Priority Area	Annual Results Measures	ARM Q1 Result	ARM Q1 Status	ARM Q2 Result	ARM Q2 Status	ARM Q3 Result	ARM Q3 Status	ARM Q4 Result	ARM Q4 Status	CBAS
Priority Area 1: Teaching and Learning Environment	EC students will reach a 94.0% attendance rate for the 2023-24 school year	93.37% (week 9) +0.70% from prior year"	Making progress, but not on track yet, adjustments taking place							
	42% of students identified for Math or Reading Tier 2 or Tier 3 services will close their achievement gap by increasing their scores from BOY to EOY by 3 percentile rank. (current 36% combined: 32% math and 39% reading with 52% of K-2 on DIBELs)	N/A	Not yet in progress							
	By July 2024, East Central ISD will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR.	61, 28, 8 (61, 23, 7 math) and (61, 33, 8 reading)"	Making progress, but not on track yet, adjustments taking place							

Priority Area	Annual Results Measures	ARM Q1 Result	ARM Q1 Status	ARM Q2 Result	ARM Q2 Status	ARM Q3 Result	ARM Q3 Status	ARM Q4 Result	ARM Q4 Status	CBAS

	64% of seniors meet one or more college, career, or military indicators by graduation:
	
	  22-23: 39% of seniors meeting one or more CCMR indicators and counting as of 5.26.23
	  21-22: 38% of seniors met one or more CCMR indicators
	
	Focal areas of college, career, and military indicators:
	  College Readiness exams (ACT, SAT, or TSI)
	    22-23: 14% and counting as of 5.26.23
	    21-22: 11%
	  Industry Based Certifications
	    22-23: 20% and counting as of 5.15.23
	    21-22: 22%
	  3 hours of dual credit math/eng or 9 total of dual
		HS: 19%
		
		MS: 22% (20% prior year)
		
		ES: 27% (20% prior year)"
			Making progress, but not on track yet, adjustments taking place							

Priority Area 2: High-Performing and Engaged Workforce	From Jul 3, 2023, 90% of the exempt staff and 85% nonexempt staff still employed on Jun 3, 2024 with the intent of returning for the 24-25 school year (Current status 78% exempt and 60% nonexempt) will be retained.	Retention trackers have been created and shared with all campuses and most departments. Retention rates for Q1	On track to meet							
Priority Area 3: Inclusive and Collaborative Partnerships	100% of partnerships are identified as mutually beneficially by both EC and our partner.	TBD - Developing a tools to recieve feedback from partners	Making progress, but not on track yet, adjustments taking place							
	100% of 2023-24 budget will be aligned to Identified Needs and 75% spent in achieving identified goals (All Campuses & Departments)	Further training to ensure documentation is provided and consistently transparent	Making progress, but not on track yet, adjustments taking place							

Priority Area	Annual Results Measures	ARM Q1 Result	ARM Q1 Status	ARM Q2 Result	ARM Q2 Status	ARM Q3 Result	ARM Q3 Status	ARM Q4 Result	ARM Q4 Status	CBAS
Priority Area 4: Resources and Operational Excellence	100% of non-consumable and fixed assets will be accounted for in inventory management systems by June 3, 2024 (All Campuses & Departments)	Calibrating on systems and management process occurring/strengthening	On track to meet							
	To ensure accurate student coding throughout the year, on June 3, 2024, 99% of key student's records will be accurate to include to the following codes: 504 Bilingual Program CTE Discipline Dyslexia EEA Emergent Bilingual ESL Program	95% link	Making progress, but not on track yet, adjustments taking place							

