

Ector County Independent School District

Formative Review with Notes

2020-2021

Accountability Rating: Not Rated: Declared State of Disaster



Board Approval Date: May 19, 2020
Public Presentation Date: April 23, 2020

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.

Vision

OUR Students. . . THE Future!

Value Statement

Beliefs

Developed by Team of 8 – March 2019

We Believe:

- A quality education is a fundamental right for every student
- In preparing our graduates for success after high school
- Engagement in teaching and learning is a shared responsibility among students, staff, and parents
- In valuing the students, our staff, parents and the community
- There is a pathway for success for every student to become a leader
- In providing a consistent and viable education for every student
- In recruiting, retaining, and developing the best staff

- Student needs drive decisions
- In setting each other up for success
- In civic engagement and upholding community traditions
- In embracing diversity
- A safe, healthy climate is conducive to learning

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Goals 5

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices. 5




Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today. 35









Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society. 46

Goals

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 1: ECISD will provide the network infrastructure and technology standards to ensure safety and connectivity for anytime/anywhere learning.

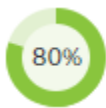
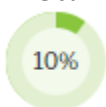




<p>Strategy 1: Establish home internet connectivity for students.</p> <p>Strategy's Expected Result/Impact: Increased student access to digital curriculum and resources.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Equity Plan</p> <p>Problem Statements: Demographics 1</p>	Formative	
	Oct 	October Evidence of Progress Implemented Classlink Single Sign-on to monitor district supported student use of online programs.
	Jan 	January Evidence of Progress
	Mar 	March Evidence of Progress
Summative		
	May	May Evidence of Progress

<p>Strategy 2: Standardize classroom instructional technology to include 1:1 staff and 1:1 student mobile devices.</p> <p>Strategy's Expected Result/Impact: Increase timely access to digital content and online educational systems.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Equity Plan</p> <p>Problem Statements: Staff Quality, Recruitment, and Retention 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Used CARES funding and Operation Connectivity to purchase 37,000 devices. Waiting on 12,000 to be delivered.</p> <p>Jan January Evidence of Progress </p> <p>Mar March Evidence of Progress </p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Establish a cyber-security plan, train all staff on processes and requirements.</p> <p>Strategy's Expected Result/Impact: Reduction of data breach risk and damage to district digital resources.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology</p> <p>Title I Schoolwide Elements: 2.5</p> <p>Problem Statements: District Culture and Climate 8</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Hired a cybersecurity system administrator to establish protocols based on Texas Cybersecurity Frameworks.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 1 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.





Performance Objective 2: ECISD will provide a data structure that can be utilized and accessed to inform processes.







<p>Strategy 1: Establish an operational data store and data warehouse to support data visualization tools to ensure EdFi data standards conformity.</p> <p>Strategy's Expected Result/Impact: Increased confidence in district data resources.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems</p> <p>Results Driven Accountability</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Operational Data Store is mapped and ready for use.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: Replace iTCES with Ascender - Student Information System and develop student record retention processes.</p> <p>Strategy's Expected Result/Impact: Transition to new Student Information System platform and move physical student records to an online system.</p> <p>Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology</p> <p>Problem Statements: Technology 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Developing plan for transition to Ascender SIS. Acquire a project manager to assist with transition.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 2 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 3: ECISD will provide the environment conducive to all educational needs in conjunction with the development of a Long Range Facilities Plan that will move the District forward in the future.



<p>Strategy 1: Establish universal free feeding district-wide to grow free lunch program from 55% to 100% eligible.</p> <p>Strategy's Expected Result/Impact: Provide equity in feeding of all elementary students through the CEP program.</p> <p>Staff Responsible for Monitoring: School Nutrition Director</p> <p>Title I Schoolwide Elements: 2.4, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: District Culture and Climate 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress ECISD campuses are 100% free feeding eligible in the 2020-2021 school year. Elementary campuses operate on the CEP program (income surveys) and Secondary campuses operate on the Provision 1 program (free/reduced lunch applications. We pushed forward with both groups due to the challenges the pandemic presented.</p> <p>Jan  January Evidence of Progress Complete</p> <p>Mar  March Evidence of Progress Complete</p> <p>Summative</p> <p>May  May Evidence of Progress Complete</p>
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<p>Strategy 2: Establish up to date design standards for buildings that align with current teaching standards.</p> <p>Strategy's Expected Result/Impact: Design Building standards that are up to date with current teaching practices will ensure teaching and learning is functioning at a high level.</p> <p>Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: District Culture and Climate 3 - Perceptions 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Work has begun with professional experts in identifying building design standard that will meet the needs of teaching and learning in the modern age of technology and processes.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Engage with all stakeholders and outside experts to work collaboratively in the design and/or redesign of our learning environments. This will also include the development of a Long Range Facility Plan that will help guide the district in future decisions regarding facilities,</p> <p>Strategy's Expected Result/Impact: Update the Districts facilities to support the programs-practices and provide a plan for the future facility needs of the District. Provide equity in building designs across the District.</p> <p>Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: District Culture and Climate 4 - Perceptions 1, 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  A facilities review committee was meeting to collaborate on the development of a long range facilities plan. The committee had held 3 meetings covering items such as district demographics, facilities conditions, department needs (ie. CTE, Athletics, Fine Arts, Technology, Transportation, etc...) and other information. The meeting schedule consisted of 7-8 meetings with the culmination resulting in a long range facilities plan to present to the Board of Trustees. The plan will be the roadmap to move the district forward in regard to facilities improvements. This work was stopped due to pandemic and will shift/start back up at an appropriate time.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
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



Performance Objective 3 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 4: ECISD will ensure efficient systems are in place to increase productivity to meet the needs of all that we serve.

<p>Strategy 1: Ensure long range preventive maintenance practices are in place.</p> <p>Strategy's Expected Result/Impact: Proper preventive maintenance measures will increase equipment life and save on energy costs associated with running equipment.</p> <p>Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Director of Facilities, and Supervisor of Preventive Maint.</p> <p>Title I Schoolwide Elements: 2.6</p>	<p>Formative</p> <p>Oct  October Evidence of Progress A plan is in place to ensure proper preventive measures are met district wide. New ideas and practices are continuously searched out to improve the districts efficacy in this area. We implemented a new filter changing process in 2020 as an example of one major change impacting the success of this practice.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: ECISD will develop long range maintenance practices for Fine Arts instruments and equipment.</p> <p>Strategy's Expected Result/Impact: Proper maintenance of Fine Arts instruments and equipment will increase equipment life and reduce replacement costs.</p> <p>Staff Responsible for Monitoring: Director of Fine Arts</p> <p>Title I Schoolwide Elements: 2.6</p>	<p>Formative</p> <p>Oct  October Evidence of Progress - 75% of instruments have been identified on campuses. This will allow us to properly plan for repairs and replacements by campus/program. - 95% or the Fine Arts programs have an individual (or multiple) that has used the new management system.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>








<p>Strategy 3: ECISD will plan and implement effective transitions to improve student performance.</p> <p>Strategy's Expected Result/Impact: The expected result is effective transitions for student to improve student performance</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Achievement 1 - Student Learning 1, 2, 4</p>	<p>Formative</p> <p>Oct  October Evidence of Progress EDLs formed a transition committee to design successful transitions during COVID. All campuses posted transition videos online to welcome and orient new students to campus. Receiving campuses were invited to EOY ARD meetings to make individualized transition plans for children with IEPs. AEC, DAEP, and building principals collaborated to design a new transition plan to help assimilate students back to their home campus after an alternative school placement.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 4: ECISD athletics will develop an inventory system for checks and balances for all athletic equipment.</p> <p>Strategy's Expected Result/Impact: Inventory sheets will provide data to ensure equity and financial planning in all ECISD sports programs.</p> <p>Staff Responsible for Monitoring: Athletic Department</p> <p>Equity Plan</p>	<p>Formative</p> <p>Oct  October Evidence of Progress All head coaches have been informed during their pre-season meeting with the athletic department of the mandatory requirement to turn in their inventory list during their postseason evaluation meeting.</p> <p>Jan  January Evidence of Progress</p> <p>Mar  March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 5: ECISD athletics will be in collaboration with the ECISD transportation system to ensure the accuracy of procedures for all UIL athletic travel.</p> <p>Strategy's Expected Result/Impact: -Timely departures and arrivals. -The dispatcher's information on the bus type and driver. -Plan for bus breakdown.</p> <p>Staff Responsible for Monitoring: Athletic Department Transportation Department</p> <p>Equity Plan</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Systems have been put in place with transportation and athletics to review all trips for accuracy, efficiency, and equity. Surveys are now available for all coaches to rate trip experiences.</p> <p>Jan January Evidence of Progress </p> <p>Mar March Evidence of Progress </p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 4 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.






Performance Objective 5: ECISD will provide differentiated processes for academically priority campuses.

