East Central Independent School District

Honor Elementary

2024-2025 Improvement Plan



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Goals

Revised/Approved: August 2, 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: Maintain

Goal 1: Engaged, Well Rounded Students

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

Initial Status: Maintain

Goal 1: Engaged, Well Rounded Students

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

Initial Status: Major 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:** Honor students will reach 94% attendance rate for the 2024-25 school year. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Conduct an 18 day attendance challenge. Students that are present all 18 days will be invited to a celebration on September 3.

Intended Audience: All Staff

Provider / Presenter / Person Responsible: Assistant Principal

Date(s) / Timeframe: August 7-30

Collaborating Departments: MARCOM and Student Services

Delivery Method: Morning announcements, parents link, talking points, common district messaging.

Staff Responsible: Teachers, ILT

Strategy 2: CIS will track and display weekly attendance percentages by grade level.

Intended Audience: All staff and students

Provider / Presenter / Person Responsible: CIS & PF

Date(s) / Timeframe: Starting August 12 - May 22

Collaborating Departments: CIS
PF
Municipal Courts rep
AP

Delivery Method: Bulletin board

Honor Web site

Staff Responsible: CIS
PF (Coordinate the case management of...)

Strategy 3: Partnering with Municipal Courts and track absences for 3, 5 and 9 days. Teachers will contact guardians after 2nd consecutive missed day of school. AP will track guardian communication through Talking Points

Intended Audience: All classroom teachers

Provider / Presenter / Person Responsible: AP
classroom teachers
Municipal courts representative

Date(s) / Timeframe: August 7

Strategy 4: Weekly attendance meetings will be conducted with AP and counselor to review attendance data via A2A. If a student has 3 absences the guardian will receive a call from either the attendance clerk or CIS to address the absences and to formulate a plan of supports to improve student attendance. AP or Municipal Court Rep will hold small group meetings with students and guardians with 5 or more absences to discuss a plan.

Intended Audience: Guardians
Students

Provider / Presenter / Person Responsible: CIS
AP
Attendance Clerk
Municipal Courts Rep

Date(s) / Timeframe: August 19 until the end of the year.

Delivery Method: Face to face
Phone
Google Meet

Staff Responsible: CIS
AP
Attendance Clerk
Municipal Courts Rep

Strategy 5: Target top 5% of absent students and conduct conferences and place on an attendance contract in order to be proactive in creating supports for the student and guardians.

Intended Audience: students
parents

Provider / Presenter / Person Responsible: AP

Date(s) / Timeframe: Aug 7-Aug 16

Delivery Method: Face to face
Phone

Staff Responsible: AP

Strategy 6: During morning announcements, students will be recognized for attending school by conducting a random weekly drawing, based on days with the most absenteeism. We will spin a wheel that lands on a number. Teachers will use their attendance roster to indicate the winner.

Intended Audience: Students

Provider / Presenter / Person Responsible: AP

Date(s) / Timeframe: Aug-12, 2024-May 22, 2025

Collaborating Departments: AP and CIS

Delivery Method: Morning announcements

Staff Responsible: AP

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: Major Change

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:** Honor students will have a 30% reduction in disciplinary incidents. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Title 1 Paraprofessionals will create a schedule for the top 5% of students that have referrals 2023-2024 to pull small groups and provide interventions for targeted behaviors revolving around safe, responsible, and safe on campus and on the bus. This will be revised once our BUBS data comes in.

Intended Audience: Tier 2 and Tier 3 students

Provider / Presenter / Person Responsible: Title 1 Paraprofessional

Date(s) / Timeframe: Aug. 12, 2024-May 22, 2025

Collaborating Departments: AP, Educator's Handbook, Title 1 Paraprofessional

Delivery Method: Small groups

Staff Responsible: Title 1 Paraprofessional

Strategy 2: AP will contact parents of the top 5% of students that have behavioral referrals to review the expectations and provide any resources/guidance that me be needed for the targeted behavior, via phone or face to face conferences. Students of grades 3-5 will be a thinking partner in brainstorming needs for behavior improvement. Parents will also receive the minor vs. major referrals and the options of restorative discipline and discipline consequences.