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
Priority Area 1: Teaching and Learning Environment	EC students will reach a 94.0% attendance rate for the 2023-24 school year	Develop, train, and implement attendance accounting procedures to ensure accuracy; develop, train, and implement campus systems to identify, communicate, and support students with chronic absenteeism; Train on 2-way communication tools to enhance parent/guardian engagement when a student misses 2 or more days in a 5 day period (Talking Points, Dojo, Remind, etc); Create, promote, market, and incentivise a district wide campaign for "20 Day Attendance Challenge" for the first 20 days; Deploy a districtwide support system to improve student attendance K-12	July - Develop attendance accounting procedures and campus support systems, plan districtwide campaign on "20-Day Attendance Challenge" August - Train on attendance accounting procedures and support systems and two-way communication tools and begin 20-Day Attendance Challenge Sept-Oct - Monitor, support, and adjust systems as necessary to ensure student attendance is accurate and improving	Executive Director of Student and Community Engagement	Average Daily Attendance will be 94%	Attendance	Making progress, but not on track yet, adjustments taking place	Create 18 day attendance challenge. Weekly Attendance Forums. PRC Reviews of Top 10 for each campus Home Visits		Engaged Well Rounded Student and Student Safety & Well Being
	By July 2024, East Central ISD will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR.	Update, train, and implement high quality instructional materials and resources	Update curriculum documents (6-1 --> 7/20) New teacher training (7-26, 7-27, 7-31) Deliver materials by 7-24 Curriculum writing posted with paired down resources posted (7-26) District Day training (8-4, 8-7) Campus Days Ongoing monthly structures for Coaching, Observing/coaching teachers, leaders, job-alike meetings, office hours with CIA	Chief Instructional Officer	75% of Learning Walks indicate implementation of district approved resources	69% of Walks indicate use of district approved resources	Making progress, but not on track yet, adjustments taking place			
		Clarify, train, and establish system for formative assessments in reading and math	Post plan for CFA by 7-12 Update structure for Assessment Support by 9-12 Train on Balanced Assessment Framework and language by 8-14 Train on Eduphoria/TDS by 8-14 Finalize structure to collect DFA data by 8-14	Chief Instructional Officer	90% of reading and math teams have 20 or more formative assessments in the district system	28% of reading and math teams have 20 or more DFAs in the system.	Making progress, but not on track yet, adjustments taking place			
		Conduct first round of Learning Walks	Revise Learning Walks form (7-12) Train DLT on form (7-13) Identify CIA/Campus teams (7-13) Calendar out Learning Walks with Campuses (8-14) Conduct Learning Walks for Q1 (10-15) Co-create action plan with campuses (10-31)	Chief Instructional Officer	100% of campuses implement a strategic activity aligned to Learning Walk data	81% of campuses implemented plan in Q1 *2 campuses created plan at end	Making progress, but not on track yet, adjustments taking place	"81% of campuses implemented plan in Q1 *2 campuses created plan at		
	42% of students identified for Math or Reading Tier 2 or Tier 3 services will close their achievement gap by (campus sample goal)	Train and implement screening plans that include makeup testing for math, literacy, and behavior.	Train PFs on screeners 8-4 PFs complete Screener Campus Plan by 8-18 PFs train campus staff by 8-18 for MAP Growth, by 9-1 for mCLASS, and by 9-8 for BUBS and Panorama	Chief Instructional Officer	95% of students in K-10 are assessed in math, literacy, and behavior. (DIBELS, Lectura, MAP Growth, BUBs, and Panorama)	89.9% of BOY tests	Making progress, but not on track yet, adjustments taking place	Meeting with the two campuses that were not on track to make plans to test		
		Train and implement interventions with fidelity.	Train PFs on entering and verifying progress monitoring in BrM 8-4 and 8-25 PFs train campus staff on entering progress monitoring in BrM by 9-29 PFs, AFs and LCs train campus staff on interventions by 9-29	Chief Instructional Officer	90% of students identified for tier 2 or tier 3 have 1 or more pieces of progress monitoring data in Branching Minds.	53% of tier 2 and 3 groups in BrMs have 1 or more pieces of PM data	Not making progress, support required	Update at 10.20 PF meeting		

	64% of seniors meet one or more college, career, or military indicators by graduation:
	
	   22-23: 39% of seniors meeting one or more CCMR indicators and counting as of 5.26.23
	   21-22: 38% of seniors met one or more CCMR indicators
	Focal areas of college, career, and military indicators:
	   College Readiness exams (ACT, SAT, or TSI)
	      22-23: 14% and counting as of 5.26.23
	      21-22: 11%
	   Industry Based Certifications
	      22-23: 20% and counting as of 5.15.23
	      21-22: 22%
	   3 hours of dual credit math/eng or 9 total of dual credit
	      22-23: 4%
	      21-22: 3%
	
	MS: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 37% of 8th-grade students will score college ready (22+) on the PreACT
	