<p>Strategy 1: All strategies take precedence for academically priority campuses. The most fragile learning environments receive priority in timing.</p> <p>Strategy's Expected Result/Impact: Work orders and campus requests with poor academic performance will be pushed to the front of the line to ensure this issues are remedied quickly.</p> <p>Staff Responsible for Monitoring: District Operations COO, Exec. Director, and Directors of Facilities and Custodial Services.</p> <p>Title I Schoolwide Elements: 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: District Culture and Climate 6</p>	<p>Formative</p> <table border="1"> <tr> <td>Oct</td><td>October Evidence of Progress</td></tr> <tr> <td></td><td>EDLs provide an annual list of campuses listing most fragile learning environments. This list is used to prioritize work needed at campuses wherein the top listed campuses take precedence for needs.</td></tr> <tr> <td>Jan</td><td>January Evidence of Progress</td></tr> <tr> <td>Mar</td><td>March Evidence of Progress</td></tr> </table> <p>Summative</p> <table border="1"> <tr> <td>May</td><td>May Evidence of Progress</td></tr> </table>	Oct	October Evidence of Progress		EDLs provide an annual list of campuses listing most fragile learning environments. This list is used to prioritize work needed at campuses wherein the top listed campuses take precedence for needs.	Jan	January Evidence of Progress	Mar	March Evidence of Progress	May	May Evidence of Progress
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Jan	January Evidence of Progress										
Mar	March Evidence of Progress										
May	May Evidence of Progress										
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>											

Performance Objective 5 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

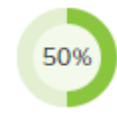
Performance Objective 6: ECISD will embed technology for anytime, anywhere teaching and learning.

<p>Strategy 1: ECISD will utilize technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Learning Management System (LMS) Adaptive Technology</p> <p>Strategy's Expected Result/Impact: Increase percent of students working on grade level in reading and math by 10% as reported on Imagine Learning Platform.</p> <p>Staff Responsible for Monitoring: Principals, Teachers, Executive Directors of Leadership, Executive Directors of Instruction and Literacy, Content Coordinators, Instructional Specialists</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 1, 2, 4</p>	<p>Formative</p> <p>Oct  October Evidence of Progress We are in phase 3 of the Schoology (LMS) rollout plan. We have trained a core group of central office personnel, Instructional Specialists, and Instructional Technology Specialists. Pilot teachers have been selected to begin training and implementing Schoology in their classrooms. The BE & ESL department trained administrators and teachers on the English Learner platforms to support student monitoring and learning such as Project EL and Summit K12.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

Performance Objective 6 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 7: ECISD will provide a rigorous, relevant and engaging curriculum



<p>Strategy 1: ECISD will define the curriculum items that will be tightly implemented Pre-K-12 that meet the learning needs, interests, aspirations and cultural backgrounds of all students and will continuously evaluate the curriculum to ensure all students have equitable access to rigorous resources aligned to the TEKS.</p> <p>Strategy's Expected Result/Impact: Increase student performance outcomes by 10% as determined by the NWEA MAP Growth Assessment in reading and math.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability and Assessment, Content Coordinators, Instructional Specialists, Executive Director of Instruction and Literacy AVID Department</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6</p>	<p>Formative</p> <div data-bbox="1260 300 1375 446"> <p>Oct</p>  </div> <p>October Evidence of Progress</p> <p>Texas Education Agency has approved all curriculum resources for the 2020-2021 school year through the submission of the remote learning plan. AVID part-time tutors are being trained and provided the opportunity to practice virtual traditional tutorials while AVID classes build expectations and skills with students for AVID tutorials. Tutorial services will be offered to all ECISD students who seek assistance. The BE & ESL provides professional development for teachers to support the academic, linguistic and affective needs of English learners. We focused on how to engage students in virtual learning spaces as well as face to face instruction.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
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



<p>Strategy 2: ECISD will expand the elementary Fine Arts curriculum for grades 3-5 by incorporating UIL Music Memory to increase the amount and quality of learning and to provide an enriched and accelerated curriculum.</p> <p>Strategy's Expected Result/Impact: Increase program offerings at 10% of elementary campuses to include UIL Music Memory.</p> <p>Staff Responsible for Monitoring: Director of Fine Arts, Fine Arts Elementary Specialist</p> <p>Title I Schoolwide Elements: 2.5</p>	<p>Formative</p> <p>Oct October Evidence of Progress Collected and researched curriculum needed to implement programs. Waiting for A/B to change before moving forward.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>	

Performance Objective 7 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 8: ECISD will build a district-wide awareness and commitment to develop, implement and integrate SEL initiatives districtwide.

<p>Strategy 1: Assess SEL needs and readiness to implement Social-Emotional-Cultural framework.</p> <p>Strategy's Expected Result/Impact: Needs Assessment will identify areas of current strength and weaknesses regarding processes, systems, and behaviors that impact our readiness to implement a Social-Emotional-Cultural framework.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability Executive Director of Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Planning with Panorama for surveys to staff and students Panorama Survey Coordinator Training Oct 27, 2020 Topics for student and staff panorama surveys identified.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: ECISD will develop a plan for systemic SEL implementation including the role SEL plays in ECISD achieving its priorities and goals.</p> <p>Strategy's Expected Result/Impact: Have an SEL district plan and structure in place in order to have a common understanding and belief system of social emotional learning.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct  October Evidence of Progress SEL strategies are being provided to campuses, the RFP has been submitted and a task force has been created. Collaboration of counseling, AVID and Post Secondary to align SEL efforts.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: ECISD will develop an SEL communication plan that highlights the importance of SEL for all students to include include internal and external stakeholder groups.</p> <p>Strategy's Expected Result/Impact: All internal and external groups will understand the impact of SEL and will be critical partners understanding the importance of implementing social- emotional-cultural learning.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct  October Evidence of Progress SEL implementation has been communicated with counselors, staff and principals. Panorama Survey window established and communicated. Fall 2020 11/2-11/13 Spring 2021 4/19/4/30 Panorama Survey Coordinator Training Oct 27, 2020 Topics for student and staff panorama surveys identified.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 4: ECISD will adopt PreK-12 SEL standards.</p> <p>Strategy's Expected Result/Impact: SEL standards will be aligned and integrated with curriculum and instruction.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling, Curriculum Directors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Prepared an SEL RFP with a requirement with ADA compliant and Spanish Bilingual SEL Standards for PreK-12. Implementing Discovery Ed SEL curriculum.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
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Performance Objective 8 Problem Statements:


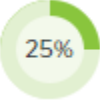




Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 9: ECISD will develop the Adult collective understanding and shared vision of Social Emotional Learning (SEL) that creates systemic change where SEL can thrive.

Evaluation Data Sources: None

Summative Evaluation: Some progress made toward meeting Objective




<p>Strategy 1: ECISD will provide professional learning about SEL research and practice to central office leaders and staff from all departments and campuses including foundational professional learning for all new staff.</p> <p>Strategy's Expected Result/Impact: 80% of staff will be trained in SEL research and practice.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Trauma-Informed training included SEL information. Project Restore is being implemented for ECISD staff.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: A SEL professional learning plan will be developed.</p> <p>Strategy's Expected Result/Impact: SEL learning strategies will be intertwined with other professional learning throughout the year.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  TEA Project Restore is being implemented throughout the year.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: All ECISD staff will engage in ongoing SEL professional learning.</p> <p>Strategy's Expected Result/Impact: All staff will develop skills for creating supportive and equitable learning environments that promote social, emotional and cultural learning for students.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling, Professional Development Dept., AVID Department</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1 - District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Staff have been trained on SEL calendar. TEA Project Restore is being implemented. SEL task force has been formed and met on September 30, 2020 and is scheduled to meet again on October 28, 2020.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 4: Data will be continuously collected regarding staff perception of work climate and use for continuous improvement of SEL implementation.</p> <p>Strategy's Expected Result/Impact: Data reports will be distributed at least twice a year to campuses for progress monitoring of SEL implementation and plans for improvement.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Surveys are being planned through Panorama. SEL implementation has been communicated with counselors, staff and principals. Panorama Survey window established and communicated. Fall 2020 11/2-11/13 Spring 2021 4/19/4/30</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 9 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 10: ECISD will develop and implement systems and supports for students and families that promote recovery and resiliency.

<p>Strategy 1: Pregnancy/Parenting services will be provided to ensure that barriers due to parenthood are removed and 85% of the students in the program are on track to graduate with their cohort. Services include counseling, home-bound services and other services needed to ensure students' graduation.</p> <p>Tutoring will be provided to ensure that students are on track to graduate with their cohorts.</p> <p>Strategy's Expected Result/Impact: ??PS 85% of students will be on track to graduate with cohort.</p> <p>Staff Responsible for Monitoring: TPRS Coordinator TPRS Department</p> <p>Title I Schoolwide Elements: 2.5 - Equity Plan</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<table> <tr> <td colspan="2">Formative</td></tr> <tr> <td>Oct</td><td>October Evidence of Progress</td></tr> <tr> <td></td><td>Reviewed 6 week reports, progress report for 2nd 6 weeks, attendance, transcripts, staff development/trainings on new COVID changes, staff meetings, tutors available, newsletters to students parents, PSAT testing, PIEMS review-parent/student conferences to keep students on track and in school. The BE & ESL Department is working with the campuses to ensure alignment with language instruction to ensure that students have the language proficiency in English needed to transition to the next grade level.</td></tr> <tr> <td>Jan</td><td>January Evidence of Progress</td></tr> <tr> <td>Mar</td><td>March Evidence of Progress</td></tr> <tr> <td colspan="2">Summative</td></tr> <tr> <td>May</td><td>May Evidence of Progress</td></tr> </table>	Formative		Oct	October Evidence of Progress		Reviewed 6 week reports, progress report for 2nd 6 weeks, attendance, transcripts, staff development/trainings on new COVID changes, staff meetings, tutors available, newsletters to students parents, PSAT testing, PIEMS review-parent/student conferences to keep students on track and in school. The BE & ESL Department is working with the campuses to ensure alignment with language instruction to ensure that students have the language proficiency in English needed to transition to the next grade level.	Jan	January Evidence of Progress	Mar	March Evidence of Progress	Summative		May	May Evidence of Progress
Formative															
Oct	October Evidence of Progress														
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Jan	January Evidence of Progress														
Mar	March Evidence of Progress														
Summative															
May	May Evidence of Progress														

Strategy 2: Tutoring will support at risk students within electives to access rigorous courses, provide weekly content tutorials, and college and career experiences.