Intended Audience: Parents and students

Provider / Presenter / Person Responsible: AP and PBSI Para

Date(s) / Timeframe: Aug 12, 2024- May 22, 2025

Collaborating Departments: AP, teachers, PBSI, CSI, MTSS

Delivery Method: Phone or face to face conferences

Staff Responsible: AP

Strategy 3: Campus Tier 1 behavior team will use ongoing data to analyze to collaborate on supports, interventions and resources to provide all students of need for Tier 1.

Intended Audience: Students of Tier 1

Provider / Presenter / Person Responsible: Tier 1 behavior team

Date(s) / Timeframe: Aug. 2024-May 2025

Collaborating Departments: Tier 1 committee, CSI, Counselors, AP

Delivery Method: Coaching conversations, Delivery of information during staff meetings, newsletters and/or PLCs.

Staff Responsible: Tier 1 behavior lead members and AP

Strategy 4: Use Get Better Faster waterfall to provide ongoing progress monitoring and feedback through coaching conversations on the spot modeling, growth plans, professional development and face to face meetings.

Intended Audience: All staff members

Provider / Presenter / Person Responsible: AP and Principal

Date(s) / Timeframe: Aug 7, 2024-May 22, 2025

Collaborating Departments: Tier 1 behavior team, AP, AF, Literacy Coach

Delivery Method: Emails, face to face, signage in class on small whiteboards, Emergent Tree website

Staff Responsible: ITL

Strategy 5: Acknowledge students for being safe, responsible, and respectful through brag boards, class/campus celebrations, positive office referrals and random acknowledgements of students behavior through classroom and common area matrix.

Intended Audience: All students

Provider / Presenter / Person Responsible: All staff members of the campus

Date(s) / Timeframe: Aug 7, 2024-May 22, 2025
Schedule walkthrough with District Behavior lead week of Aug. 12

Collaborating Departments: All staff. However, AP will have a monitoring system of acknowledgements

Delivery Method: Verbal, visual, and QR code

Staff Responsible: AP, PBSI, Title 1 Paraprofessional

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: Maintain

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: Maintain

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

Goal 3: Student Learning and Progress

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

Initial Status: Major 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, East Central ISD will earn a minimum of a "met standards rating C" with at least 65% approaches, 30% meets, 15% masters on STAAR and 36% of students on track for college readiness. **Staff Responsible:** Academic Facilitator				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Instructional support staff (ISS) will provide pd on the common instructional strategies to all staff during BOY PD revisiting during PLC / Ongoing PD

Intended Audience: Classroom teachers and support staff.

Provider / Presenter / Person Responsible: Lit Coach
AF
ILT

Date(s) / Timeframe: July 31 - BOY PD Provided
August 13 - 1st PLC provided

Collaborating Departments: CIA

Delivery Method: PLC
PD
Newsletter
Honor Hub

Staff Responsible: AF
Lit Coach

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools

Strategy 2: ISS will conduct coaching cycles with teachers with a lens on the CIS, providing feedback and targeted coaching as needed. Data will be collected and reviewed by ILT to provide the instructional focus in PLC - by need, by grade, by subject.

Intended Audience: Classroom teachers

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: August 12-May 22

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: ISS

Strategy 3: ISS will implement a new PLC protocol. The PLC protocol ensures that all CIS are implemented with intentionally and fidelity.

Intended Audience: classroom teaches

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: July 31 - PLC agenda introduced to staff
Weekly on Tuesday and Wednesday starting August 13th.

Collaborating Departments: CIA

Delivery Method: Face to Face

Staff Responsible: ISS

Strategy 4: ILT will provide differentiated support for teachers and students in order to provided target feedback, interventions and support to accelerate growth.

Intended Audience: classroom teachers
students

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: September 9 - Review data and classroom observation data to determine differentiated support
Review data monthly in ILT to determine levels of success and support

Collaborating Departments: CIA

Delivery Method: face to face

Staff Responsible: ISS

Strategy 5: Based on the data collected, interventions will be provided (including progress monitoring) to accelerate learning for teachers and students.

Intended Audience: Classroom Teacher
Students

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: September 1-May 13

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: ISS

Strategy 6: HQIM / RBIS
DDI

Strategy 7: We will plan for the utilization of High Quality Instructional Materials (HQIM) with fidelity through the PLC process and Quarter Planning.