	ES: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 35% of 5th-grade students will score college-ready on MAP's ACT Projection for 22+ on End of Year reading and math (currently MOY 22-23 29% with 34% reading and 23% math) (campus sample goal)
		Develop, train, and support implementation of interventions for students who are not meeting CCMR indicator by spring of Junior year.	6.15.23 Create project maps for ECHS and CLHS
			6.20.23 Meet with ECHS and CLHS about need and next steps
			Training staff about data
			Training staff about strategies
			July training for counselors
				Chief Instructional Officer	100% of Seniors who have not met a CCMR Indicator will be identified and have an intervention plan in place.	100% of Seniors and Juniors that have not met their CCMR Indicator have a plan in place, and are working towards meeting their goal	On track to meet	100% of Seniors and Juniors that have not met their CCMR Indicator have a plan in place, and are working towards meeting their goal		

		Develop, train, and implement identification process for student placement in advanced coursework.	July counselor training - including possibly scripts for use Administrator Conversations and campus check ins - June and July Data Pulls (MAP, STAAR, PSAT) and develop tracking list	Chief Instructional Officer	100 % of campuses will be provided a list that identifies top performing students in 5th and 8th grade to target and track for advanced coursework.	List is generated and has been delivered to counselors for accurate placement.	On track to meet	List is generated and will be delivered to counselors for accurate placement.		

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
Priority Area 2: High-Performing and Engaged Workforce	From Jul 3, 2023, 90% of the exempt staff and 85% nonexempt that was employed on Jun 3, 2024 will be retained with the intent of returning for the 24-25 school year (Current status 78% exempt and 60% nonexempt)	The Personnel department will develop strategic staffing models to attract, recruit and retain highly effective staff .	July - Personnel department will identify, begin developing and training on strategic staffing models to be utilized for the 2023-2024 school year. - The Personnel department will create and maintain a tracker for all new hires in the district. August and September - Work will continue on strategic staffing models, to include training and communication with staff and external partners. - Continue to maintain new hire list with focused attention on teachers and their certification route (traditional, alternative certification, hired under District of Innovation, etc)	Executive Director of Support Services	100% of all 2023/2024 new hires will be listed on the retention tracker by September 20	Retention rate for all staff for Q1	On track to meet	Have retention tracker updated by Nov. 15th	Local TCLAS 5 Grant Texas Strategic Staffing Grant	High-Performing and Engaged Workforce
		Partner with campuses to ensure all candidates meet credentials requirements	-July -Develop a plan and calendar to for principal/AD/AF and AP August - Develop and send out Plan of Action Timeline to the under credential staff8/31 Rios, Beckett, Lampman develop plan for cert spreadsheet, 9/5 Cert sheet update for Yvette & [rep for Principal/AF/AD meeting - September/October -Begin attending leaderships meetings (New Principal Institute, AP meeting, Principal AF/AD meeting) - Sept 7 Principal /AF/AD Communicate letter requirements -Continue to maintain certification spreadsheet for case management to ensure fully certified staff (traditional, alternative certification, hired under District of Innovation, etc)	Kasey Beckett	Compile a user friendly summary sheet of undercredentialed teachers for reference by September 5. Share with 100% of campus administratiors	Spreadsheet was shared with 100% campus principals on September	On track to meet	Continue updates of undercredentialed staff	Local	High-Performing and Engaged Workforce
		-The Personnel department will support hiring managers in the implementation of Stay Conversations to increase staff retention rates.	-August 31 - Research Stay Conversations and establish framework, google Research TEA website and leading teacher retention research to develop menu of retention strategies - Lampman /Beckett -September 30 Quarterly Principal Meeting - Share Stay conversation framework and establish goals -	Personnel Team	100% of hiring managers will have a folder/sheet of leading resources on teacher retention strategies.	Retention Rates Q1	Making progress, but not on track yet, adjustments taking place	Create resource list of retention strategies and share with principals during Q2 check ins	Local	High-Performing and Engaged Workforce
Priority Area 3: Inclusive and Collaborative Partnerships	100% of partnerships are identified as mutually beneficially by both EC and our partner.	Develop a system of communication between SCE and CCMR dept with Campuses/ Departments to identify and track partnerships that are mutually beneficial; create a tracking mechanism with CCMR and other internal stakeholders that have the greatest contact with external partnerships; create a steering committee that will meet monthly to track and strategize communicate ways to identify and increase mutually beneficial partnerships	Aug: develop system for communication and gather feedback from campuses on best way to gather information from them with CCMR and SCE Sept.: Develop tool to communicate campus and departments with CCMR; create a steering committee and annual calendar Oct: Meet with steering committee and gather initial data on mutually beneficial partnerships	Executive Director of Student and Community Engagement	100% of all mutually beneficial partners are identified and tracking systems deployed	TBD - Developing a tools to recieve feedback from partners	Making progress, but not on track yet, adjustments taking place	Finalize Google Form and process to collect data with the CCMR team and J. Hernandez		Inclusive and Collaborative Partnerships
Priority Area 4: Resources and Operational Excellence	100% of 2023-24 budget will be aligned to Identified Needs and 75% spent in achieving identified goals (All Campuses & Departments)	Submit a local budget aligned to forecasted needs, including those that are repetitive and able to support replacements of inventory reaching their projected life cycles; Develop a funding tracker related to dept/campus goals and/or funding sources that can lift up the percentage of funding assigned and expended.	July/August - Submit budget for board approval, August - Tracker Created, Sept - Budgets Open, Oct - Review Budget/Expenditures and update tracker	CFO & Purchasing Director	100% of Q1 identified needs are encumbered		Making progress, but not on track yet, adjustments taking place			
	100% of non-consumable and fixed assets will be accounted for in inventory management systems by June 3, 2024 (All Campuses & Departments)	Support campus/department with implementation, monitoring and building capacity to meeting the district's inventory management expectations, including Resource & Records management systems.	July - Campus/Dept review inventory systems. July/August - Campus/Dept representatives attend Inventory Management Trainings. Sept/Oct - Dept schedule inventory management meeting with Purchasing Dept	Purchasing Director	25% of non-consumable and fixed assets will be accounted for in applicable inventory management systems	Meetings occurred and calibrating around inventory; Recognizing areas within Inventory Management Systems needing further attention	On track to meet			