Strategy's Expected Result/Impact: 95% of AVID students will achieve CCMR plan and acceptance.

Staff Responsible for Monitoring: AVID Department

Title I Schoolwide Elements: 2.4, 2.5 - **Equity Plan**

Problem Statements: Demographics 1 - Student Learning 3

Formative

Oct



October Evidence of Progress

Weekly live sessions are hosted and videos created within the ACCESS platform for students to have the opportunity to explore careers and colleges. All AVID Seniors will take the Bridge survey in ACCESS to transition to the College Connect platform. Postcards will be mailed, emailed, shared with social media inform current Seniors and remind ECISD alumni of FAFSA.

A student success center is being created for students to receive tutoring in content areas and for TSI, ACT, and SAT prep. Tutors are being trained and given opportunity to practice virtual traditional tutorials. FAFSA opened on October 1, 2020. Appointments for assistance are being held at campus level to support completion for each student.

Jan

January Evidence of Progress

Mar

March Evidence of Progress

Summative

May

May Evidence of Progress



No Progress



Accomplished



Continue/Modify



Discontinue


Performance Objective 10 Problem Statements:



Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 11: ECISD will provide and safe and supportive school environment

Evaluation Data Sources: None

Summative Evaluation: Some progress made toward meeting Objective

<p>Strategy 1: Awareness training for staff, students and parents will be provided in the area of sexual abuse and other maltreatment of children. All new staff will be trained during required new employee training on Darkness to Light/Stewards of Child prevention program. Counselors will train all staff during on-campus professional development on prevention and reporting requirements. Required child abuse awareness posters for students will be displayed on all campuses.</p> <p>Strategy's Expected Result/Impact: Increased ability of staff and students to recognize and report signs of abuse.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling, ECISD police Dept,</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <div data-bbox="1268 412 1373 548"> <p>Oct</p>  </div> <p>October Evidence of Progress</p> <p>New employees were trained on Darkness to Light/Stewards of Children. Posters were provided to campuses through counselors. Prevention and Reporting requirements were included in Trauma-informed training in safeschoolsonline</p> <p>All ECISD Police officers will be trained in Darkness to Light/Stewards of Children and Prevention and Reporting requirements by November 4th.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
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<p>Strategy 2: Suicide Prevention education and support for staff and students will be offered through Professional School Counselors and SAS Counselors. Counselors will collaborate with ECISD police as needed.</p> <p>All School and SAS counselors will be trained yearly in ECISD crisis response procedures. All campus staff will be trained yearly during campus professional development concerning ECISD suicide prevention response procedures.</p> <p>Strategy's Expected Result/Impact: 100% of all campus staff will be trained in suicide prevention. Age-appropriate training will be provided to students.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Suicide Prevention for staff was included in Safeschoolsonline and Trauma-informed care. All school and SAS counselors were trained in Suicide Prevention. New counselors were trained in Critical Incident Stress Management.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Conflict Resolution and violence prevention programs will be offered. ECISD police officers will be trained in conflict resolution and de-escalation techniques and will address violence through municipal court and teen court programs. All school and SAS counselors will be trained yearly in conflict resolution methods.</p> <p>Strategy's Expected Result/Impact: 100% of counselors and police officers will be trained in conflict resolution methods.</p> <p>Staff Responsible for Monitoring: Chief of Police, Guidance and Counselors</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Counselors will be trained in their October meeting. ECISD Police officers will receive conflict resolution and de-escalation training through Texas Safe School SBLE course Starting January and ending in February.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

Strategy 4: Programs that address harassment and dating violence will be offered to students. ECISD Police Officers are trained in the current laws and investigation tactics in areas such as social media and current laws concerning dating violence.

Strategy's Expected Result/Impact: Students in all grades will be provided age appropriate lessons. Human Growth and Development will also embed healthy relationship training. Training records will be maintained to ensure populations served.

Staff Responsible for Monitoring: Police Chief, Guidance and Counseling

Title I Schoolwide Elements: 2.4

Problem Statements: District Processes & Programs 2

Formative

Oct



October Evidence of Progress

The healthy relationships curriculum is provided to counselors through the Crisis Center as requested by campus administrators. Human Growth and Development is scheduled for second semester.

ECISD Police officers received legislative update training for changes to old laws and updates on new laws in this area.

Jan

January Evidence of Progress

Mar

March Evidence of Progress

Summative

May

May Evidence of Progress

Strategy 5: The ECISD comprehensive Guidance and Counseling curriculum will continue to be implemented in PK-12 to implement lessons that will include dating violence, child abuse, bullying, conflict resolution, substance abuse, self efficacy, decision making, behavior and other social-emotional topics.

Strategy's Expected Result/Impact: Monthly reports will indicate growth in the guidance curriculum implementation.

Staff Responsible for Monitoring: Guidance and Counseling

Title I Schoolwide Elements: 2.4

Problem Statements: District Processes & Programs 2

Formative

Oct



October Evidence of Progress

SAS and professional school counselors are providing lessons to students throughout the school year as indicated in their scope and sequence.

Jan

January Evidence of Progress



Mar



March Evidence of Progress






Summative

May

May Evidence of Progress

<p>Strategy 6: Student Assistance Services Counselors will provide trauma-informed counseling services to address the social-emotional needs of at-risk students.</p> <p>Strategy's Expected Result/Impact: Increased knowledge of student's social-emotional skills, reduced behavior problems and increased attendance and academic achievement.</p> <p>Staff Responsible for Monitoring: Guidance and counseling Quarterly Reports</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  SAS counselors are using Trauma-informed practices and continue to be trained for Trauma certifications. Quarterly Reports are completed October 5, 2020.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 7: Trauma-Informed, Resiliency, trauma-informed Behavior management plans and mental health awareness training will be prepared by SAS Counselors and presented to all administrators, counselors and campus staff.</p> <p>Strategy's Expected Result/Impact: Staff will be better able to respond to students' needs in a trauma-informed approach.</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Counselors were trained face-to-face and staff were trained virtually.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 8: First Responders will improve communication, coordinate services between agencies, establish and enhance safety mechanisms for students, staff and faculty in their response to a critical incident.</p> <p>All SAS and school counselors will be trained in Critical Incident Stress Management. Training will also be offered to counselors in Psychological First Aid.</p> <p>Strategy's Expected Result/Impact: Critical Incident impact will be reduced due to timely communication and prevention measures secured prior to the incident.</p> <p>Staff Responsible for Monitoring: Police Dept, Nursing, Counseling</p> <p>Title I Schoolwide Elements: 2.6</p> <p>Problem Statements: District Processes & Programs 2, 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress</p> <p> All new counselors were trained in Critical Incident Stress Management. Many of our Counselors are trained in Psychological First Aid.</p> <p>ECISD Police have purchased a new dispatch console that will allow more efficient communication between agencies. A new repeater will be installed at Ratliff stadium by December that will boost signal and give ECISD another frequency for campuses to use in emergencies. New radio consoles have been purchased for each campus and are currently being programed for installation. 600 portable handheld radios have been ordered and will be distributed to all campuses. We are hoping to have these in place by January.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 9: Teacher discipline management programs will be evaluated for alignment to CHAMPS, PBIS, and Conscious Discipline practices (SEL body of work).</p> <p>Strategy's Expected Result/Impact: A decrease in office referrals which will increase the amount of instructional time for students.</p> <p>Staff Responsible for Monitoring: Executive Director of Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress</p> <p> Program evaluation efforts have not yet started.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 10: ECISD will attach the district's freedom from bullying policy and procedures which includes how to prevent, identify, respond to and report bullying. The police department has modified its records management system to properly report criminal incidents of bullying and to facilitate information with administrators. Administrators will follow all legal requirements pertaining to incidents of bullying. School counselors will provide guidance lessons or implement programs to include bullying prevention.</p> <p>Strategy's Expected Result/Impact: Officers are trained in awareness, recognition and response regarding Bullying and will properly identify and report criminal incidents of bullying to the proper courts for prosecution.</p> <p>Staff Responsible for Monitoring: Leadership Coordinator and Executive Director of Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.5, 2.6</p> <p>Problem Statements: District Processes & Programs 2</p>	<p>Formative</p> <p>Oct October Evidence of Progress  The ECISD bullying policy has been revised and a bullying toolkit has been launched. 100% of campus principals have been trained on how to use the toolkit including all reporting requirements for administrative teams. Counselors are providing bully prevention guidance lessons.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	



Performance Objective 11 Problem Statements:






Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 12: ECISD will invest in research to drive progress in education and develop new tools and technologies aligned to district needs.

