Ector County Independent School District

Reagan Academic Magnet

2025-2026 Campus Improvement Plan

Accountability Rating: A

Mission Statement

The mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.

Reagan's Mission Statement

The Elementary Magnet School at Reagan is committed to the belief that each student will develop to his potential within a positive learning community. Our students will demonstrate exemplary personal character, social responsibility, and intellectual, emotional, and physical excellence.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Reagan ended school with 684 students. We have 213 GT students, 153 Bilingual students, 25 Speech students and 5 Dyslexic students.

Demographics Strengths

Our strengths are our Bilingual and Gifted students both groups preform very on testing.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Each year Reagan's Economic Disadvantaged number is increasing. 2021-2022 = 30.86% 2024-2025 = 43.21%
Root Cause: More families are struggling economically within our Choice Campus.

Student Achievement

Student Achievement Summary

STAAR results 2016-2025

Reagan STAAR Results_2016-current.docx

Student Achievement Strengths

98% of our Third-Fifth grade students were at Approaches or higher in every area of STAAR

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): In the 2024-2025 STAAR Math 16% of 3rd-5th did not reach approaches level.
Root Cause: Students needed more individual instruction within small groups.

School Culture and Climate

School Culture and Climate Summary

Panorama Data Dig

Reagan_PanoramaDataDig (1).pdf

School Culture and Climate Strengths

Students ranked Rigorous Expectations and Safety as their top choices on Panorama.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): In the 2024-2025 Panorama Engagement was at 55%.
Root Cause: Students at or above grade level needs are not being met.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Reagan's teacher retention rate is excellent we only loose teacher due to relocation or retirement. We ended 2024-2025 at 82.9%.

Staff Quality, Recruitment, and Retention Strengths

Reagan's A rating helps to retain and recruit teachers when needed.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Staff retention percentages are going down. 2023-2024 = 85.7% 2024-2025 = 82.9%
Root Cause: Some of our veteran teachers are at the age of retirement.

Family and Community Engagement

Family and Community Engagement Summary

We have an abundance of parent communication.   We limit the days that parents are able to eat lunch with their students because we have approximately 75-100 parents eat with their students daily. We invite parents to eat with each grade level weekly to spread out how many guests we have each day.

Family and Community Engagement Strengths

Reagan has a very active PTO that is supportive in every way. They met extra financial needs and volunteer to help in areas needed around campus. Our PTO meets monthly and advocates for our school. We have Watch Dogs (Dads) that help with drop off every morning to keep our students safe.

School Organization

School Organization Summary

We have 29 instructional teachers

3 PK teachers 2 monolingual and 1 bilingual with aides in each classroom

5 Kinder teachers 4 monolingual and 1 bilingual

5 First grade teachers 4 monolingual and 1 bilingual

4 Second grade teachers 3 monolingual and 1 bilingual

4 Third grade teachers 3 monolingual and 1 bilingual

4 Fourth grade teachers 3 monolingual and 1 bilingual

4 Fifth grade monolingual teachers

We have 3 special area teachers

1 PE Coach with 2 aides

1 Music teacher

1 Media Specialist

School Organization Strengths

We have 99% of our teachers fully certified with one DOI teacher that is completing her certification.

Priority Problem Statements

Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%.

Root Cause 1: Students at or above grade level needs are not being met.

Problem Statement 1 Areas: School Culture and Climate

Problem Statement 2: In the 2024-2025 STAAR Math 16% of 3rd-5th did not reach approaches level.

Root Cause 2: Students needed more individual instruction within small groups.

Problem Statement 2 Areas: Student Achievement

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local benchmark or common assessments data
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Professional learning communities (PLC) data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data

Board Goals

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 1: By May of 2026, students performing at the Mastery level on 3rd-5th Math STAAR will increase from 50% to 51%.

High Priority

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps Math - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 31%, Gr. 3 Math - % of 3rd grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 35%, Gr. 5 Math - % of 5th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 41%

Evaluation Data Sources: STAAR, MAP, Checkpoints and Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Reagan will be piloting Go Math curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: We expect to raise MAP and STAAR scores	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Leadership and Math Curriculum department **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Student Achievement 1	Some Progress			
Strategy 2 Details	**Reviews**			
Strategy 2: Reagan teachers will be creating our own Checkpoint's based on curriculum we will be piloting.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase mastery level on STAAR and MAP	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Leadership and Math curriculum **Problem Statements:** School Culture and Climate 1	Some Progress			

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: In the 2024-2025 STAAR Math 16% of 3rd-5th did not reach approaches level.   **Root Cause**: Students needed more individual instruction within small groups.
School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%.   **Root Cause**: Students at or above grade level needs are not being met.

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 2: By May of 2026, students performing at the Mastery level on 3rd-5th Reading/Language Arts STAAR will increase from 62% to 63%.

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%, Gr. 5 Reading - % of 5th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 46%

Evaluation Data Sources: STAAR, MAP, Checkpoints and Teacher created tests

Strategy 1 Details	Reviews			
Strategy 1: Staff members will be Masked Readers monthly.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Encourage students to read and enjoying reading.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Reagan staff and Leadership **Problem Statements:** School Culture and Climate 1	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Genre Challenge to encourage reading in all grade levels.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will love reading and try new genres.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Librarian, Teachers and Leadership	Some Progress			

No Progress   Accomplished   Continue/Modify   Discontinue

Performance Objective 2 Problem Statements:

School Culture and Climate

Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. **Root Cause**: Students at or above grade level needs are not being met.

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 3: By May of 2026, students performing at the Mastery level on 3rd-5th Science STAAR will increase from 76% to 77%.

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%

Evaluation Data Sources: STAAR Science 5th and MAP in lower grades

Strategy 1 Details	Reviews			
Strategy 1: Science Fair	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will be able to learn and implement the Scientific Method.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Leadership	Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Weekly Science Lab requirements	**Formative**			**Summative**
Strategy's Expected Result/Impact: Science hands on activities will prepare students for 5th STAAR	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership	Some Progress			

○ No Progress   ○ Accomplished   → Continue/Modify   ✗ Discontinue

Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Performance Objective 1: The percentage of students in Kindergarten through Third grade achieving or exceeding their Reading RIT goal will increase from 55% to 56% by May 2026.

HB3 Board Goal

Indicators of Success:
Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%

Evaluation Data Sources: MAP, Teacher created tests

Strategy 1 Details		Reviews			
Strategy 1: Young Author Books		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will create a Young Author Book to present to parents at the end of the year.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Some Progress			

Strategy 2 Details		Reviews			
Strategy 2: Author visit for Primary grades		**Formative**			**Summative**
Strategy's Expected Result/Impact: Author will encourage students reading and writing to build a strong foundation for learning.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Leadership and PTO **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Accomplished	Accomplished	Accomplished	

○ No Progress   ○ Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Performance Objective 2: The percentage of students in First grade achieving or exceeding their Reading RIT goal will increase from 53% to 55% by May 2026.

High Priority

Indicators of Success:
Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%

Evaluation Data Sources: MAP, small group data, Teacher created tests

Strategy 1 Details		Reviews		
Strategy 1: Read Across America	Formative			Summative
Strategy's Expected Result/Impact: Students will want to improve reading skills. **Staff Responsible for Monitoring:** Teachers and Leadership	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			

Strategy 2 Details		Reviews		
Strategy 2: Small Group	Formative			Summative
Strategy's Expected Result/Impact: Small group instruction will help meet targeted needs for every student. **Staff Responsible for Monitoring:** Teachers and Leadership	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			

○ No Progress   ○ Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Performance Objective 3: By May of 2026, students performing at the Mastery level on 3rd grade Reading Language Arts STAAR will increase from 50% to 51% in English and 33% to 34% in Spanish.

High Priority

HB3 Board Goal

Indicators of Success:
Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, Gr. 3 Reading - % of 3th grade students achieving the meets or exceeds standard in reading or math on STAAR - 2026 Goal: 36%

Evaluation Data Sources: STAAR, MAP, iReady, Checkpoints and Teacher tests

Strategy 1 Details	Reviews			
Strategy 1: Novel Study	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will spark students curiosity and encourage reading.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Author visit for upper grades	**Formative**			**Summative**
Strategy's Expected Result/Impact: Author will encourage improving Reading and Writing skills.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Leadership and PTO **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Considerable			

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 1: School Connectedness Panorama data will increase from 69% to 70% by May 2026.

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 - 2026 Goal: 52%

Evaluation Data Sources: Panorama Survey, Teacher observation and Leadership observation

Strategy 1 Details		Reviews			
Strategy 1: First Priority		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will feel connected and work harder.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: First Priority leaders and Leadership **ESF Levers:** Lever 3: Positive School Culture		Some Progress			
Strategy 2 Details		Reviews			
Strategy 2: All-Star Monthly Luncheon		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will help build their connections within school.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Counselor and leadership **ESF Levers:** Lever 3: Positive School Culture		Some Progress			
	◯ No Progress ◯ Accomplished ➡ Continue/Modify ✖ Discontinue				

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 2: School belonging Panorama data will increase from 69% to 70% by May 2026.

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 - 2026 Goal: 52%

Evaluation Data Sources: Panorama Survey, Teacher observation and Leadership observation

Strategy 1 Details	Reviews			
Strategy 1: Honor Choir	**Formative**			**Summative**
Strategy's Expected Result/Impact: Give students other areas to show their Gifted talents	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Music teacher and Leadership				
Problem Statements: School Culture and Climate 1	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: After School Sports	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will show talents in other areas that encourage thinking skills	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Coaches and Leadership				
Problem Statements: School Culture and Climate 1	Some Progress			

Strategy 3 Details	Reviews			
Strategy 3: All-Star of the Month	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will strive to work toward monthly character traits.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Counselor, Leadership and teachers				
Problem Statements: School Culture and Climate 1	Some Progress			

No Progress   Accomplished   ➡ Continue/Modify   ✖ Discontinue

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%.   **Root Cause**: Students at or above grade level needs are not being met.

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 3: Student daily attendance will increase from 96.1% to 96.3% by May 2026.

Indicators of Success:
Attendance - % of student daily attendance - 2026 Goal: 92.5%

Evaluation Data Sources: Weekly attendance Dashboard, SQL reports

Strategy 1 Details	Reviews			
Strategy 1: Attendance Tracker	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will track their own attendance to encourage them to be at school daily.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers, Attendance Clerk and Leadership team **ESF Levers:** Lever 3: Positive School Culture	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Weekly Attendance Recognition	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will want to be at school for weekly recognition of class within each grade level with best attendance.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Students, Teachers and Leadership **ESF Levers:** Lever 3: Positive School Culture	Some Progress			

No Progress   Accomplished   Continue/Modify   ✖ Discontinue

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 4: Discipline infractions will decrease from seven to five by May 2026.

Evaluation Data Sources: Discipline Log, Focus

Strategy 1 Details		Reviews			
Strategy 1: Monitor system of Watch, Warning and Growth Plan		**Formative**			**Summative**
Strategy's Expected Result/Impact: Open communication with students and parents will decrease discipline issues.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Staff and Leadership **ESF Levers:** Lever 3: Positive School Culture		Some Progress			
Strategy 2 Details		Reviews			
Strategy 2: Saturday Detention		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will not want to come to Saturday detention, so they will improve their behavior.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership **ESF Levers:** Lever 3: Positive School Culture		Some Progress			
	No Progress	Accomplished	Continue/Modify	Discontinue	

Board Goal 4: Classroom Excellence

Performance Objective 1: Reagan's certified teachers will increase from 91.6% to 100% by May 2026.

    Evaluation Data Sources: Leadership check ins, Teacher certification tests

Strategy 1 Details		Reviews			
Strategy 1: Uncertified teachers will do a monthly check-in with Leadership		**Formative**			**Summative**
Strategy's Expected Result/Impact: Uncertified teachers will become certified by the end of the year.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Leadership **TEA Priorities:** Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture		Some Progress			
Strategy 2 Details		Reviews			
Strategy 2: Buddy Teachers		**Formative**			**Summative**
Strategy's Expected Result/Impact: 100% of teachers fully certified by the end of the year.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Buddy teacher and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Some Progress			

○ No Progress   ◯ Accomplished   → Continue/Modify   ✕ Discontinue

Board Goal 4: Classroom Excellence

Performance Objective 2: Reagan's ESL certified teaches will increase from 54% to 65% by May 2026.

Evaluation Data Sources: Leadership check ins, Teacher certification test

Strategy 1 Details	Reviews			
Strategy 1: Encourage teachers to get their ESL certification.	**Formative**			**Summative**
Strategy's Expected Result/Impact: More teachers will be certified by the end of the year.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			
Strategy 2 Details	**Reviews**			
Strategy 2: Reagan Staff Recognition	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will be encouraged to complete their ESL certification.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teachers and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			
	○ No Progress ○ Accomplished → Continue/Modify ✕ Discontinue			

Board Goal 4: Classroom Excellence

Performance Objective 3: Reagan teacher retention will increase from 82.9% to 85% by May 2026.

Evaluation Data Sources: End of year retention data

Strategy 1 Details	Reviews			
Strategy 1: Campus Mentoring	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will feel supported and want to stay in education. **Staff Responsible for Monitoring:** Teachers and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	**Oct**	**Jan**	**Mar**	**May**
	Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Veteran Teachers presentation of Reagan Expectations	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will have more buy in with expectations when they are presented by their peers. **Staff Responsible for Monitoring:** Teachers and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	**Oct**	**Jan**	**Mar**	**May**
	Moderate Progress			
	No Progress Accomplished Continue/Modify Discontinue			

Board Goal 5: Culture of Excellence

Performance Objective 1: Reagan will be an AVID Kindergarten through Fifth campus by May 2026.

Evaluation Data Sources: AVID PD, Leadership support

Strategy 1 Details	Reviews			
Strategy 1: AVID board	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers and students will create displays for monthly strategies to learn AVID strategies. **Staff Responsible for Monitoring:** Teachers and Leadership, AVID Team	**Oct**	**Jan**	**Mar**	**May**
	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Depth and Complexity Boards	**Formative**			**Summative**
Strategy's Expected Result/Impact: Staff and guests will see displays of rigorous learning and encourage the learning process. **Staff Responsible for Monitoring:** Staff and Leadership **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** School Culture and Climate 1	**Oct**	**Jan**	**Mar**	**May**
	Some Progress			

◯ No Progress	◯ Accomplished	➡ Continue/Modify	✖ Discontinue

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%.   **Root Cause**: Students at or above grade level needs are not being met.

Board Goal 5: Culture of Excellence

Performance Objective 2: Student Engagement on Panorama will increase from 55% to 60% by May 2026.

    High Priority

    Evaluation Data Sources: Panorama Data, Teacher and Leadership observations

Strategy 1 Details			Reviews		
Strategy 1: Tinker Tuesday			**Formative**		**Summative**
Strategy's Expected Result/Impact: Students will exposed to rigorous activities weekly that encourages learning in content areas. **Staff Responsible for Monitoring:** Staff and Leadership **TEA Priorities:** Build a foundation of reading and math **Problem Statements:** School Culture and Climate 1			**Oct** Some Progress	**Jan**	**Mar**	**May**

Strategy 2 Details			Reviews		
Strategy 2: Bookworm Books			**Formative**		**Summative**
Strategy's Expected Result/Impact: Students will work to get a nomination from teachers to be entered in weekly Bookworm drawing. Students will build their own libraries. **Staff Responsible for Monitoring:** Teachers and Leadership **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Problem Statements:** School Culture and Climate 1			**Oct** Some Progress	**Jan**	**Mar**	**May**

◯ No Progress	◯ Accomplished	→ Continue/Modify	✕ Discontinue	

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: In the 2024-2025 Panorama Engagement was at 55%. **Root Cause**: Students at or above grade level needs are not being met.

Board Goal 5: Culture of Excellence

Performance Objective 3: Reagan teachers will increase certification in Blended Learning coursework from 48.17% to 52% by May 2026.

    Evaluation Data Sources: Blended Learning Coursework log

Strategy 1 Details	Reviews			
Strategy 1: Challenge to earn UTeach credits	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - **Targeted Support Strategy**	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Walkthroughs to monitor Blended Learning	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will use more Blended Learning strategies within their classrooms. **Staff Responsible for Monitoring:** Teachers, Blended Learning Team and Leadership	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			

⬤ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

Targeted Support Strategies

Board Goal	Objective	Strategy	Description
5	3	1	Challenge to earn UTeach credits