on School Safety Audits Great feeling of school connectedness **Staff Responsible for Monitoring:** Clerks, Teachers, AP, Principal **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		**Oct**	**Jan**	**Mar**	**May**

0% No Progress	100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 2: Milam's teacher retention rate will increase from 69% in 2022 to 90% in 2023.

High Priority

Indicators of Success:
School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: End of Year Teacher Retention Rate

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be provided a framework for planning and preparation that utilizes the foundations of excellent teaching, and will be expected to produce a PLC binder with crucial elements in the backwards planning process.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -MAP Growth Assessment -Short Cycle Unit Assessments -I-Station Reading -Imagine Math Lessons Passed -STAAR Assessments **Staff Responsible for Monitoring:** Teachers, Admin, Instructional Coach **Title I:** 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: A campus calendar and staff website will be provided with very proactive planning, communication, and collaboration and include our most important events that need to be communicated to staff and parents, staff moral events, celebrations, and recognition events.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Campus Culture -Improved connectedness -Increase in teacher retention **Staff Responsible for Monitoring:** Admin, Counselor, Instruction Coach, Fine Arts Team Lead **Title I:** 4.1, 4.2 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture				

0% No Progress   100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 3: The Milam staff and students will utilize the 7 Mindsets Curriculum to ensure our staff and students' social and emotional needs are discussed and addressed to equip them to succeed in an ever-changing society.

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: -Walkthroughs
-7 Mindsets Challenges
-7 Mindsets events
-7 Mindsets Tracker
-Discipline Reports
-Attendance Rates

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use the 7 Mindsets pacing schedule - found on the Milam Central Staff Website to ensure consistency and increase the effectiveness of this program.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Student and Staff Attendance -Improved teacher retention -Improved Campus Culture - Panorama and other campus created student/staff surveys -Improved Discipline Rate **Staff Responsible for Monitoring:** Principal and Assistant Principal - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: Milam will utilize the 7 Mindsets program to implement campus culture and community involvement activities.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Student and Staff Attendance -Improved teacher retention -Improved Campus Culture - Panorama and other campus created student/staff surveys -Improved Discipline Rate				
Staff Responsible for Monitoring: Teachers, Counselor, Instructional Coach, Admin **Title I:** 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

0% No Progress   100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 4: Milam will provide a safe and supportive learning environment and maintain and attendance average of 96% or above.

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: -Safety Checks
-Panorama Survey
-Campus created surveys
-System/Processes surveys and evaluations

Strategy 1 Details	Reviews			
Strategy 1: Milam will ensure all staff members receive campus classroom expectations/routines training and safety training to understand and effectively utilize processes, procedures, and expectations on a normal school day/during drills/and in emergency situations. We will also implement a system for quick access to all safety info from staff cell phones.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor - ESF Levers: Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: All School and SAS counselors will be trained yearly in ECISD crisis response procedures. All campus staff will be trained yearly during campus professional development concerning ECISD suicide prevention response procedures, and anti-bullying/harassment strategies.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: The Milam comprehensive Guidance and Counseling curriculum will continue to be implemented in Pre K-5th grade to implement lessons that will include child abuse, bullying, conflict resolution, self efficacy, decision making, behavior and other social-emotional topics.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 4 Details	Reviews			
Strategy 4: Student Assistance Services Counselors will provide trauma-informed counseling services to address the social-emotional needs of at-risk students.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, Counselor - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 5 Details		Reviews			
Strategy 5: Teacher discipline management programs will be evaluated for alignment to CHAMPS, Big Rocks, PBIS, and Conscious Discipline practices (SEL body of work).		**Formative**			**Summative**
		Oct	Jan	Mar	May
Strategy's Expected Result/Impact: -Safe and supportive environment -Decrease in referrals -Improved attendance **Staff Responsible for Monitoring:** Principal, AP, Counselor, Student Incentives Committee, and Teachers - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture					