Evaluation Data Sources: Program evaluations

Summative Evaluation: None

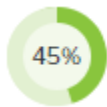




<p>Strategy 1: ECISD will identify best practices in order to develop next practices and innovations. Test new ideas vigorously using experimental and quasi-experimental studies to test the effectiveness of promising innovations aligned to district needs.</p> <p>Strategy's Expected Result/Impact: Identify most recent research aligned to a district need or goal. Evidence of research would be shared and analyzed to improve practices and learner outcomes. Duplication of efforts will also be identified to allow efficient practices.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 3, 4 - District Processes & Programs 2 - Perceptions 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  RFP to establish Research Practice Partnership with Texas Tech University Completed and approved by the board September 2020.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: ECISD will invest in mechanisms to make evidence based practice the norm rather than the exception. Develop a conceptual framework for scaling up successful practices in ECISD.</p> <p>Strategy's Expected Result/Impact: Develop evidence based practice guidelines based on solid research that the education field is expected to follow. Increase the impact of successfully tested educational innovations to benefit more students and to foster policy and program development on a lasting basis.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Initial meeting with Gibson Consulting October 2020 to develop a framework for implementation of research and evaluation models.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: Locally generated program evaluations for currently implemented programs. Locally generated evidence of program effectiveness and feasibility obtained through pilot, demonstration or experimental projects or through initial introduction in a limited number of local sites.</p> <p>Strategy's Expected Result/Impact: Better information gathering about what is happening in ECISD schools and development of a plan to improve.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Contracted with Texas Tech University to conduct program effectiveness reviews. RFP approved by the board 9.16.20</p> <p>Education Advisory Board contracted services conducting 8 week study on strong program evaluation programs.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

Performance Objective 12 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.






Performance Objective 13: Develop a comprehensive communication plan based on the priorities identified in ECISD's Strategic Plan, The Future is Now.

<p>Strategy 1: Saturate the Ector County ISD market with key initiatives of the plan. Provide support materials (scripts, fliers, logos) to all district and campus leaders. Coordinate online and in-person information sessions for all staff to develop District ambassadors. Host community and media opportunities to celebrate victories in pursuing each of the Plan's objects and goals.</p> <p>Strategy's Expected Result/Impact: Staff and community will understand the goals of the strategic plan.</p> <p>Staff Responsible for Monitoring: Communications Officer</p> <p>Problem Statements: Perceptions 2</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Introductory presentations have been made to staff at Leadership University (July), Convocation (August), CCIS (September & October), Dr. Muri's 'Staying Connected' campus meetings, and District Leadership Team meetings. ECISD Live broadcasts have focused on elements of the strategic plan that are already well underway. Our ECISD news and local news media have run stories celebrating the progress of strategic plan initiatives.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

Performance Objective 13 Problem Statements:

Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 14: Pursue community partnerships that promote excellence in our schools.

<p>Strategy 1: Intentionally engage the community to increase awareness and opportunities for lasting partnerships. Will utilize four main approaches: Research and Collaboration; Create Awareness of Needs; Active Outreach; and Grant Writing.</p> <p>Strategy's Expected Result/Impact: None</p> <p>Staff Responsible for Monitoring: Education Foundation Director Communications Officer</p> <p>Problem Statements: Perceptions 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress</p> <p>Partnerships have been established with new stakeholders to assist the district financially.</p> <p>Partnerships continue to be cultivated with existing partners.</p> <p>Grant Writer position has been posted, but not filled.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	




Performance Objective 14 Problem Statements:


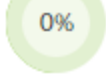
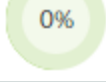

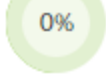
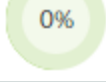

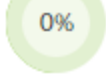
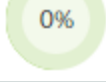




Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 15: Develop budget processes for equity based funding for campuses and modified zero based budgeting for departments.

Evaluation Data Sources: Budget data

Summative Evaluation: None

<p>Strategy 1: Establish framework, develop, and implement plan for determining campus budgeting using equity based funding.</p> <p>Strategy's Expected Result/Impact: Provide specific program intent funds to the campus where the funds are generated and needed.</p> <p>Staff Responsible for Monitoring: Deborah Ottmers</p> <p>Equity Plan</p>	<p>Formative</p> <div> <div>Oct</div> <div>  <div>5%</div> </div> </div> <div> <div>October Evidence of Progress</div> <div>Discussion of desire to utilize this process for 21/22 budgeting.</div> </div>
	<div> <div>Jan</div> <div>  <div>0%</div> </div> </div> <div> <div>January Evidence of Progress</div> </div>
	<div> <div>Mar</div> <div>  <div>0%</div> </div> </div> <div> <div>March Evidence of Progress</div> </div>
	<p>Summative</p> <div> <div>May</div> <div> <div>May Evidence of Progress</div> </div> </div>

<p>Strategy 2: Establish framework, develop, and implement plan for determining departmental budgeting using modified zero based funding.</p> <p>Strategy's Expected Result/Impact: Provide directed funds to the departments for specific needs.</p> <p>Staff Responsible for Monitoring: Deborah Ottmers</p>	<p>Formative</p> <table border="1"> <tr> <td data-bbox="1270 126 1375 267"> <p>Oct</p>  </td><td data-bbox="1411 126 2005 227"> <p>October Evidence of Progress Discussion of desire to utilize this process for 21/22 budgeting.</p> </td></tr> <tr> <td data-bbox="1270 316 1375 430"> <p>Jan</p>  </td><td data-bbox="1411 284 2005 316"> <p>January Evidence of Progress</p> </td></tr> <tr> <td data-bbox="1270 479 1375 592"> <p>Mar</p>  </td><td data-bbox="1411 446 2005 479"> <p>March Evidence of Progress</p> </td></tr> </table> <p>Summative</p> <table border="1"> <tr> <td data-bbox="1291 657 1354 690"> <p>May</p> </td><td data-bbox="1411 657 2005 690"> <p>May Evidence of Progress</p> </td></tr> </table>	<p>Oct</p> 	<p>October Evidence of Progress Discussion of desire to utilize this process for 21/22 budgeting.</p>	<p>Jan</p> 	<p>January Evidence of Progress</p>	<p>Mar</p> 	<p>March Evidence of Progress</p>	<p>May</p>	<p>May Evidence of Progress</p>
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<p>Jan</p> 	<p>January Evidence of Progress</p>								
<p>Mar</p> 	<p>March Evidence of Progress</p>								
<p>May</p>	<p>May Evidence of Progress</p>								
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>									

Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 1: In 2020-21, ECISD will offer a job-embedded, personalized professional learning system for teachers and administrators.

Evaluation Data Sources: Learning Management System (LMS)

Employee Performance Evaluations

Staff Retention Rates

Eduphoria STRIVE

Staff Exit Survey Data

Summative Evaluation: None

Strategy 1: Implement a Talent Development Department focused on retaining staff through intentional and personalized support and professional learning 2020-2021.

Strategy's Expected Result/Impact: Increase staff retention; improve employee effectiveness; develop career pathways.

Staff Responsible for Monitoring: Deputy Superintendent; Executive Director of Talent Development

Title I Schoolwide Elements: 2.4, 2.5 - Results Driven Accountability - Equity Plan

Problem Statements: Demographics 2, 5 - Student Learning 1, 2, 3, 4, 5, 6, 7

Formative

Oct



October Evidence of Progress

The Talent Development Department has been created and the department's Vision and Mission has been developed. The Talent Development coaches focus on job-embedded PL. An "Individualized Support Request" form has been implemented for teachers and leaders to utilize as needed. Instructional Specialists are receiving coaching Professional Learning with TNTTP to better serve a coaching capacity.

Jan

January Evidence of Progress



Mar







March Evidence of Progress

Summative

May

May Evidence of Progress

<p>Strategy 2: Adopt and implement a quality Mentor Program that supports and engages new staff 2020-2021.</p> <p>Strategy's Expected Result/Impact: Improved staff retention; improve employee effectiveness; develop career pathways</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct  October Evidence of Progress All induction year teachers have been assigned a Mentor. Mentors have undergone 12 hours of professional learning. Mentors have submitted their first form documenting observations and development of action steps. Make up sessions for Mentors continue to be held for those unable to attend the initial training.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Provide support for campus and district administrators that prepares them to effectively communicate observation feedback and coaching for instructional staff.</p> <p>Strategy's Expected Result/Impact: Improve student outcomes; improve staff retention; improve employee effectiveness; develop career pathways.</p> <p>Staff Responsible for Monitoring: Principal Supervisors, Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Fifteen campus administrators have been formally trained in the observation feedback protocol and are actively being coached in this lever. An additional fourteen admin teams will be trained in September/October and will begin implementation immediately.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 4: ECISD will design a system of personalized professional learning which embeds the knowledge, skills and competencies required for teachers and leaders to provide personalized learning for students through:</p> <ol style="list-style-type: none"> 1. Content Learning which offers teachers choice and differentiated opportunities 2. Texas Reading Academies K-3 3. Math Solutions (Number Talks and About Teaching Mathematics) 4. Advanced Academics NMSI Grant Laying the Foundation <p>Strategy's Expected Result/Impact: Teachers will have choice in professional learning and district will have differentiated opportunities for novice teachers through master teacher levels.</p> <p>Staff Responsible for Monitoring: Director of Professional Learning, C&I Division,</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Choice has been provided by delivery and level of content to teachers for their professional learning. Cohort 1 for Texas Reading Academies has started their work. Artifacts are due in November for Administrators and January for teachers. Cohorts 1 & 2 have been trained in Number Talks. Embedded coaching is scheduled for virtual learning for Number Talks. Honors and AP teachers received training this summer in Laying the Foundation. Imagine Learning and Discovery Education has offered differentiated training for teachers with office hours.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 5: Develop principals using continuous, job-embedded, personalized coaching.</p> <p>Strategy's Expected Result/Impact: Improved student outcomes as a result of improved campus leadership</p> <p>Staff Responsible for Monitoring: ED Talent Development and EDLs</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - Results Driven Accountability - Equity Plan</p>	<p>Formative</p> <p>Oct  October Evidence of Progress The BE & ESL Department provides training, modeling and coaching support for campus administrators on BE & ESL procedures and bilingual classroom expectations personalized to their level of experience with the program.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 1 Problem Statements:

Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 2: ECISD will provide strategic staffing and compensation systems during 2020-2021.