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
	To ensure accurate student coding throughout the year, on June 3, 2024, 99% of key student's records will be accurate to include to the following codes: 504 Bilingual Program CTE Discipline Dyslexia EEA Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education (Campuses, CIA, & Student Services)	Clarify, train, and implement system for verifying accuracy of student coding in ASCENDER.	BOY - Review code tables and coding processes in ASCENDER. * Campus Clerks (08/08/2023) * Coordinators (09/08/2023) * Program Facilitators (09/15/2023) * Assistant Principals (08/29/2023) * AP Secretaries (TBD) PEIMS Administrator will distribute verification reports at the end of the first six weeks.	Chief Instructional Officer	100% of campus administrators will review, verify, and sign off on the six weeks verification reports.	50% of campuses	Making progress, but not on track yet, adjustments taking place			

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q2 Results (Outcomes/Data)	Q2 Activity Status	Next Steps	Funding	CBAS
Priority Area 1: Teaching and Learning Environment	EC students will reach a 94.0% attendance rate for the 2023-24 school year	Develop, train, and implement attendance accounting procedures to ensure accuracy; develop, train, and implement campus systems to identify, communicate, and support students with chronic absenteeism; Train on 2-way communication tools to enhance parent/guardian engagement when a student misses 2 or more days in a 5 day period (Talking Points, Dojo, Remind, etc); Create, promote, market, and incentivise a district wide campaign for "18 Day Attendance Challenge" for the 18 days between Thanksgiving and Winter Break; Deploy a districtwide support system to improve student attendance K-12	October - December: monitor and train on the utilization of communication plateforms (Talking Points, Dojo, Remind); Host attendance meetings with families of students with more than 5 absences, Thanksgiving - Winter Break: initiate the 18 day attendance challenge district wide	Executive Director of Student and Community Engagement	Attendance					Engaged Well Rounded Student and Student Safety & Well Being
	By July 2024, East Central ISD will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR.	Update, train, and implement high quality instructional materials and resources	Update, train, and implement high quality instructional materials and resources Q2- Onboard staff hired after the start of school Conduct program/grant walks for Carnegie, Eureka, Amplify	Chief Instructional Officer	90% of Learning Walks indicate implementation of district approved resources					
		Clarify, train, and establish system for formative assessments in reading and math	Clarify, train, and establish system for formative assessments in reading and math	Chief Instructional Officer	90% of campuses implement action steps after analyzing data during ILT.					
		Conduct first round of Learning Walks	Conduct Second round of Learning Walks	Chief Instructional Officer	100% of campuses implement a strategic activity aligned to Learning Walk data					
	42% of students identified for Math or Reading Tier 2 or Tier 3 services will close their achievement gap by (campus sample goal)	Train and implement screening plans that include makeup testing for math, literacy, and behavior.	Coach PFs monthly on MTSS campus process	Chief Instructional Officer	100% of PFs attend coaching session each month					
		Train and implement interventions with fidelity.	Monitor intervention plans are documented with fidelity.	Chief Instructional Officer	80% of students identified for tier 2 or tier 3 have 5 or more pieces of progress monitoring data in Branching Minds.					

