2024-25
Campus Improvement Plan

INSTRUCTIONAL PRIORITY: FOCUS ON SUCCESS FOR ALL STUDENTS

Strategic Objective 1: Academic growth through high-quality instruction

Strategic Objective 2: Exploratory opportunities and a variety of pathways to increase post-secondary options

Strategic Objective 3: Targeted identification, intervention and supports based on student need

Goal	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
1.1.A	Embed a PLC Strategic Implementation Guide (SIG) within the PLC process to provide teacher support in identifying instructional clarity, alignment and coaching support.	2024-2025	Instructional Coaches Administrators Professional Learning Communitees	District SIG Document	**Formative:** PLC Agendas SIG Quarterly Review **Summative:** TGAP Goals 50% of PLCs will demonstrate proficiency in the SIG
1.1.C	Embed the thoughtful use of technology within the PLC process to promote and support improving students' usage of technology in order to communicate, collaborate, think critically, and create	2024-2025	Instructional Coaches Campus Administration Professional Learning Communitees	SAMR Framework Professional Development Instructional Coaching Sessions	**Formative:** SAMR framework embedded into PLC Agendas Teachers will implement a "tech-free" day of instruction once per week, keeping track of their department agendas, including professional discussions. **Summative:** HCMS will demonstrate growth from the BOY baseline as measured by SAMR walkthrough data collection form.
1.3.A	Follow the action steps outlined in the achievement gaps in TEA defined target groups, specifically African-American students and students new to Eanes ISD	2024-2025	Student Support Team Counselors Staff	[Effective Schools Framework](#)	**Formative:** STAAR Data MAP Data Teacher Feedback Student Grades OnData Suite **Summative**: 10% or less achievement gap in any TEA defined target group
2.2.A	Utilize interactive technology for actionable employee feedback	2024-2025	Instructional Coaches Campus Administration Professional Learning Communitees	Google Forms Padlet Affinity Mapping	**Formative:** Professional Development Instructional Coaching Sessions Staff Surveys **Summative:** ThoughtExchange Summative Conference Discussions

				Formative:
2.2.C	Ensure staff feedback and input is acknowledged and considered in daily, short-term, and long-term campus goals.	2024-2025	Campus Administration Instructional Coaches Campus Leadership Team	CLT discussions Leader in Me The Cougar Call Staff Survey	Staff Surveys Professional Development Exit Tickets Department Meetings Faculty Meetings Department Chair Meetings
					Summative: ThoughtExchange Summative Conference Discussions
2.3C	Build a culture of wellness and support desireable to current and prospective employees.	2024-2025	Campus Administration Instructional Coaches Counselors Staff	Professional Development Cougar Care Committee Leader in Me	**Formative:** Staff Surveys Professional Development Exit Tickets Department Meetings Faculty Meetings Department Chair Meetings Cougar Care Committee Events
					Summative: ThoughtExchange Data

INSTRUCTIONAL PRIORITY: Safe and Inclusive Schools and Communities

Strategic Objective 1: Educational experiences and a district culture based on the principals of diversity, equity and inclusion

Strategic Objective 2: Safe physical and online environments

Strategic Objective 3: A district culture of lifelong wellness and balance through cultivation of healthy habits, personal responsibility and resilience

Goal	Activity	Timeline	Responsible Person(s)	Resources	Measure and Evaluation
3.3.A1	Establish a system to gather feedback with students, staff, parents, such as surveys, interactive technology platforms and meetings	2024 - 2025	Campus Administration Instructional Coaches Students Staff Parents LIM Coaches & Lighthouse Team	Google Forms Padlet HCMS Charter Principals Advisory	**Formative:** Cougar Call PD Exit Tickets CLT & Department **Summative:** Earn **80 or above** on the Leader in Me Measurable Results Assessment (MRA) in the areas of Leadership, Culture, and Academics. The baseline for these categories from 2022-2023 includes Leadership (74), Culture (75), Academics (72), Overall:73. **90-100=Exemplary, 80-89=Effective, 70-79=Satisfactory, 50-69= Needs Improvement, 0-49=Ineffective**
3.3.A2	Analyze feedback and implement it to inform decision-making processes and improve services and the campus	2024 - 2025	Campus Administration Instructional Coaches Staff Campus Culture Committee	Campus Leadership Team	**Formative:** Monthly meetings embedded with implementation Campus Culture Committee Survey **Summative:** ThoughtExchange HCMS Campus EOY Exit Ticket
4.1.A	Each PLC will incorporate at least one DEI principle into their annual team goal in order to be more representative, inclusive, and accessible	2024 - 2025	Instructional Coaches Campus Administration Staff	TGAP LessonCast Curriculum Connect Professional Development	**Formative:** Equity Team Meetings and Agendas World Culture Day Feedback Participation in Equity Team Events **Summative:** TGAP Summative

4.1.C	Explore ways to honor and value the diversity of our community through sharing of experiences and perspectives by identifying weekly highlights in social media, the Principal's Newsletter, HCMS Campus Announcements to recognize programs and people of diverstiy	2024 - 2025	Campus Administration Equity Committee Student Principal's Advisory Staff	Principal Newsletter Campus Announcements Social Media Platforms World Culture Day HCMS Equity Team Culture Corner Pep Rally ESL Teacher Spotlight and Community Celebrations Hometown Heroes	**Formative:** Equity Team Meetings and Agendas World Culture Day Feedback
					Summative: 90% of social media posts over the course of the year will include weekly highlights
4.3.B	Educate students, staff, and parents about mental health and wellness, including suicide prevention by providing opportunities for students and staff to engaged in learning	2024 - 2025	Campus Administration Instructional Coaches Campus School Counselors School-Based Therapists	Erika's Lighthouse Leader in Me Counselor Training Westlake Watch Inclusivity Lessons	**Formative:** Quarterly Parent Education Sessions Student Assemblies
					Summative: Calendar of Events
4.3.C	Provide Tier 2 support in group counseling in areas of identified needs by students, staff and/or parents	2024 - 2025	Campus Administration Campus School Counselors School-Based Therapists	TItle IV funds District personnel Community Organizations and Parents	**Formative:** Student Needs Assessment (beginning of the year) Semester Student Groups
					Summative: TGAP Summative Reflections Counselor Tracking