Evaluation Data Sources: Staffing models

Equity Plan

Opportunity Culture

Teacher Incentive Allotment designations

Staffing/Payroll Reports

Summative Evaluation: None

Strategy 1: Utilize Opportunity Culture to extend the reach of excellent teachers and their teams during 2020-2021.

Strategy's Expected Result/Impact: Improve student outcomes; improve teacher retention and effectiveness; eliminate teacher vacancies; increase teacher pipeline.

Staff Responsible for Monitoring: Deputy Superintendent; Human Resources, and Business Operations

Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **Results Driven Accountability - Equity Plan**

Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7

Formative

Oct



October Evidence of Progress

Current fill rate 98% as of October 1, with ongoing strategic staffing. Eight schools started the year with an Opportunity Culture. School teams are continuing to refine implementation plans and ensure maximum efficiency. Currently, noteworthy data trends are still pending. Eight additional campuses have been selected to undergo the design process.

Jan

January Evidence of Progress

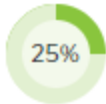
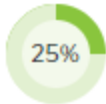
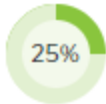




Mar

March Evidence of Progress

Summative

May

May Evidence of Progress

<p>Strategy 2: Develop and implement the TEA Teacher Incentive Allotment plan 2020-2021.</p> <p>Strategy's Expected Result/Impact: Increase teacher recruitment and retention of highly effective teachers.</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources, Finance</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <table border="1"> <tr> <td data-bbox="1245 126 1381 264"> <p>Oct</p>  </td><td data-bbox="1381 126 2032 423"> <p>October Evidence of Progress</p> <p>The TIA steering committee met and the TIA committee submitted the application to TEA. The application was accepted in August.. The data collection year is 2020-2021. TIA information is posted on ECISD website and TIA information shared with CCIS, DLT and campus Principals in Leadership meetings; Compensation Plan approved and stipends for future TIA teachers approved by School Board.</p> </td></tr> <tr> <td data-bbox="1245 423 1381 500"> <p>Jan</p> </td><td data-bbox="1381 423 2032 500"> <p>January Evidence of Progress</p> </td></tr> <tr> <td data-bbox="1245 500 1381 576"> <p>Mar</p> </td><td data-bbox="1381 500 2032 576"> <p>March Evidence of Progress</p> </td></tr> </table> <p>Summative</p> <table border="1"> <tr> <td data-bbox="1245 576 1381 706"> <p>May</p> </td><td data-bbox="1381 576 2032 706"> <p>May Evidence of Progress</p> </td></tr> </table>	<p>Oct</p> 	<p>October Evidence of Progress</p> <p>The TIA steering committee met and the TIA committee submitted the application to TEA. The application was accepted in August.. The data collection year is 2020-2021. TIA information is posted on ECISD website and TIA information shared with CCIS, DLT and campus Principals in Leadership meetings; Compensation Plan approved and stipends for future TIA teachers approved by School Board.</p>	<p>Jan</p>	<p>January Evidence of Progress</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>May</p>	<p>May Evidence of Progress</p>
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



Performance Objective 2 Problem Statements:

Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 3: ECISD will assist and support staff in acquiring the National Board for Professional Teaching Standards during 2020-2021.

Evaluation Data Sources: Number of candidates for the National Board Certification
Number of National Board certified teachers

Summative Evaluation: None

<p>Strategy 1: Identify teachers and support them through the National Board Professional Teaching Standards process.</p> <p>Strategy's Expected Result/Impact: Improve student outcomes; improve teacher retention and effectiveness.</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct October Evidence of Progress  The Talent Development department has developed a proposal and timeline and will present to senior leadership during the fall.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	




Performance Objective 3 Problem Statements:



Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

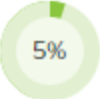

Performance Objective 4: ECISD will cultivate current and potential pipelines for selection and development of quality people during 2020-2021.








Evaluation Data Sources: Recruitment data
Enrollment and completion data from all pipelines

Summative Evaluation: None

<p>Strategy 1: In 2020-2021 ECISD will optimize "Grow Our Own" programs and pipelines.</p> <p>Strategy's Expected Result/Impact: Increase quantity and quality of candidates.</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources; Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<table> <tr> <td colspan="2">Formative</td></tr> <tr> <td>Oct</td><td>October Evidence of Progress</td></tr> <tr> <td></td><td>Human Capital is working with Odessa College to plan Teacher Academies for high school students. Implementation targeted for the 21-22 school year. Beginning recruitment into Odessa Pathways to Teaching Cohort 4. Collaborating with Ed Foundation for scholarship opportunities for education students. Opportunity Culture allows for pipelines as some reach associates aspire to become teachers. The BE & ESL Department meets Title III compliance by actively recruiting internationally for bilingual teachers and providing professional development for bilingual teachers.</td></tr> <tr> <td>Jan</td><td>January Evidence of Progress</td></tr> <tr> <td>Mar</td><td>March Evidence of Progress</td></tr> <tr> <td colspan="2">Summative</td></tr> <tr> <td>May</td><td>May Evidence of Progress</td></tr> </table>	Formative		Oct	October Evidence of Progress		Human Capital is working with Odessa College to plan Teacher Academies for high school students. Implementation targeted for the 21-22 school year. Beginning recruitment into Odessa Pathways to Teaching Cohort 4. Collaborating with Ed Foundation for scholarship opportunities for education students. Opportunity Culture allows for pipelines as some reach associates aspire to become teachers. The BE & ESL Department meets Title III compliance by actively recruiting internationally for bilingual teachers and providing professional development for bilingual teachers.	Jan	January Evidence of Progress	Mar	March Evidence of Progress	Summative		May	May Evidence of Progress
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Summative															
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<p>Strategy 2: Utilize innovative recruitment practices to meet current and future needs.</p> <p>Strategy's Expected Result/Impact: Increased candidate pool</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Virtual Job Fairs; virtual job postings; continue to recruit internationally (Spain, Portugal, Jamaica, Philippines), grow our own (Odessa Pathway to Teaching), competitive stipends and compensation (TIA, Opportunity Culture), mentor program for first year teachers, equity task force to drive diverse recruitment</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Establish the District as an Education Preparation Program (EPP).</p> <p>Strategy's Expected Result/Impact: Increase candidate pool</p> <p>Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct  October Evidence of Progress The application has been submitted. Human Capital is waiting on response from the state. We continue to work with TNTP and are transitioning ownership of processes to ECISD Human Capital team members</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 4: Collaborate with Institutions of Higher Education (IHE) and Alternative Certification Programs to match program practices to district needs.</p> <p>Strategy's Expected Result/Impact: Improve quality of candidates</p> <p>Staff Responsible for Monitoring: Executive Director of Talent Development and Executive Director of Human Resources</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Demographics 2 - Student Learning 1, 2, 3, 4, 5, 6, 7</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Through Opportunity Culture, the Talent Development team has worked with UTPB to implement coaching practices that are in-line with ECISD practices.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 5: ECISD Emerging Leadership Academy: Identify talent and build leadership capacity in highly effective teachers.</p> <p>Strategy's Expected Result/Impact: Increase quality and preparedness of candidates for Assistant Principal Bench</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership and Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Staff Quality, Recruitment, and Retention 1</p>	<p>Formative</p> <p>Oct October Evidence of Progress  After a rigorous selection process, a pool of top-tier teacher candidates has been inducted into the Emerging Leadership Academy. A scope and sequence has been developed and is in the beginning stages of implementation.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 6: Utilize the district-created Aspiring Leadership Academy to develop sitting APs for the principalship.</p> <p>Strategy's Expected Result/Impact: Increase quality and capacity of prospective principals</p> <p>Staff Responsible for Monitoring: Executive Directors of Leadership and Executive Director of Talent Development</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Staff Quality, Recruitment, and Retention 1</p>	<p>Formative</p> <table border="1"> <tr> <td data-bbox="1268 126 1373 261"> <p>Oct</p>  </td><td data-bbox="1409 126 2032 358"> <p>October Evidence of Progress</p> <p>ECISD began the 2020/2021 school year with five Aspiring Leaders. These leaders have been fulfilling "stretch roles" throughout the summer and have carried them into the current year. Coursework has started and the EDL team is actively planning for recruitment in November.</p> </td></tr> <tr> <td data-bbox="1268 358 1373 435"> <p>Jan</p> </td><td data-bbox="1409 358 2032 435"> <p>January Evidence of Progress</p> </td></tr> <tr> <td data-bbox="1268 435 1373 511"> <p>Mar</p> </td><td data-bbox="1409 435 2032 511"> <p>March Evidence of Progress</p> </td></tr> </table> <p>Summative</p> <table border="1"> <tr> <td data-bbox="1268 581 1373 613"> <p>May</p> </td><td data-bbox="1409 581 2032 613"> <p>May Evidence of Progress</p> </td></tr> </table>	<p>Oct</p> 	<p>October Evidence of Progress</p> <p>ECISD began the 2020/2021 school year with five Aspiring Leaders. These leaders have been fulfilling "stretch roles" throughout the summer and have carried them into the current year. Coursework has started and the EDL team is actively planning for recruitment in November.</p>	<p>Jan</p>	<p>January Evidence of Progress</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>May</p>	<p>May Evidence of Progress</p>
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<p>Mar</p>	<p>March Evidence of Progress</p>								
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Performance Objective 4 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 1: ECISD will develop a plan to increase the number of students who are Kindergarten ready and who are on grade level by grade 3.