Intended Audience: classroom teachers

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: Weekly PLC meetings
Daily instruction
Quarter planning (partnered with NIET) (July 31, September 20, November 4, February 10)
RBIS trainings - August 2nd
New Teacher Academy Curriculum training July 18-24

Collaborating Departments: CIA

Delivery Method: PLC
face to face PD
Quarter Planning

Staff Responsible: ISS

TEA Priorities:
Build a foundation of reading and math, Improve low-performing schools

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: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: Will will increase the likely hood that students are ready to make a meaningful life and living by implementing HQIM and RBIS. **Evidence of Success:** In order to reach 64% of students meeting one or more CCMR indicators by graduation, 36% of 5th-grade students will score college-ready on MAP's ACT Projection for 22+ on End of Year reading and math **Staff Responsible:** CIS				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: ILT will tier 5th grade teachers and students in order to provided target feedback, interventions and support to accelerated growth.

Intended Audience: 5th grade teachers and students

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: September 1 - May 13

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: ISS

Strategy 2: Based on the data collected, interventions will be provided (including progress monitoring) to accelerate learning for 5th grade teachers and students.

Intended Audience: 5th grade teachers and students

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: Sept 1- May 13

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: ISS

Strategy 3: 5th grade students will have data folders to set and track individual goals in the area of reading and math. Teachers will conduct data talks/meeting with students.

Intended Audience: 5th grade teachers and students

Provider / Presenter / Person Responsible: ISS

Date(s) / Timeframe: Sept 1- May 13

Collaborating Departments: CIS

Delivery Method: Face to face

Staff Responsible: ISS

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

Goal 5: Quality/Commitment of Staff

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

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

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

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

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

Initial Status: Maintain

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: We will empower staff to realize the mission and the district in order to retain all staff members. **Evidence of Success:** From Jul 3, 2024, 85% of Honor's the exempt staff and 75% nonexempt that was employed on July 3, 2025 will be retained with the intent of returning for the 25-26 school year **Staff Responsible:** ILT				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: New teachers will be supported by NTSS (New teacher support system). NTSS includes NTSS monthly meetings, an assigned mentor, and additional coaching as needed.

Intended Audience: New teacher

Provider / Presenter / Person Responsible: AF
LC

Date(s) / Timeframe: Monthly starting in September

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: AF
LC

Strategy 2: Coaching cycles provided as necessary to support all staff. This includes instruction, behavior, and any other areas as needed. This will support the culture and climate of the campus to increase staff retention.

Intended Audience: All staff

Provider / Presenter / Person Responsible: ILT

Date(s) / Timeframe: Ongoing

Collaborating Departments: CIA

Delivery Method: Face to face

Staff Responsible: ILT

Goal 6: Community Engagement & Partnerships

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

Initial Status: Minor Change

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 EC and our partner. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Build mutually partnerships in our community. Pursue partnerships and incorporate them into our school community. Clearly define what this is as a campus.

Intended Audience: All staff
Community

Provider / Presenter / Person Responsible: AP
AF

Date(s) / Timeframe: Ongoing

Collaborating Departments: Student Services

Delivery Method: face to face

Staff Responsible: All staff

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

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: Minor 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:** Honor will implement the district's inventory management policies and procedures by July 3rd, 2025. 75% to 90% of Honor'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:** Assistant Principal				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: 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.

Intended Audience: PF
PEIMS Clerk
AP

Provider / Presenter / Person Responsible: AP

Date(s) / Timeframe: August 5 - create clear roles and plan meetings,
Weekly O3 with AP and PEIMS Clerk
Weekly O3 check in with AP and Principal

Collaborating Departments: Transformation Department
Information system

Delivery Method: Face to face meetings
PEIMS ARM Tracker

Staff Responsible: AP

Strategy 2: We will establish a baseline in all inventory management systems so that we can ensure efficient operations.

Intended Audience: AP
AF
Library
Principal

Provider / Presenter / Person Responsible: AP

Date(s) / Timeframe: Quarterly check ins
EOY inventory check in (By May 22, 2025

Delivery Method: Face to face

Staff Responsible: AP

Strategy 3: 75% to 90% of the school and department budgets will be expended in the 2024/25 school year.

Intended Audience: All campus staff

Provider / Presenter / Person Responsible: Principal

Date(s) / Timeframe: September 1 - April 1

Collaborating Departments: Finance Department
Purchasing Department

Staff Responsible: Principal

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