	64% of seniors meet one or more college, career, or military indicators by graduation:
	
	  22-23: 39% of seniors meeting one or more CCMR indicators and counting as of 5.26.23
	  21-22: 38% of seniors met one or more CCMR indicators
	
	Focal areas of college, career, and military indicators:
	  College Readiness exams (ACT, SAT, or TSI)
	  22-23: 14% and counting as of 5.26.23
	  21-22: 11%
	  Industry Based Certifications
	  22-23: 20% and counting as of 5.15.23
	  21-22: 22%
	  3 hours of dual credit math/eng or 9 total of dual credit
	  22-23: 4%
	  21-22: 3%
	
	MS: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 37% of 8th-grade students will score college ready (22+) on the PreACT
	
	ES: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 35% of 5th-grade students will score college-ready on MAP's ACT Projection for 22+ on End of Year reading and math (currently MOY 22-23 29% with 34% reading and 23% math) (campus sample goal)
		Develop, train, and support implementation of interventions for students who are not meeting CCMR indicator by spring of Junior year.	Develop, train, and support implementation of interventions for students who are not meeting CCMR indicator by spring of Junior year.	Chief Instructional Officer	90% of students who were intended to assess, will complete their assessment by the end of Q2.					

Priority Area 2:
 	
High-Performing and Engaged Workforce
	From Jul 3, 2023, 90% of the exempt staff and 85% nonexempt that was employed on Jun 3, 2024 will be retained with the intent of returning for the 24-25 school year (Current status 78% exempt and 60% nonexempt)	The Personnel department will develop strategic staffing models to attract, recruit and retain highly effective staff .	October - December
			  - Campuses and departments will begin to use Rounding and Re-Recruiting as tools to receive feedback, build relationships, and manage up so that staff feel valued and appreciated - The Personnel department will create and maintain a tracker for all new hires in the district.
			  - Work will continue on strategic staffing models, to include training and communication with staff and external partners.
			  - Continue to maintain new hire list with focused attention on teachers and their certification route (traditional, alternative certification, hired under District of Innovation, etc)
				Executive Director of Support Services	Retention Rates				Local
									TCLAS 5 Grant
									Texas Strategic Staffing Grant
										High-Performing and Engaged Workforce