Evaluation Data Sources: Pre-K Circle Data, MAP Growth Assessment

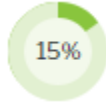
Summative Evaluation: None



<p>Strategy 1: ECISD will implement full day Pre-Kindergarten for 4 year old eligible children Fall 2020 and half day Pre-Kindergarten for 3 year old eligible children in Fall 2021 through 1882 partnerships.</p> <p>Strategy's Expected Result/Impact: Circle Data will show the percent of students who are Kindergarten ready will increase from 37% to 67% by 2024</p> <p>Staff Responsible for Monitoring: Director of Early Childhood Education, Executive Director of Curriculum and Instruction, Early Childhood Specialist,</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Added 30 pre-kindergarten classroom throughout the schools. Full day is in full implementation. New furniture and instructional resources purchased for new classrooms and updated furniture provided for Carver. Still searching for students to enroll. The Bilingual & ESL Department is working with the PreK bilingual teachers on dual language instruction.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
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Performance Objective 1 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 2: ECISD will implement innovative instructional models which enable personalized learning for all students.

<p>Strategy 1: ECISD will implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments Formative Assessments Aggressive Monitoring</p> <p>Strategy's Expected Result/Impact: Increased student outcomes for all grades and content areas by 10% each school year.</p> <p>Staff Responsible for Monitoring: Executive Director of Assessment, Instructional Specialist</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6</p>	<p>Formative</p> <div data-bbox="1268 305 1373 440"> <p>Oct</p>  </div> <p>October Evidence of Progress</p> <p>100% of the DTCs and CTCs were training by NWEA in July 2020. 100% of campus test administrators were trained on how to administer NWEA MAP Growth in August 2020. Baseline data is being collected in math and reading for NWEA MAP. The completion rate for math and reading is 87%. Data disaggregation will now begin.</p> <p>Work will continue during PLCs to support teachers in developing aligned assessments. The BE & ESL Department is collecting baseline data for English Learners and addressing questions with campus administrators and bilingual teachers.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
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<p>Strategy 2: ECISD will implement research based instructional models which enable personalized learning for all students, including the following: Blended Learning Balanced Literacy Enriched Advanced Academics Project Based Learning</p> <p>Strategy's Expected Result/Impact: Increased implementation of learning models K-12 to ensure the number of students working on grade level will increase by 10% .</p> <p>Staff Responsible for Monitoring: Instructional Technology Blended Learning Coordinator, C&I Division</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Individual student progress (end-of-book assessments) from onset of entering the Take Flight Program until completion of the program, monitoring progress until graduation using class grades, STAAR results and observations/feedback. NMSI Grant is in progress for Honors and AP classrooms. The BE & ESL Department is working on the key areas of the dual language model.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: ECISD will implement Professional Learning Communities (PLC) where teams implement the Data-Driven Instructional process, develop TEKS knowledge (Know/Show charts), implement the coaching model of Observation/Feedback, and plan for student mastery of learning objectives through a personalized learning path</p> <p>Strategy's Expected Result/Impact: Higher level of teacher capacity and understanding of content resulting increasing student outcomes by 10% in all content areas each year.</p> <p>Staff Responsible for Monitoring: Campus principals, Instructional Specialists, Department Heads, C&I Division, Relay Cohort 1 and 2.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 1, 2, 3, 4, 5, 6</p>	<p>Formative</p> <p>Oct  October Evidence of Progress EDLs and campus principals sat knee-to-knee to create master schedules with built-in time for PLCs. Training for DDI, observation feedback, and personalized learning is ongoing. The bilingual & ESL Department is providing teacher support during PLCS on clarifying program questions on Dual Language and Sheltered Instruction.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 4: ECISD will develop the competencies required for campus leaders to support personalized learning for students and teachers.</p> <p>Strategy's Expected Result/Impact: Increase the level of teacher capacity and understanding of personalized learning for students and teachers resulting increasing student outcomes by 10% in all content areas each year.</p> <p>Staff Responsible for Monitoring: C&I Division, Instructional Specialists, Department Heads</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p>	<p>Formative</p> <p>Oct October Evidence of Progress A personalized learning overview was provided to Administrators during Leadership University.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>	


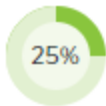
Performance Objective 2 Problem Statements:

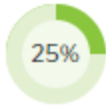




Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 3: ECISD will promote SEL for all students across the district.

Evaluation Data Sources: None

Summative Evaluation: Some progress made toward meeting Objective







<p>Strategy 1: Align discipline practices and policies to demonstrate evidence of alignment with SEL.</p> <p>Strategy's Expected Result/Impact: There will be evidence of proactive and restorative practices that support a positive school climate and addresses root causes of student behavior. District discipline referrals will decline by 5%.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Implemented SEL Calendar for staff including anxiety-reducing practices and self-care. Changes in AEC placement procedures have been implemented. Ripples Effect was implemented at AEC.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: Systems and structures will be developed to review disaggregated discipline data regularly and to use data to address any root causes of behavior.</p> <p>Strategy's Expected Result/Impact: Campuses will use data to address root causes of behavior. Data will be used to develop wrap around structures to meet campus needs.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Guidance & Counseling Dept., Student Support Division</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Visit from SSS Executive Director with campus leader at AEC on September 24th, Visits to all secondary campuses occurred on September 14th, 22nd, 24th, and 25th. Search for schools of choice coordinator continue while discussions begin about the needs of our community.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: SEL support will provided through various methodologies to ensure psych-social barriers are removed for struggling students</p> <p>Strategy's Expected Result/Impact: Increased attendance, and credit acquisition</p> <p>Staff Responsible for Monitoring: Student Support Division</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Problem Statements: Demographics 6</p>	<p>Formative</p> <p>Oct October Evidence of Progress  SAS and school counselors meet with students with attendance problems to determine and assist with any barriers.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 3 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.


Performance Objective 4: ECISD will develop a vision for the future of choice schools that connects to the district's broader vision for student success that considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.



<p>Strategy 1: Expand Schools of Choice team who is focused on identifying the need of the community and district to prepare students to and through college, career and military</p> <p>Strategy's Expected Result/Impact: Identify interests and needs of students, and external stakeholders to develop potential future choice school options. Collaborate with EDLs and administrators of current schools of choice to develop success criteria to define the elements of a successful choice program ; plan recruit and fill choice campus to capacity.</p> <p>Staff Responsible for Monitoring: Department of Admissions and Schools of Choice</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3 - Perceptions 2, 3</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Visit from SSS Executive Director with campus leader at AEC on September 24th, Visits to all secondary campuses occurred on September 14th, 22nd, 24th, and 25th. Search for schools of choice coordinator continue while discussions begin about the needs of our community. Networking with the community and introductions to partnerships are happening weekly.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: Engage community, workforce and district stakeholders for input regarding schools of choice in ECISD that aligns to district initiative of supporting students to and through college, career and military.</p> <p>Strategy's Expected Result/Impact: Internal and external stakeholders will understand the importance of creating additional schools of choice where our students can demonstrate their interest and strengths and parents feel empowered and invested in their child's school by having options; Choice Schools will include options alignment to targeted occupations list.</p> <p>Staff Responsible for Monitoring: Department of Admissions and Schools of Choice, CTE, Guidance and Counseling.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3 - Perceptions 2, 3</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Data discovery and conversation with internal and external stakeholders are guiding the development of future work.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
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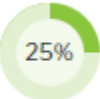
Performance Objective 4 Problem Statements:


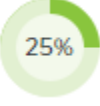




Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 5: ECISD will create systems that support all graduating seniors to and through college, career and military decisions.

