East Central Independent School District

CAST Lead High School

2024-2025 Improvement Plan

Value Statement

CORE PILLARS

Relationships

Industry and other community leaders are equal stakeholders in school design and governance; they collaborate and work alongside students and **co-create** everything from projects to school curriculum and schedule.

Equity

As a community, we help **all students** reach their full potential. Our schools are intentionally diverse and integrated, and our enrollment practices create schools that reflect the communities we serve. We use data to drive continuous improvement and to ensure that every child's needs are seen and met.

Youth Voice and Agency

Students act as co-creators and co-problem solvers at the school and beyond, offering ideas, posing new questions and authentically engaging in their education. **Student-led learning** promotes effective collaboration, development of leadership skills and the development of self-management, goal setting, self-advocacy, and student agency.

Authentic Learning

Student learning is connected to **real-world** needs outside the school walls; students travel to the workplace and design **relevant** projects for real audiences, with competitions, presentations, and other authentic exhibitions of learning.

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Goals

Revised/Approved: July 26, 2024

Goal 1: Engaged, Well Rounded Students

Key Question 1: To what degree does ECISD provide diverse experiences to meet the needs and interests of all students?

Initial Status: Minor Change

Goal 1: Engaged, Well Rounded Students

Key Question 2: To what degree is student voice valued and reflected in student experiences?

Initial Status: Minor Change

Goal 1: Engaged, Well Rounded Students

Key Question 3: To what degree are all students engaged in our schools and the community?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will maximize students opportunities to learn by making learning meaningful, maximizing student participation, and limiting the amount of time students are out of class. **Evidence of Success:** CAST Lead students will reach a 94.0% attendance rate for the 2024-25 school year. We will have a roadmap of student experiences by grade level and support students with comprehensive case management for any support they may need. **Staff Responsible:** Erica Jackson, Macy Gutsch				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: CAST Lead Admin staff will coordinate with Student service, Transformation, and Counseling to ensure Comprehensive Case Management is implemented with fidelity on campus to support student needs. John Hernandez has been coordinating a targeted list with the campus and working with Sarah Pena to ensure this group is identified under Comprehensive Case Management and assigned to CIS.

Provider / Presenter / Person Responsible: CAST Lead Admin, John Hernandez, Sarah Pena, CIS Representative

Collaborating Departments: Student services, CIS, Counseling, Transformation, CAST Lead Admin

Staff Responsible: Erica Jackson

Goal 2: Student Safety & Well Being

Key Question 1: To what degree are students safe and feel secure at school, physically and socially/emotionally?

Initial Status: Maintain

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will create safe learning environments by teaching clear behavior expectations, growing teachers in classroom management, and providing targeted intervention. **Evidence of Success:** CAST Lead students will have a 30% reduction in disciplinary incidents. **Staff Responsible:** Assistant Principal, Principal, Teachers, Curriculum and Instruction staff				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Implement Tier 1 Behavior System with Fidelity.

Intended Audience: Students, Teachers, Staff

Provider / Presenter / Person Responsible: Erica Jackson, Christopher Turnbull

Date(s) / Timeframe: Draft of Campus Behavior Handbook using 23-24 as a framework - June 1st
Participate in Emergent Tree tiered behavior PD for APs - June 4th & June 5th
Finalized Handbook due - July 29th
Verify visuals in key areas (cafeteria, water fountains, classrooms, etc) - August 10
Staff training on behavior handbook - July 29-Aug 1st
Ground Work Team established - August 16
First GW Team meeting - by September 29
Review GW Team mtg data/action steps - October faculty mtg
Second monthly GW Team meeting - by October 27"

Collaborating Departments: CIA, Counseling, Admin,

Delivery Method: Professional Development, Coaching, Push-in Classroom support

Staff Responsible: Christopher Turnbull, Erica Jackson

Goal 2: Student Safety & Well Being

Key Question 2: To what degree are we able to respond, both proactively and re-actively, to crisis situations?

Initial Status: Minor Change

Goal 2: Student Safety & Well Being

Key Question 3: To what degree do we provide support services for staff, students, and families on an ongoing basis and in a crisis?

Initial Status: Minor Change

Goal 3: Student Learning and Progress

Key Question 1: To what degree do we support student learning and progress?

Initial Status: Maintain

Goal 3: Student Learning and Progress

Key Question 2: To what degree is a growth mindset a part of how we do business?

Initial Status: Maintain but Consider a Change

Goal 3: Student Learning and Progress

Key Question 3: To what degree are students growing and achieving academically and behaviorally?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will increase student achievement by implementing high-quality instructional materials and research-based instructional strategies. **Evidence of Success:** For the 2024-25 school year, CAST Lead HS will earn a minimum of a "met standards rating C" with at least 70% approaches, 35% meets, 20% masters on STAAR, and 100% of students College, Career, or Military ready. **Staff Responsible:** Chief Instructional Officer Director of C&I CLHS Admin/Teachers				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: CAST Lead Admin and Instructional Support staff will coach teachers, provide feedback and support teachers in reviewing data to reach our goal of a "C" rating or higher.

Intended Audience: Teachers

Provider / Presenter / Person Responsible: CLHS Admin, CAST Network Coaching Staff

Date(s) / Timeframe: All school year

Collaborating Departments: CIA, Cast Network, CLHS Admin, Teachers

Delivery Method: Get Better Faster Coaching, Modeling, Action Coaching

Staff Responsible: Erica Jackson, Christopher Turnbull

TEA Priorities:
Recruit, support, retain teachers and principals

Goal 3: Student Learning and Progress

Key Question 4: To what degree do we assure student success by building on student strengths?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 1: To what degree are students ready to make a meaningful life and living?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 2: To what degree are students planning for post-secondary and executing their plans?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 3: To what degree are students ready for citizenship and civic duty?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 4: To what degree does the system reflect "all means all"?