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q2 Results (Outcomes/Data)	Q2 Activity Status	Next Steps	Funding	CBAS
		Partner with campuses to ensure all candidates meet credentials requirements		Kasey Beckett					Local	High-Performing and Engaged Workforce
		-The Personnel department will support hiring managers in the implementation of Stay Conversations to increase staff retention rates.		Personnel Team					Local	High-Performing and Engaged Workforce
Priority Area 3: Inclusive and Collaborative Partnerships	100% of partnerships are identified as mutually beneficially by both EC and our partner.	Develop a system of communication between SCE and CCMR dept with Campuses/ Departments to identify and track partnerships that are mutually beneficial; create a tracking mechanism with CCMR and other internal stakeholders that have the greatest contact with external partnerships; create a steering committee that will meet monthly to track and strategize communicate ways to identify and increase mutually beneficial partnerships	Oct-Nov: develop system for communication and gather feedback from campuses on best way to gather information from them with CCMR and SCE Nov.: Develop tool to communicate campus and departments with CCMR; create a steering committee and annual calendar Dec: Meet with steering committee and gather initial data on mutually beneficial partnerships	Executive Director of Student and Community Engagement	100% of all mutually beneficial partners are identified and tracking systems deployed					Inclusive and Collaborative Partnerships
Priority Area 4: Resources and Operational Excellence	100% of 2023-24 budget will be aligned to Identified Needs and 75% spent in achieving identified goals (All Campuses & Departments)	Submit a local budget aligned to forecasted needs, including those that are repetitive and able to support replacements of inventory reaching their projected life cycles; Develop a funding tracker related to dept/campus goals and/or funding sources that can lift up the percentage of funding assigned and expended.		CFO & Purchasing Director						
	100% of non-consumable and fixed assets will be accounted for in inventory management systems by June 3, 2024 (All Campuses & Departments)	Support campus/department with implementation, monitoring and building capacity to meeting the district's inventory management expectations, including Resource & Records management systems.		Purchasing Director						
	To ensure accurate student coding throughout the year, on June 3, 2024, 99% of key student's records will be accurate to include to the following codes: 504 Bilingual Program CTE Discipline Dyslexia EEA Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education (Campuses, CIA, & Student Services)	Clarify, train, and implement system for verifying accuracy of student coding in ASCENDER.	Fall PEIMS Data Review *Fall PEIMS Snapshot Date - October 27, 2023 * Fall PEIMS verification reports distributed for review November 6, 2023, *Fall PEIMS verification reports reviewed and signed due back to IS office by November 13, 2023 *Fall PEIMS due to ESC November 30, 2023	Chief Instructional Officer	100% of campus administrators will review, verify, and sign off on the Fall PEIMS verification reports.					

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
Priority Area 1: Teaching and Learning Environment	EC students will reach a 94.0% attendance rate for the 2023-24 school year	Develop, train, and implement attendance accounting procedures to ensure accuracy; develop, train, and implement campus systems to identify, communicate, and support students with chronic absenteeism; Train on 2-way communication tools to enhance parent/guardian engagement when a student misses 2 or more days in a 5 day period (Talking Points, Dojo, Remind, etc); Create, promote, market, and incentivise a district wide campaign for "20 Day Attendance Challenge" for the first 20 days; Deploy a districtwide support system to improve student attendance K-12		Executive Director of Student and Community Engagement						Engaged Well Rounded Student and Student Safety & Well Being
	By July 2024, East Central ISD will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR.	Update, train, and implement high quality instructional materials and resources		Chief Instructional Officer						
		Clarify, train, and establish system for formative assessments in reading and math		Chief Instructional Officer						
		Conduct first round of Learning Walks		Chief Instructional Officer						
	42% of students identified for Math or Reading Tier 2 or Tier 3 services will close their achievement gap by (campus sample goal)	Train and implement screening plans that include makeup testing for math, literacy, and behavior.		Chief Instructional Officer						
		Train and implement interventions with fidelity.		Chief Instructional Officer						
	64% of seniors meet one or more college, career, or military indicators by graduation: 22-23: 39% of seniors meeting one or more CCMR indicators and counting as of 5.26.23 21-22: 38% of seniors met one or more CCMR indicators Focal areas of college, career, and military indicators: College Readiness exams (ACT, SAT, or TSI) 22-23: 14% and counting as of 5.26.23 21-22: 11% Industry Based Certifications 22-23: 20% and counting as of 5.15.23 21-22: 22% 3 hours of dual credit math/eng or 9 total of dual credit 22-23: 4% 21-22: 3% MS: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 37% of 8th-grade students will score college ready (22+) on the PreACT ES: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 35% of 5th-grade students will score college-ready on MAP's ACT Projection for 22+ on End of Year reading and math (currently MOY 22-23 29% with 34% reading and 23% math) (campus sample goal)	Develop, train, and support implementation of interventions for students who are not meeting CCMR indicator by spring of Junior year.		Chief Instructional Officer						
		Develop, train, and implement identification process for student placement in advanced coursework.		Chief Instructional Officer						
Priority Area 2: High-Performing and Engaged Workforce	From Jul 3, 2023, 90% of the exempt staff and 85% nonexempt that was employed on Jun 3, 2024 will be retained with the intent of returning for the 24-25 school year (Current status 78% exempt and 60% nonexempt)	The Personnel department will develop strategic staffing models to attract, recruit and retain highly effective staff .		Executive Director of Support Services					Local TCLAS 5 Grant Texas Strategic Staffing Grant	High-Performing and Engaged Workforce

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
		Partner with campuses to ensure all candidates meet credentials requirements		Kasey Beckett					Local	High-Performing and Engaged Workforce
		-The Personnel department will support hiring managers in the implementation of Stay Conversations to increase staff retention rates.		Personnel Team					Local	High-Performing and Engaged Workforce
Priority Area 3: Inclusive and Collaborative Partnerships	100% of partnerships are identified as mutually beneficially by both EC and our partner.	Develop a system of communication between SCE and CCMR dept with Campuses/ Departments to identify and track partnerships that are mutually beneficial; create a tracking mechanism with CCMR and other internal stakeholders that have the greatest contact with external partnerships; create a steering committee that will meet monthly to track and strategize communicate ways to identify and increase mutually beneficial partnerships		Executive Director of Student and Community Engagement						Inclusive and Collaborative Partnerships
Priority Area 4: Resources and Operational Excellence	100% of 2023-24 budget will be aligned to Identified Needs and 75% spent in achieving identified goals (All Campuses & Departments)	Submit a local budget aligned to forecasted needs, including those that are repetitive and able to support replacements of inventory reaching their projected life cycles; Develop a funding tracker related to dept/campus goals and/or funding sources that can lift up the percentage of funding assigned and expended.		CFO & Purchasing Director						
	100% of non-consumable and fixed assets will be accounted for in inventory management systems by June 3, 2024 (All Campuses & Departments)	Support campus/department with implementation, monitoring and building capacity to meeting the district's inventory management expectations, including Resource & Records management systems.		Purchasing Director						
	To ensure accurate student coding throughout the year, on June 3, 2024, 99% of key student's records will be accurate to include to the following codes: 504 Bilingual Program CTE Discipline Dyslexia EEA Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education (Campuses, CIA, & Student Services)	Clarify, train, and implement system for verifying accuracy of student coding in ASCENDER.		Chief Instructional Officer						

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
Priority Area 1: Teaching and Learning Environment	EC students will reach a 94.0% attendance rate for the 2023-24 school year	Develop, train, and implement attendance accounting procedures to ensure accuracy; develop, train, and implement campus systems to identify, communicate, and support students with chronic absenteeism; Train on 2-way communication tools to enhance parent/guardian engagement when a student misses 2 or more days in a 5 day period (Talking Points, Dojo, Remind, etc); Create, promote, market, and incentivise a district wide campaign for "20 Day Attendance Challenge" for the first 20 days; Deploy a districtwide support system to improve student attendance K-12		Executive Director of Student and Community Engagement						Engaged Well Rounded Student and Student Safety & Well Being
	By July 2024, East Central ISD will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR.	Update, train, and implement high quality instructional materials and resources		Chief Instructional Officer						
		Clarify, train, and establish system for formative assessments in reading and math		Chief Instructional Officer						
		Conduct first round of Learning Walks		Chief Instructional Officer						
	42% of students identified for Math or Reading Tier 2 or Tier 3 services will close their achievement gap by (campus sample goal)	Train and implement screening plans that include makeup testing for math, literacy, and behavior.		Chief Instructional Officer						
		Train and implement interventions with fidelity.		Chief Instructional Officer						
	64% of seniors meet one or more college, career, or military indicators by graduation: 22-23: 39% of seniors meeting one or more CCMR indicators and counting as of 5.26.23 21-22: 38% of seniors met one or more CCMR indicators Focal areas of college, career, and military indicators: College Readiness exams (ACT, SAT, or TSI) 22-23: 14% and counting as of 5.26.23 21-22: 11% Industry Based Certifications 22-23: 20% and counting as of 5.15.23 21-22: 22% 3 hours of dual credit math/eng or 9 total of dual credit 22-23: 4% 21-22: 3% MS: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 37% of 8th-grade students will score college ready (22+) on the PreACT ES: In order to reach 64% of students meeting one or more CCMR indicators by graduation, 35% of 5th-grade students will score college-ready on MAP's ACT Projection for 22+ on End of Year reading and math (currently MOY 22-23 29% with 34% reading and 23% math) (campus sample goal)	Develop, train, and support implementation of interventions for students who are not meeting CCMR indicator by spring of Junior year.		Chief Instructional Officer						
		Develop, train, and implement identification process for student placement in advanced coursework.		Chief Instructional Officer						
Priority Area 2: High-Performing and Engaged Workforce	From Jul 3, 2023, 90% of the exempt staff and 85% nonexempt that was employed on Jun 3, 2024 will be retained with the intent of returning for the 24-25 school year (Current status 78% exempt and 60% nonexempt)	The Personnel department will develop strategic staffing models to attract, recruit and retain highly effective staff .		Executive Director of Support Services					Local TCLAS 5 Grant Texas Strategic Staffing Grant	High-Performing and Engaged Workforce

89.9% of BOY tests	Annual Results Measures	Strategic Activity	Timeline of planning and activities	Person Accountable	Expected Outcomes (Goal/Target)	Q1 Results (Outcomes/Data)	Q1 Activity Status	Next Steps	Funding	CBAS
		Partner with campuses to ensure all candidates meet credentials requirements		Kasey Beckett					Local	High-Performing and Engaged Workforce
		-The Personnel department will support hiring managers in the implementation of Stay Conversations to increase staff retention rates.		Personnel Team					Local	High-Performing and Engaged Workforce
Priority Area 3: Inclusive and Collaborative Partnerships	100% of partnerships are identified as mutually beneficially by both EC and our partner.	Develop a system of communication between SCE and CCMR dept with Campuses/ Departments to identify and track partnerships that are mutually beneficial; create a tracking mechanism with CCMR and other internal stakeholders that have the greatest contact with external partnerships; create a steering committee that will meet monthly to track and strategize communicate ways to identify and increase mutually beneficial partnerships		Executive Director of Student and Community Engagement						Inclusive and Collaborative Partnerships
Priority Area 4: Resources and Operational Excellence	100% of 2023-24 budget will be aligned to Identified Needs and 75% spent in achieving identified goals (All Campuses & Departments)	Submit a local budget aligned to forecasted needs, including those that are repetitive and able to support replacements of inventory reaching their projected life cycles; Develop a funding tracker related to dept/campus goals and/or funding sources that can lift up the percentage of funding assigned and expended.		CFO & Purchasing Director						
	100% of non-consumable and fixed assets will be accounted for in inventory management systems by June 3, 2024 (All Campuses & Departments)	Support campus/department with implementation, monitoring and building capacity to meeting the district's inventory management expectations, including Resource & Records management systems.		Purchasing Director						
	To ensure accurate student coding throughout the year, on June 3, 2024, 99% of key student's records will be accurate to include the following codes: 504 Bilingual Program CTE Discipline Dyslexia EEA Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education (Campuses, CIA, & Student Services)	Clarify, train, and implement system for verifying accuracy of student coding in ASCENDER.		Chief Instructional Officer						

APPENDIX A
Key Performance Indicators (KPI)
APPENDIX B - Required Assurances
Migrant SSA - IDR Action Plan (District Only)
Region 20 - PFS Action Plan (District only)
Title I, Non-Public Cooperative/Shared Services Agreement
East Central ISD assures that the district/campus will participate, if selected, in the National Assessment of Educational Progress in reading and mathematics in grades 4 and 8 carried out under section 303(b)(3) of the National Assessment of Educational Progress Authorization Act (20 U.S.C. 9622(b)(3))
East Central ISD assures that the district will collaborate with the State or local child welfare agency. In an effort to provide educational stability, the district will assist any student who is currently or newly placed in foster care (temporary or permanent custody of the state, sometimes referred to as substitute care) with the enrollment and registration process, as well as other educational services, including transportation services, throughout the student's enrollment in the district. Please contact Sarah Jones, at 210-634-6140, who has been designated as the district's foster care liaison, with any questions.
East Central ISD ensures that all teachers and paraprofessionals working in a program supported with funds under this part meet applicable State certification and licensure requirements, including any requirements for certification obtained through alternative routes to certification.
East Central ISD does not use Title I, Part A funds to provide early childhood education services to low-income children below the age of compulsory school attendance.
APPENDIX C
ECISD Professional Development Spreadsheet
Professional Development Plans
APPENDIX D
Parent Engagement Policy/Plan
School Parent Compact - English & Spanish (Title I campuses only)
APPENDIX E
Instructional Technology Plan (campus only)
APPENDIX F
Site-Based Team (campus only)
APPENDIX G
Tracker
Tracker
Tracker
APPENDIX H: Trackers
Family Engagement Form
PD Plans Form

APPENDIX I: Quarterly Checkins