<p>Strategy 1: Explore, evaluate and identify a system to monitor and track students post secondary and 6 years beyond.</p> <p>Strategy's Expected Result/Impact: Tracking system will be purchased and implemented beginning with the class of 2020-21.</p> <p>Staff Responsible for Monitoring: District Directors AVID Department</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	<p>Formative</p> <div data-bbox="1268 305 1373 440"> <p>Oct</p>  </div> <p>October Evidence of Progress College bridge survey offered through ACCESS (118 of 280), Postsecondary coordinator is emailing all 2020 (280) AVID Seniors and beginning to make call 2020 AVID Seniors (15) 2021 AVID Senior are completing survey beginning in September through October; 112 are completed and 188 are partially completed</p> <p>AVID and Post Secondary Department is leveraging technology tips and resources in weekly newsletters, SEL calendars provided for students, teachers and parents; as well as; modeling in every professional development and meeting opportunity.</p> <hr/> <p>Jan January Evidence of Progress</p> <hr/> <p>Mar March Evidence of Progress</p> <hr/> <p>Summative</p> <p>May May Evidence of Progress</p>
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<p>Strategy 2: Engage senior class of 2020 in conversations to assist in determining needs, obstacles and challenges faced by students regarding college, career or military choices.</p> <p>Strategy's Expected Result/Impact: Information will be used to develop a comprehensive plan to assist students in achieving CCMR priorities and goals beginning their junior year of high school through college graduation, career onboarding, or military commitment.</p> <p>Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct  October Evidence of Progress College bridge survey offered through ACCESS (118 of 280), Postsecondary coordinator is emailing all 2020 (280) AVID Seniors and beginning to make call 2020 AVID Seniors (15). Naviance is being implemented. ACCESS College Connect system will launch on October 16th with a live interview from College admission counselors.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 3: Communication plan will be developed highlighting the importance of support for students beyond high school.</p> <p>Strategy's Expected Result/Impact: Internal and external stakeholders will develop a shared understanding of the district goal and plan to accomplish goal of seeing students To and Through college, career and military. Generate public interest in supporting Class of 2020-21 Seniors through To and Through body of work.</p> <p>Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Demographics 1 - Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct  October Evidence of Progress Department emailing weekly and reminders to those not active in the ACCESS CCMR (Graduate Gazette); SEL Calendar; creating social media accounts to reach out. Phone calls are being made to the AVID Senior 2020 class and data is being recorded on progress, needs are being met if possible and brainstorming of a systematic way to seamlessly meet these needs. Naviance is being implemented and has a support for after graduation. Research for effective systems continues.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 4: Establish a strategic and intentional comprehensive team to make connections and partnerships between ECISD, career experts and organizations and Institutes of Higher Education (IHE) to collectively support students through their senior year and beyond high school graduation.</p> <p>Strategy's Expected Result/Impact: All 2020-21 seniors will be adopted by internal and external stakeholders committed to assisting students achieve their college, career and military goals.</p> <p>Staff Responsible for Monitoring: Director of AVID</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress</p> <p> 15%</p> <p>AVID department has hosted live career talks each Friday and have scheduled live college talks beginning Oct 16. Template for 2021 Seniors created and ready to be distributed to Seniors. All 2021 Seniors will complete by December. PHS College Counselor will speak on October 9th .</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 5: Junior and Seniors students will be surveyed yearly to assess plans for College, Career and Military.</p> <p>ASVAB intent and military placement data will be utilized. All students will be given the opportunity to take the ASVAB at least once between grades 10-12.</p> <p>CCMR data will be provided by Information systems twice a year.</p> <p>Strategy's Expected Result/Impact: All Junior and Senior students will complete surveys and students will be given the opportunity to take the ASVAB.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling Accountability,</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress</p> <p> 25%</p> <p>Goal sheets are completed by students in the Fall. ASVAB is scheduled on campuses. Information Systems sends a CCMR report to each high school in the Fall and Spring.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 6: Students not meeting Texas Success Initiative readiness will be enrolled in the College Prep English Language Arts and/or College Prep Math courses. Campuses will offer the TSIA to all Juniors and Seniors and to all Freshmen and Sophomores as needed for College Career Military Readiness.</p> <p>Strategy's Expected Result/Impact: 2021 graduates meeting the TSIA requirements will increase.</p> <p>Staff Responsible for Monitoring: Campus Administrators, Guidance and Counseling, Advanced Academics</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Campuses will offer TSIA in January to all junior and senior high school students. Freshman and sophomores will also have an opportunity to complete TSIA as needed for CCMR. Texas College Bridge online for CCMR point and TSIA exemption will be implemented.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 7: Middle school through high school students, parents, counselors and teachers will be provided information annually concerning dual credit, higher education admissions, financial aid, TEXAS grant, TEACH for TEXAS grant to guide their decisions on course selections. Seniors will be provided assistance with college admissions, FAFSA, and scholarship information.</p> <p>Strategy's Expected Result/Impact: Increased knowledge concerning college admissions and financial aid.</p> <p>Staff Responsible for Monitoring: Campus Administration, Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  RFP for Naviance has been approved. School leaders are actively preparing for FAFSA completion. Dual credit course information has been communicated and distributed.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	




Performance Objective 5 Problem Statements:






Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 6: Students achieving the AP/IB passing standard will increase from 12% to 14% by May 2021.

Evaluation Data Sources: 2020 State Accountability

Summative Evaluation: None

<p>Strategy 1: The Advanced Academic Services Department in conjunction with the AP Campus Coordinator will support AP/IB Teachers in accessing webinars/training from College Board regarding AP resources in fall 2020-21.</p> <p>Strategy's Expected Result/Impact: Increased support for teachers as well as students by utilizing the College Board resources will yield an increase in AP exam results.</p> <p>Staff Responsible for Monitoring: Advanced Academic Department, Professional Development, Content Coordinators, Curriculum Department, Campus Administration, AP/IB Campus Coordinator</p> <p>Title I Schoolwide Elements: 2.5</p>	<p>Formative</p> <table border="1"> <tr> <td data-bbox="1268 412 1373 548"> <p>Oct</p>  </td><td data-bbox="1409 412 2022 639"> <p>October Evidence of Progress</p> <p>AP and Honors Teachers attended summer NMSI training, July 2020. Teachers will continue training throughout the school year virtually. AP Teachers have enrolled students in the AP Platform for access to College Board resources when school began.</p> </td></tr> <tr> <td data-bbox="1268 656 1373 688"> <p>Jan</p> </td><td data-bbox="1409 656 2022 688"> <p>January Evidence of Progress</p> </td></tr> <tr> <td data-bbox="1268 737 1373 769"> <p>Mar</p> </td><td data-bbox="1409 737 2022 769"> <p>March Evidence of Progress</p> </td></tr> </table> <p>Summative</p> <table border="1"> <tr> <td data-bbox="1268 867 1373 899"> <p>May</p> </td><td data-bbox="1409 867 2022 899"> <p>May Evidence of Progress</p> </td></tr> </table>	<p>Oct</p> 	<p>October Evidence of Progress</p> <p>AP and Honors Teachers attended summer NMSI training, July 2020. Teachers will continue training throughout the school year virtually. AP Teachers have enrolled students in the AP Platform for access to College Board resources when school began.</p>	<p>Jan</p>	<p>January Evidence of Progress</p>	<p>Mar</p>	<p>March Evidence of Progress</p>	<p>May</p>	<p>May Evidence of Progress</p>
<p>Oct</p> 	<p>October Evidence of Progress</p> <p>AP and Honors Teachers attended summer NMSI training, July 2020. Teachers will continue training throughout the school year virtually. AP Teachers have enrolled students in the AP Platform for access to College Board resources when school began.</p>								
<p>Jan</p>	<p>January Evidence of Progress</p>								
<p>Mar</p>	<p>March Evidence of Progress</p>								
<p>May</p>	<p>May Evidence of Progress</p>								






<p>Strategy 2: The Advanced Academic Services Department will collaborate with the Curriculum and Instruction Department to develop a differentiated Scope and Sequence for Honors courses.</p> <p>Strategy's Expected Result/Impact: An aligned Scope and Sequence for Honors Core courses will support Advanced Placement courses to yield an increase in threes, fours, and fives on AP exams</p> <p>Staff Responsible for Monitoring: Advanced Academic Department, Professional Development, Content Coordinators, Curriculum Department</p> <p>Title I Schoolwide Elements: 2.5</p>	<p>Formative</p> <p>Oct  October Evidence of Progress The district was awarded a grant from XTO to utilize NMSI training this summer. The work begins at Middle School and into High School. The teachers are receiving support through NMSI as well as College Board. Teachers are attending virtual training provided by NMSI.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 7: 11th Grade students achieving the PSAT/NMSQT benchmark will increase from 11% to 15% by May 2021.






Evaluation Data Sources: 2021 College Board Report

Summative Evaluation: None

<p>Strategy 1: Advanced Academic Services Department will offer a PSAT/SAT Bootcamp in the summer and fall of 2020 for top 80 incoming juniors based on their 10th grade PSAT scores.</p> <p>Strategy's Expected Result/Impact: PSAT Bootcamp scheduled summer 2020. Expected result of higher PSAT students meeting benchmark.</p> <p>Staff Responsible for Monitoring: AAS Dept, College Advisors/Counselors, Communications Dept.</p> <p>Title I Schoolwide Elements: 2.5</p>	<p>Formative</p> <p>Oct October Evidence of Progress  July 2020, the district offered a FREE virtual PSAT/SAT Bootcamp for high school students. The district had a total of 20 students participate in July. The district offered a school day Bootcamp utilizing Test Prep Seminars, October 1 and October 8.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.






Performance Objective 8: The COC McKinney Vento Homeless and English Learner Grad Lab Drop Out Recovery Program will increase enrollment by 10% at each quarter. Enrollment will be for McKinney Vento Homeless and English Learning students who have dropped out or were about to drop out. 70% of the students enrolled in the COC Grad Lab Drop Out Recovery Program will continue to be enrolled and matriculating towards graduation. Supplemental tutoring will be provided in order to ensure academic progression in earning credits and EOC passing.

<p>Strategy 1: Provide a drop out recovery program that allows for flexible scheduling, a smaller learning environment and additional tutoring to help Title 1 Pt. A (McKinney Vento Homeless) and English Learners who have dropped out previously.</p> <p>Strategy's Expected Result/Impact: There will be a decrease in the MV Title 1 Pt. A (McKinney Vento Homeless) and English Learners annual drop out rate and an increase in the Title 1 Pt. A (McKinney Vento Homeless) and English Learner graduation rate.</p> <p>Staff Responsible for Monitoring: Director of School Attendance</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  As of 10.13.2020 there are 60 students enrolled in the Grad Lab Recovery Program. 75% of the students are matriculating towards graduation.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 8 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.