Strategy 6 Details		Reviews			
Strategy 6: Milam will attach the district's freedom from bullying policy and procedures which includes how to prevent, identify, respond to and report bullying. Administrators will follow all legal requirements pertaining to incidents of bullying. School counselors will provide guidance lessons or implement programs to include bullying prevention.		**Formative**			**Summative**
		Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Safe and supportive environment **Staff Responsible for Monitoring:** Principal, AP, and Counselor - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture					

Strategy 7 Details		Reviews			
Strategy 7: Milam will model Big Rocks school wide routines and procedures, improve systems, and provide coaching.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Safe and supportive learning environment		Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, AP, IC, and Teachers - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture					

0% No Progress	100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 5: Milam will implement several PBIS strategies, a Restorative Justice Discipline System, and a House System to build a campus culture that encourages positive reinforcement, and thrives due to teamwork/relationships, individual best effort, making good choices, and connectedness.

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: -Panorama Survey
-Campus created surveys
-Improved Discipline
-Improved Attendance
-House Points monitored using class dojo

Strategy 1 Details	Reviews			
Strategy 1: Milam will implement a House System modeled on the simple elements of the Ron Clark House System to encourage teamwork and improve student/parent connectedness.	**Formative**			**Summative**
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: -Improved Campus Culture -Decrease in discipline incidents -Positive impact on students growth and achievement **Staff Responsible for Monitoring:** Teacher, Counselor, Admin **Title I:** 4.1 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture				

Strategy 2 Details	Reviews			
Strategy 2: Milam will continue using Milam Moolah and the Milam Moolah store to encourage academic growth and excellent behavior.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Culture -Decrease in discipline incidents -Increase in school connectedness percentage -Positive impact on student growth and achievement **Staff Responsible for Monitoring:** Teachers, Counselor, Admin **Title I:** 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 3: Positive School Culture				

Strategy 3 Details	Reviews			
Strategy 3: Milam will use a restorative justice program.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Culture -Decrease in discipline incidents -Increase in school connectedness percentage -Positive impact on student growth and achievement **Staff Responsible for Monitoring:** Teachers, Counselor, Admin **Title I:** 2.6 **- TEA Priorities:** Improve low-performing schools **- ESF Levers:** Lever 3: Positive School Culture				

0% No Progress	100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 6: 100% of our Science Teachers will be using AVID Interactive Notebooks this year.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Evaluation Data Sources: Walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: 1 of the composition notebooks required in the school supplies will be used specifically for an interactive notebook in science class.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Science MAP scores -Improved STAAR Science scores **Staff Responsible for Monitoring:** Teacher, AP, Instructional Coach, Principal **Title I:** 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Science teachers will complete interactive notebook checks to make sure all students are meeting the expectations of an AVID Interactive Notebook using a rubric.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: -Improved Science MAP Scores				

-Improved Science STAAR Scores

Staff Responsible for Monitoring: Teacher, AP, Instructional Coach, Principal

Title I:
2.4, 2.6
 - **TEA Priorities:**
Improve low-performing schools
 - **ESF Levers:**
Lever 5: Effective Instruction

0% No Progress   100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 7: Milam will use AVID Planners to teach students to plan and track/improve attendance.

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

Evaluation Data Sources: Planner Checks

Strategy 1 Details	Reviews			
Strategy 1: Students will use their planner to write down assignments and proactively plan.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy 2 Details	**Reviews**			
Strategy 2: Students will use their planners to track attendance.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student attendance will be positively impacted an remain above 95% all year.	**Oct**	**Jan**	**Mar**	**May**
0% No Progress 100% 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.

Milam's Goal: Through foundational excellence, talent development, and the learning journey, the percentage of Milam students prepared to promote to the next grade level will increase from 95% to 100% by May of 2023.

Performance Objective 8: Milam will have AVID Ambassadors on campus who will be engaged in using AVID strategies in their classrooms and will become leaders on our campus.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Evaluation Data Sources: AVID Surveys and Analysis

Strategy 1 Details		Reviews			
Strategy 1: Students will help as needed to make sure all systems and practices at Milam are successful.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
Strategy 2 Details		**Reviews**			
Strategy 2: Students will use AVID strategies in their classrooms to Level Up their learning.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**May**
0% No Progress	100% Accomplished	→ Continue/Modify		✗ Discontinue	