Initial Status: Maintain but Consider a Change

Goal 5: Quality/Commitment of Staff

Key Question 1: To what degree does staff positively impact students according to need?

Initial Status: Minor Change

Goal 5: Quality/Commitment of Staff

Key Question 2: To what degree do our staff members exemplify Leading the EC Way?

Initial Status: Maintain but Consider a Change

Goal 5: Quality/Commitment of Staff

Key Question 3: To what degree do we train and develop new and existing staff?

Initial Status: Maintain but Consider a Change

Goal 5: Quality/Commitment of Staff

Key Question 4: To what degree is staff empowered to realize the mission of the district?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: CAST Lead HS has found an alignment with its staff about the campus/district mission. Our district mission is to "continuously challenge and advance" student knowledge, which motivates everything our teachers do. During every PLC meetings, teachers have an open forum to provide feedback on current practices, suggest improvements and discuss ways to adjust our actions. This kind of open discourse empowers all staff to help fully realize our mission of serving every student, every day. **Evidence of Success:** CAST Lead HS will retain at least 90% of the exempt staff and 85% non exempt staff by EOY of the 24-25 SY that are aligned to and exemplify the campus/district mission and vision. **Staff Responsible:** Erica Jackson				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: CAST Lead will be partnering with the CAST Network to provide uncertified teachers with support 8hr per week. Through this support we are hoping to help the current uncertified staff to become certified and retain them at CAST Lead HS.

Intended Audience: New and Returning Teachers/Staff

Provider / Presenter / Person Responsible: Julie Riedel- CAST Network and TAMUSA Rep., Erica Jackson- Principal

Date(s) / Timeframe: Beginning Mid August - May 2025 Julie will be assigned to CAST Lead HS 8 hrs per week to coach and develop New (0-2 years) teachers.

Collaborating Departments: CCMR, CAST Lead HS Admin, CIA Department

Staff Responsible: All New (0-2 year teachers/staff)

TEA Priorities:
Recruit, support, retain teachers and principals

Goal 6: Community Engagement & Partnerships

Key Question 1: To what degree do we cultivate mutually beneficial partnerships?

Initial Status: Maintain

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will focus on quality partnerships that help us reach our goals and that help our partners reach their goals beyond contractual requirements. **Evidence of Success:** 100% of partnerships are identified as mutually beneficially by both CLHS and our partner. **Staff Responsible:** Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 6: Community Engagement & Partnerships

Key Question 2: To what degree do our partnerships positively impact stakeholders?

Initial Status: Maintain

Goal 6: Community Engagement & Partnerships

Key Question 3: To what degree do we connect with workforce needs?

Initial Status: Maintain but Consider a Change

Goal 7: Fiscal & Operational System

Key Question 1: To what degree do we align resources to high priority goals?

Initial Status: Maintain

Goal 7: Fiscal & Operational System

Key Question 2: To what degree are we fiscally and operationally efficient and transparent?

Initial Status: Maintain but Consider a Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will establish a baseline in all inventory management systems so that we can ensure efficient operations. We will align our needs assessments, goals, strategies, and budgets when creating and spending money as good budget stewards. We will ensure efficient operations by providing clear roles, a process to revisit progress with PEIMS coding, and protected time to ensure the work is complete. **Evidence of Success:** CLHS will implement the district's inventory management policies and procedures by July 3rd, 2025. 75% to 90% of CLHS's budgets will be expended in the 2024/25 school year. To ensure accurate student coding throughout the year, on June 3, 2025, 99% of key student's records will be accurate to include to the following codes: 504 Accelerated Instruction Hours (new 24-25) Bilingual Program CTE Discipline Dyslexia Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education **Staff Responsible:** Chief Financial Officer Executive Director BOSS Chief Instructional Officer				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: CAST Lead HS Admin will work with the Campus CTC to check inventory BOY, MOY and EOY to ensure a consistent process to verify inventory on campus and create a replacement plan for technology as needed.

Intended Audience: Teachers, Staff, CAST Lead administration

Provider / Presenter / Person Responsible: N/a

Date(s) / Timeframe: BOY-By Sept 15th, 2024
MOY- Jan 2025
EOY- May/June 2025

Collaborating Departments: Technology Dept. , CAST Lead Admin,

Delivery Method: N/a

Staff Responsible: CTC, Principal, Assistant Principal, Technology Support Staff.

Strategy 2: All relevant teacher-issued and student-issued devices and materials will be checked out to students via Follett. In addition, CLHS Admin team will create a catalog system for student Chromebooks.

Intended Audience: Faculty and Staff

Provider / Presenter / Person Responsible: Erica Jackson and Lisa Sanchez

Date(s) / Timeframe: BOY/EOY

Collaborating Departments: Office Staff

Delivery Method: n/a

Staff Responsible: Erica Jackson, Lisa Sanchez

Strategy 3: CLHS Admin and PIEMS clerk will review PIEMS entry to ensure 100% accuracy.

Intended Audience: All Stakeholder

Provider / Presenter / Person Responsible: Lisa Sanchez

Date(s) / Timeframe: BOY
Check during August 2024 to gather as much student information as possible and verify with campus records.

Collaborating Departments: Office Staff, Counseling, Admin

Delivery Method: N/a

Staff Responsible: Erica Jackson, Lisa Sanchez, Macy Gustch

Campus Funding Summary

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On

Policy Documents & Addendums