Performance Objective 9: Social workers and specialists will provide interventions to help remove barriers to school attendance and success. COC staff will provide direct interventions to 70% of parents of students with 10 or more unexcused absences and those students on the drop out list. Interventions will be documented in Eduphoria.

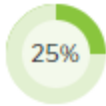




<p>Strategy 1: Social workers, Communities in Schools, and specialists will provide interventions to help remove barriers to school attendance and success.</p> <p>Strategy's Expected Result/Impact: Psycho social barriers will be removed so student attendance and performance will increase.</p> <p>Staff Responsible for Monitoring: Director of School Attendance</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  The social workers and specialists are systematically providing interventions to students with excessive absences.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 9 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 10: ECISD will promote SEL for all students across the district.






<p>Strategy 1: Align discipline practices and policies to demonstrate evidence of alignment with SEL.</p> <p>Strategy's Expected Result/Impact: There will be evidence of proactive and restorative practices that support a positive school climate and addresses root causes of student behavior. District discipline referrals will decline by 5%.</p> <p>Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<p>Formative</p> <p>Oct October Evidence of Progress  SEL has been trained for all adults, Calendars have been provided, Trauma-informed training include information on behavior management.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: Systems and structures will be developed to review disaggregated discipline data regularly and to use data to address any root causes of behavior.</p> <p>Strategy's Expected Result/Impact: Campuses will use data to address root causes of behavior. Data will be used to develop wrap around structures to meet campus needs.</p> <p>Staff Responsible for Monitoring: Executive Director of Accountability, Guidance & Counseling Dept., Student Support Division</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Achievement 1</p>	<p>Formative</p> <p>Oct October Evidence of Progress  SEL survey is being implemented through Panorama.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: SEL support will provided through various methodologies to ensure psych-social barriers are removed for struggling students</p> <p>Strategy's Expected Result/Impact: Increased attendance, and credit acquisition</p> <p>Staff Responsible for Monitoring: Student Support Division</p> <p>Title I Schoolwide Elements: 2.4, 2.6</p> <p>Problem Statements: Demographics 6</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Department emailing weekly and reminders WICOR Newsletter, Graduate Gazette; SEL Calendar for students, teachers and parents; creating social media accounts to reach out</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 10 Problem Statements:

Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

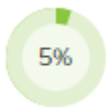

Performance Objective 11: ECISD will develop a vision for the future of choice schools that connects to the district's broader vision for student success that considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.

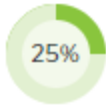

<p>Strategy 1: Engage community, workforce and district stakeholders for input regarding schools of choice in ECISD that aligns to district initiative of supporting students to and through college, career and military.</p> <p>Strategy's Expected Result/Impact: Internal and external stakeholders will understand the importance of creating additional schools of choice where our students can demonstrate their interest and strengths and parents feel empowered and invested in their child's school by having options; Choice Schools will include options alignment to targeted occupations list.</p> <p>Staff Responsible for Monitoring: Department of Admissions and Schools of Choice, CTE, Guidance and Counseling.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3 - Perceptions 2, 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Searching for a highly qualified candidate to onboard as Choice School Coordinator. Beginning monthly meetings with Choice school principals to determine extended day opportunities, ideas for expansion and discussion of marketing schools of choice to parents through multi-faceted avenues.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	


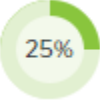
Performance Objective 11 Problem Statements:






Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 12: ECISD will create systems that support all graduating seniors to and through college, career and military decisions.

<p>Strategy 1: Explore, evaluate and identify a system to monitor and track students post secondary and 6 years beyond.</p> <p>Strategy's Expected Result/Impact: Tracking system will be purchased and implemented beginning with the class of 2020-21.</p> <p>Staff Responsible for Monitoring: District Directors AVID Department</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p>	<p>Formative</p> <p>Oct October Evidence of Progress  ACCESS continues to provide an exploratory platform for careers and the college and career for postsecondary will launch on October 16th.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 2: Engage senior class of 2020 in conversations to assist in determining needs, obstacles and challenges faced by students regarding college, career or military choices.</p> <p>Strategy's Expected Result/Impact: Information will be used to develop a comprehensive plan to assist students in achieving CCMR priorities and goals beginning their junior year of high school through college graduation, career onboarding, or military commitment.</p> <p>Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  College bridge survey offered through ACCESS (118 of 280), Postsecondary coordinator is emailing all 2020 (280) AVID Seniors and beginning to make call 2020 AVID Seniors (15)</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 3: Communication plan will be developed highlighting the importance of support for students beyond high school.</p> <p>Strategy's Expected Result/Impact: Internal and external stakeholders will develop a shared understanding of the district goal and plan to accomplish goal of seeing students To and Through college, career and military. Generate public interest in supporting Class of 2020-21 Seniors through To and Through body of work.</p> <p>Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept.</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Demographics 1 - Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Department emailing weekly and reminders to those not active in the ACCESS CCMR (Graduate Gazette); SEL Calendar; creating social media accounts to reach out</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 4: Establish a strategic and intentional comprehensive team to make connections and partnerships between ECISD, career experts and organizations and Institutes of Higher Education (IHE) to collectively support students through their senior year and beyond high school graduation.</p> <p>Strategy's Expected Result/Impact: All 2020-21 seniors will be adopted by internal and external stakeholders committed to assisting students achieve their college, career and military goals.</p> <p>Staff Responsible for Monitoring: Director of AVID</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  AVID department has hosted live career talks each Friday and have scheduled live college talks beginning Oct 16. Template for 2021 Seniors created and ready to be distributed to Seniors. Seniors will complete by December. Begin collection of students email and contact information to continue to build relational capacity and supports.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 5: Junior and Seniors students will be surveyed yearly to assess plans for College, Career and Military.</p> <p>ASVAB intent and military placement data will be utilized. All students will be given the opportunity to take the ASVAB at least once between grades 10-12.</p> <p>CCMR data will be provided by Information systems twice a year.</p> <p>Strategy's Expected Result/Impact: All Junior and Senior students will complete surveys and students will be given the opportunity to take the ASVAB.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling Accountability,</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Seniors take the ACCESS Bridge survey through AVATAR ICE to collect students email and contact information to continue to build relational capacity and supports.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>Strategy 6: Students not meeting Texas Success Initiative readiness will be enrolled in the College Prep English Language Arts and/or College Prep Math courses. Campuses will offer the TSIA to all Juniors and Seniors and to all Freshmen and Sophomores as needed for College Career Military Readiness.</p> <p>Strategy's Expected Result/Impact: 2021 graduates meeting the TSIA requirements will increase.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling, Advanced Academics</p> <p>Title I Schoolwide Elements: 2.4, 2.5</p> <p>Problem Statements: Student Achievement 1 - Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Duplicate of Goal 3, Performance Objective 5, Strategy 6: Campuses will offer TSIA in January to all junior and senior high school students. Freshman and sophomores will also have an opportunity to complete TSIA as needed for CCMR.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>

<p>Strategy 7: Middle school through high school students, parents, counselors and teachers will be provided information annually concerning dual credit, higher education admissions, financial aid, TEXAS grant, TEACH for TEXAS grant to guide their decisions on course selections. Seniors will be provided assistance with college admissions, FAFSA, and scholarship information.</p> <p>Strategy's Expected Result/Impact: Increased knowledge concerning college admissions and financial aid.</p> <p>Staff Responsible for Monitoring: Guidance and Counseling</p> <p>Title I Schoolwide Elements: 2.4</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  Duplicate of Goal 3, Performance Objective 5, Strategy 7: RFP for Naviance has been approved. School leaders are actively preparing for FAFSA completion. Dual credit course information has been communicated and distributed.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Performance Objective 12 Problem Statements:






Goal 3: Learning Journey: ECISD will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. ECISD will equip students to be adaptable in an ever-changing society.

Performance Objective 13: The four-year graduation rate will increase from 83.7% for the graduating class of 2018 (reported in 2019 TAPR) to 90% for the graduating class of 2024 (reported November 2025)

HB3 Goal

Evaluation Data Sources: The percentage of first-year freshmen leaving grade 9 with Algebra I credit will increase from 88% (2020) to 95% by August 2024.
The percentage of first-year grade 9 students earning 6 or more credits will increase from 90.7% (2020) to 96% by August 2024.
The percentage of second-year high school students earning six or more credits will increase from 89.2% (Class of 2022 with 12+ Credits) to 95% by August 2024.

Summative Evaluation: None

<p>Strategy 1: Each high school campus will monitor, track, and intervene on behalf of all 9th graders predicted to leave their freshman year without an Algebra I credit or 6+ credits overall. Such interventions may include transportation, tutoring, Oddesseyware, OFSDP , etc...These monitoring and intervention strategies will also be applied to second-year high school students failing to earn 6 or more credits (12 total).</p> <p>Strategy's Expected Result/Impact: 95% of all freshmen will leave ECISD schools with 6+ credits, one of them being Algebra I. 95% of all sophomores will earn a minimum of 12 credits.</p> <p>Staff Responsible for Monitoring: EDLs/counselors</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan</p> <p>Problem Statements: Student Learning 3</p>	<p>Formative</p> <p>Oct October Evidence of Progress  88% of our freshmen have an Algebra I credit. 90.7% of our new sophomores have 6 credits. 89.2% of our new juniors have 12 credits. We will review these data at the semester to progress monitor at the midpoint.</p> <p>Jan January Evidence of Progress</p> <p>Mar March Evidence of Progress</p> <p>Summative</p> <p>May May Evidence of Progress</p>
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>	

Performance Objective 13 Problem Statements: