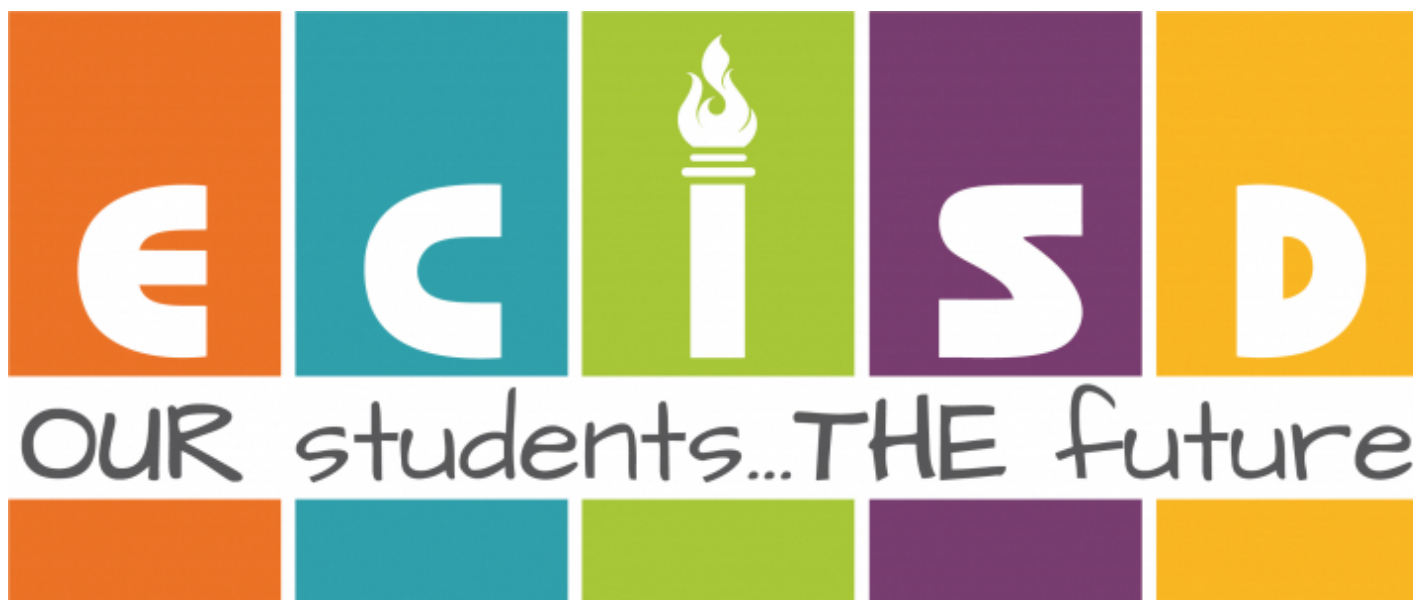


Ector County Independent School District

District Improvement Plan

2020-2021 Formative Review

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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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.	20
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.	25

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.

Strategy 1 Details	Reviews			
Strategy 1: Establish home internet connectivity for students. Strategy's Expected Result/Impact: Increased student access to digital curriculum and resources. Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Equity Plan Problem Statements: Demographics 1	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Standardize classroom instructional technology to include 1:1 staff and 1:1 student mobile devices. Strategy's Expected Result/Impact: Increase timely access to digital content and online educational systems. Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Equity Plan Problem Statements: Staff Quality, Recruitment, and Retention 2	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
Strategy 3: Establish a cyber-security plan, train all staff on processes and requirements. Strategy's Expected Result/Impact: Reduction of data breach risk and damage to district digital resources. Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology Title I Schoolwide Elements: 2.5 Problem Statements: District Culture and Climate 8	Formative			Summative
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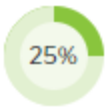








Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

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

Strategy 1 Details	Reviews			
Strategy 1: Establish an operational data store and data warehouse to support data visualization tools to ensure EdFi data standards conformity. Strategy's Expected Result/Impact: Increased confidence in district data resources. Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Results Driven Accountability	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Replace iTCCS with Ascender - Student Information System and develop student record retention processes. Strategy's Expected Result/Impact: Transition to new Student Information System platform and move physical student records to an online system. Staff Responsible for Monitoring: Chief Technology Officer Director of Information Technology Director of Information Systems Director of Instructional Technology Problem Statements: Technology 1	Formative			Summative
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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.









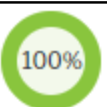

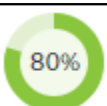
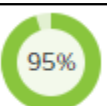
Performance Objective 3: ECISD will provide the environment conducive to all educational needs in conjunction with the development of a Long Range Facilities Plan that will move the District forward in the future.









Strategy 1 Details	Reviews			
Strategy 1: Establish up to date design standards for buildings that align with current teaching standards. 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. Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects. Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: District Culture and Climate 3 - Perceptions 2	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: 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, 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. Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Supervisor of Construction, and Supervisor Projects Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: District Culture and Climate 4 - Perceptions 1, 2 Funding Sources: Facility Review and Bond Committee input on Community needs/direction for the future of the District - Bond Funds	Formative			Summative
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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.







Strategy 1 Details	Reviews			
Strategy 1: Ensure long range preventive maintenance practices are in place. Strategy's Expected Result/Impact: Proper preventive maintenance measures will increase equipment life and save on energy costs associated with running equipment. Staff Responsible for Monitoring: District Operations; COO, Exec. Dir., Director of Facilities, and Supervisor of Preventive Maint. Title I Schoolwide Elements: 2.6 Funding Sources: Following the current plan that is in place. - Local	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 2 Details	Reviews			
Strategy 2: ECISD will develop long range maintenance practices for Fine Arts instruments and equipment. Strategy's Expected Result/Impact: Proper maintenance of Fine Arts instruments and equipment will increase equipment life and reduce replacement costs. Staff Responsible for Monitoring: Director of Fine Arts Title I Schoolwide Elements: 2.6	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
Strategy 3: ECISD will plan and implement effective transitions to improve student performance. Strategy's Expected Result/Impact: The expected result is effective transitions for student to improve student performance Staff Responsible for Monitoring: Executive Directors of Leadership Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Achievement 1 - Student Learning 1, 2, 4 Funding Sources: Resources needed for transportation and supplies and materials. - Local, Transition counselor at DAEP - Title One D, Subpart 2, Delinquency Services - \$75,000, DAEP support - State Comp Ed - \$850,000	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
Strategy 4: ECISD athletics will develop an inventory system for checks and balances for all athletic equipment. Strategy's Expected Result/Impact: Inventory sheets will provide data to ensure equity and financial planning in all ECISD sports programs. Staff Responsible for Monitoring: Athletic Department Equity Plan	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
Strategy 5: ECISD athletics will be in collaboration with the ECISD transportation system to ensure the accuracy of procedures for all UIL athletic travel. Strategy's Expected Result/Impact: -Timely departures and arrivals. -The dispatcher's information on the bus type and driver. -Plan for bus breakdown. Staff Responsible for Monitoring: Athletic Department Transportation Department Equity Plan	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 6 Details	Reviews			
Strategy 6: Establish universal free feeding district-wide to grow free lunch program from 55% to 100% eligible. Strategy's Expected Result/Impact: Provide equity in feeding of all elementary students through the CEP program. Staff Responsible for Monitoring: School Nutrition Director Title I Schoolwide Elements: 2.4, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: District Culture and Climate 1 Funding Sources: Ensure parents complete income surveys that will replace the free and reduced lunch applications. Communication and collaboration with district officials, parents, and the community and provide technology, devices, or other needs to help in this process. - National School Lunch Program/NSLP	Formative			Summative
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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 embed technology for anytime, anywhere teaching and learning.

Strategy 1 Details	Reviews			
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 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. Staff Responsible for Monitoring: Principals, Teachers, Executive Directors of Leadership, Executive Directors of Instruction and Literacy, Content Coordinators, Instructional Specialists Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability Problem Statements: Student Learning 1, 2, 4	Formative			Summative
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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 provide a rigorous, relevant and engaging curriculum

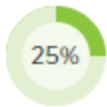


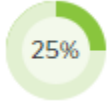

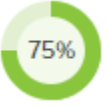


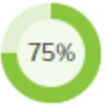
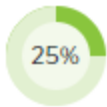


TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

Strategy 1 Details	Reviews			
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. Strategy's Expected Result/Impact: Increase student performance outcomes by 10% as determined by the NWEA MAP Growth Assessment in reading and math. Staff Responsible for Monitoring: Executive Director of Accountability and Assessment, Content Coordinators, Instructional Specialists, Executive Director of Instruction and Literacy AVID Department Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 2, 3, 4, 5, 6 Funding Sources: Curriculum implementation - Local, Supplemental curriculum and AVID Program support for At Risk students - State Comp Ed - \$1,000,000, Curriculum implementation - Title One School-wide, Supplemental technology & software to meet remediation needs of at risk students - State Comp Ed - \$1,650,000	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
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. Strategy's Expected Result/Impact: Increase program offerings at 10% of elementary campuses to include UIL Music Memory. Staff Responsible for Monitoring: Director of Fine Arts, Fine Arts Elementary Specialist Title I Schoolwide Elements: 2.5	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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 build a district-wide awareness and commitment to develop, implement and integrate SEL initiatives districtwide.

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

Strategy 1 Details		Reviews			
Strategy 1: Assess SEL needs and readiness to implement Social-Emotional-Cultural framework. 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. Staff Responsible for Monitoring: Executive Director of Accountability Executive Director of Guidance and Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local, - Title IV		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 2 Details		Reviews			
Strategy 2: ECISD will develop a plan for systemic SEL implementation including the role SEL plays in ECISD achieving its priorities and goals. 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. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 3 Details		Reviews			
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. 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. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 4 Details		Reviews			
Strategy 4: ECISD will adopt PreK-12 SEL standards. Strategy's Expected Result/Impact: SEL standards will be aligned and integrated with curriculum and instruction. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling, Curriculum Directors Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Processes & Programs 2 Funding Sources: - Local, - Title IV		Formative			Summative
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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 develop the Adult collective understanding and shared vision of Social Emotional Learning (SEL) that creates systemic change where SEL can thrive.

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

Summative Evaluation: Some progress made toward meeting Objective




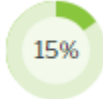


Strategy 1 Details	Reviews			
Strategy 1: ECISD will provide professional learning about SEL research and practice to central office leaders and staff from all departments and campuses including foundational professional learning for all new staff. Strategy's Expected Result/Impact: 80% of staff will be trained in SEL research and practice. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: A SEL professional learning plan will be developed. Strategy's Expected Result/Impact: SEL learning strategies will be intertwined with other professional learning throughout the year. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: All ECISD staff will engage in ongoing SEL professional learning. 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. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling, Professional Development Dept., AVID Department Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1 - District Processes & Programs 2 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: Data will be continuously collected regarding staff perception of work climate and use for continuous improvement of SEL implementation. 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. Staff Responsible for Monitoring: Exec Director of Accountability, Exec Director of Guidance & Counseling Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: District Processes & Programs 2 Funding Sources: - Local	Formative			Summative
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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 and implement systems and supports for students and families that promote recovery and resiliency.

TEA Priorities: Improve low-performing schools

Strategy 1 Details	Reviews			
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. Tutoring will be provided to ensure that students are on track to graduate with their cohorts. Strategy's Expected Result/Impact: 85% of students will be on track to graduate with cohort. Staff Responsible for Monitoring: TPRS Coordinator TPRS Department Title I Schoolwide Elements: 2.5 - Equity Plan Problem Statements: Student Achievement 1 - Student Learning 3 Funding Sources: TPRS/TRAC - State Comp Ed - \$490,000	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
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 Funding Sources: staff, contract and materials - State Comp Ed - \$750,000	Formative			Summative
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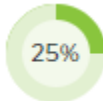


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Goal 1: Foundational Excellence: ECISD will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.








Performance Objective 10: ECISD will provide a safe and supportive school environment

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<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.</p> <p>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>Funding Sources: - Local, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<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>Funding Sources: - Local, - State Comp Ed</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
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. Strategy's Expected Result/Impact: 100% of counselors and police officers will be trained in conflict resolution methods. Staff Responsible for Monitoring: Chief of Police, Guidance and Counselors Title I Schoolwide Elements: 2.4 Problem Statements: District Processes & Programs 2 Funding Sources: - Local, - State Comp Ed	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
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 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
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 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 6 Details		Reviews			
Strategy 6: Student Assistance Services Counselors will provide trauma-informed counseling services to address the social-emotional needs of at-risk students. Strategy's Expected Result/Impact: Increased knowledge of student's social-emotional skills, reduced behavior problems and increased attendance and academic achievement. Staff Responsible for Monitoring: Guidance and counseling Quarterly Reports Title I Schoolwide Elements: 2.4, 2.6 Problem Statements: District Processes & Programs 2 Funding Sources: - State Comp Ed		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 7 Details		Reviews			
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. Strategy's Expected Result/Impact: Staff will be better able to respond to students' needs in a trauma-informed approach. Staff Responsible for Monitoring: Executive Director of Guidance and Counseling Title I Schoolwide Elements: 2.4, 2.5 Problem Statements: District Processes & Programs 2 Funding Sources: - State Comp Ed, - Local		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 8 Details		Reviews			
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. All SAS and school counselors will be trained in Critical Incident Stress Management. Training will also be offered to counselors in Psychological First Aid. Strategy's Expected Result/Impact: Critical Incident impact will be reduced due to timely communication and prevention measures secured prior to the incident. Staff Responsible for Monitoring: Police Dept, Nursing, Counseling Title I Schoolwide Elements: 2.6 Problem Statements: District Processes & Programs 2, 3 Funding Sources: - Local, - State Comp Ed		Formative			Summative
		Oct	Jan	Mar	May
					




Strategy 9 Details	Reviews			
Strategy 9: 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. 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. Staff Responsible for Monitoring: Leadership Coordinator and Executive Director of Guidance and Counseling Title I Schoolwide Elements: 2.5, 2.6 Problem Statements: District Processes & Programs 2 Funding Sources: - Local	Formative			Summative
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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 invest in research to drive progress in education and develop new tools and technologies aligned to district needs.

TEA Priorities: Improve low-performing schools

Evaluation Data Sources: Program evaluations








Strategy 1 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Executive Director of Accountability. Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability Problem Statements: Student Learning 3, 4 - District Processes & Programs 2 - Perceptions 3	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 2 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Executive Director of Accountability. Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability Problem Statements: Student Achievement 1 - Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
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. Strategy's Expected Result/Impact: Better information gathering about what is happening in ECISD schools and development of a plan to improve. Staff Responsible for Monitoring: Executive Director of Accountability. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Achievement 1	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Summative Evaluation: Some progress made toward meeting Objective








Strategy 1 Details	Reviews			
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. Strategy's Expected Result/Impact: Staff and community will understand the goals of the strategic plan. Staff Responsible for Monitoring: Communications Officer Problem Statements: Perceptions 2	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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: Pursue community partnerships that promote excellence in our schools.

Summative Evaluation: Significant progress made toward meeting Objective




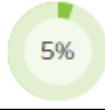






Strategy 1 Details	Reviews			
Strategy 1: Intentionally engage the community to increase awareness and opportunities for lasting partnerships. Will utilize four main approaches: Research and Collaboration; Create Awareness of Needs; Active Outreach; and Grant Writing. Staff Responsible for Monitoring: Education Foundation Director Communications Officer Problem Statements: Perceptions 1	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

TEA Priorities: Improve low-performing schools

Evaluation Data Sources: Budget data

Strategy 1 Details	Reviews			
Strategy 1: Establish framework, develop, and implement plan for determining campus budgeting using equity based funding. Strategy's Expected Result/Impact: Provide specific program intent funds to the campus where the funds are generated and needed. Staff Responsible for Monitoring: Deborah Ottmers Equity Plan	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Establish framework, develop, and implement plan for determining departmental budgeting using modified zero based funding. Strategy's Expected Result/Impact: Provide directed funds to the departments for specific needs. Staff Responsible for Monitoring: Deborah Ottmers	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools







Evaluation Data Sources: Learning Management System (LMS)














Employee Performance Evaluations

Staff Retention Rates

Eduphoria STRIVE

Staff Exit Survey Data

Strategy 1 Details	Reviews			
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 Funding Sources: Harvard Fellow, Research & Development director - Title IV - \$150,000, Staff salaries (to include 3 Instructional Specialists), equipment, supplies and contracted services - Title Two Professional Development - \$225,000, Salaries, equipment, supplies and contracted services - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Adopt and implement a quality Mentor Program that supports and engages new staff 2020-2021. Strategy's Expected Result/Impact: Improved staff retention; improve employee effectiveness; develop career pathways Staff Responsible for Monitoring: Executive Director of Talent Development 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 Funding Sources: Resources needed for implementation include: Mentor Program, mentor stipends, release time, and supplies - Local	Formative			Summative
	Oct	Jan	Mar	May
				











Strategy 3 Details	Reviews			
Strategy 3: Provide support for campus and district administrators that prepares them to effectively communicate observation feedback and coaching for instructional staff. Strategy's Expected Result/Impact: Improve student outcomes; improve staff retention; improve employee effectiveness; develop career pathways. Staff Responsible for Monitoring: Principal Supervisors, Executive Director of Talent Development 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 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
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: 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 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. Staff Responsible for Monitoring: Director of Professional Learning, C&I Division, Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 2, 3, 4, 5, 6 Funding Sources: Texas Reading Academies - State Early Education Allotment, Math Solutions - Title One School-wide, Advanced Academics - Donated Funds	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
Strategy 5: Develop principals using continuous, job-embedded, personalized coaching. Strategy's Expected Result/Impact: Improved student outcomes as a result of improved campus leadership Staff Responsible for Monitoring: ED Talent Development and EDLs Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - Results Driven Accountability - Equity Plan	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

Evaluation Data Sources: Staffing models
Equity Plan
Opportunity Culture
Teacher Incentive Allotment designations
Staffing/Payroll Reports








Strategy 1 Details	Reviews			
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 Funding Sources: Resources needed for compensation - Local, Resource needed for training and sustainability of Opportunity Culture - Donated Funds - \$500,000, OC Campus staff stipends - State Comp Ed, OC Campus staff stipends - Title One School- Improvement	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement the TEA Teacher Incentive Allotment plan 2020-2021. Strategy's Expected Result/Impact: Increase teacher recruitment and retention of highly effective teachers. Staff Responsible for Monitoring: Executive Director of Human Resources, Finance 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 Funding Sources: Resources for development and implementation of the Teacher Incentive Allotment - Local	Formative			Summative
	Oct	Jan	Mar	May
				
 0% No Progress  100% Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Recruit, support, retain teachers and principals

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







Strategy 1 Details	Reviews			
Strategy 1: Identify teachers and support them through the National Board Professional Teaching Standards process. Strategy's Expected Result/Impact: Improve student outcomes; improve teacher retention and effectiveness. Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development 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 Funding Sources: Resources needed for supporting the process - Local	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				




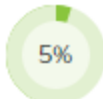












Goal 2: Invest in Talent: ECISD will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

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

TEA Priorities: Recruit, support, retain teachers and principals

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

Strategy 1 Details	Reviews			
Strategy 1: In 2020-2021 ECISD will optimize "Grow Our Own" programs and pipelines. Strategy's Expected Result/Impact: Increase quantity and quality of candidates. Staff Responsible for Monitoring: Executive Director of Human Resources; Executive Director of Talent Development 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 Funding Sources: Resources to support pipeline development and recruitment efforts - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize innovative recruitment practices to meet current and future needs. Strategy's Expected Result/Impact: Increased candidate pool Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development 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 Funding Sources: Resources needed for branding, marketing and recruitment - Local	Formative			Summative
	Oct	Jan	Mar	May
				








Strategy 3 Details	Reviews			
Strategy 3: Establish the District as an Education Preparation Program (EPP). Strategy's Expected Result/Impact: Increase candidate pool Staff Responsible for Monitoring: Executive Director of Human Resources and Executive Director of Talent Development 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 Funding Sources: Resources needed to implement EPP - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
Strategy 4: Collaborate with Institutions of Higher Education (IHE) and Alternative Certification Programs to match program practices to district needs. Strategy's Expected Result/Impact: Improve quality of candidates Staff Responsible for Monitoring: Executive Director of Talent Development and Executive Director of Human Resources 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			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
Strategy 5: ECISD Emerging Leadership Academy: Identify talent and build leadership capacity in highly effective teachers. Strategy's Expected Result/Impact: Increase quality and preparedness of candidates for Assistant Principal Bench Staff Responsible for Monitoring: Executive Directors of Leadership and Executive Director of Talent Development Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Resources need for supplies and materials for the academy - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 6 Details	Reviews			
Strategy 6: Utilize the district-created Aspiring Leadership Academy to develop sitting APs for the principalship. Strategy's Expected Result/Impact: Increase quality and capacity of prospective principals Staff Responsible for Monitoring: Executive Directors of Leadership and Executive Director of Talent Development Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Resources needed for TNTP and Relay coaching - Local	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Build a foundation of reading and math

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







Strategy 1 Details	Reviews			
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. 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 Staff Responsible for Monitoring: Director of Early Childhood Education, Executive Director of Curriculum and Instruction, Early Childhood Specialist, Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1 Funding Sources: Full day Pre-Kindergarten teachers - Local - \$1,000,000, Full Day Pre-kindergarten teachers - State Comp Ed - \$1,000,000, Full Day Pre-Kindergarten teachers - State Early Education Allotment - \$1,000,000, Pre-kindergarten Instructional Aides - State Comp Ed - \$637,500, Pre-Kindergarten Instructional Aides - Local - \$112,500	Formative			Summative
	Oct	Jan	Mar	May
	 85%	 60%	 80%	
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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.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

Targeted or ESF High Priority



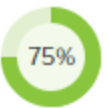




Strategy 1 Details		Reviews			
Strategy 1: ECISD will implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments Formative Assessments Aggressive Monitoring Strategy's Expected Result/Impact: Increased student outcomes for all grades and content areas by 10% each school year. Staff Responsible for Monitoring: Executive Director of Assessment, Instructional Specialist Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 2, 3, 4, 5, 6 Funding Sources: Double Blocked classes for remediation, Tutoring, Summer programs, Supplemental materials, assessments, software fees and contracts - State Comp Ed - \$1,600,000, NWEA Map Growth - Local - \$500,000		Formative			Summative
		Oct	Jan	Mar	May
					
Strategy 2 Details		Reviews			
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 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% . Staff Responsible for Monitoring: Instructional Technology Blended Learning Coordinator, C&I Division Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 2, 3, 4, 5, 6 Funding Sources: Dyslexia Program - State Dyslexia Allotment - \$575,000, Implementation of learning models - State Comp Ed - \$50,000, Blended Learning Grant - State Blended Learning Grant - \$50,000, Instructional Specialists - Title One School-wide - \$2,100,000, Bilingual Instructional Team, Instructional Resources and Supplies - State Comp Ed - \$600,000, Instructional Specialists, Reading Coaches, & Dyslexia Program - State Comp Ed - \$1,500,000		Formative			Summative
		Oct	Jan	Mar	May
					

Strategy 3 Details	Reviews			
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 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. Staff Responsible for Monitoring: Campus principals, Instructional Specialists, Department Heads, C&I Division, Relay Cohort 1 and 2. Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Problem Statements: Student Learning 1, 2, 3, 4, 5, 6 Funding Sources: PLC implementation and DDI process - Relay funded by TEA - Donated Funds	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
Strategy 4: ECISD will develop the competencies required for campus leaders to support personalized learning for students and teachers. 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. Staff Responsible for Monitoring: C&I Division, Instructional Specialists, Department Heads Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability - Equity Plan Funding Sources: Personalized Learning - Local - \$200,000	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
Strategy 5: Strategy 5 ECISD will develop and implement a Virtual Academy to provide quality instruction for our remote learners. 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% . Staff Responsible for Monitoring: EDLs, Virtual Academy Administrator, C&I Division Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 Problem Statements: Student Learning 1, 2, 3, 4, 5, 6, 7	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.


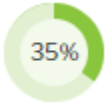





Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy 1: SEL support will be provided through various methodologies to ensure psych-social barriers are removed for struggling students Strategy's Expected Result/Impact: Increased attendance, and credit acquisition Staff Responsible for Monitoring: Student Support Division Title I Schoolwide Elements: 2.4, 2.6 Problem Statements: Demographics 6 Funding Sources: CCVYP, Communities in Schools, SAS/ Drop Out Prevention Counselors, Social Workers, Teen Parent Services, Truancy Court - State Comp Ed - \$3,500,000, SEL Director, Social Workers, Programs targeting Well Rounded & Safe Schools - Title IV - \$350,000				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.











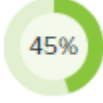

Performance Objective 4: ECISD will develop a vision for the future of choice schools that connects to the district's broader vision for student success that considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.









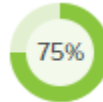




TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
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 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. Staff Responsible for Monitoring: Department of Admissions and Schools of Choice Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3 - Perceptions 2, 3 Funding Sources: - Local				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

Strategy 1 Details	Reviews			
Strategy 1: Explore, evaluate and identify a system to monitor and track students post secondary and 6 years beyond. Strategy's Expected Result/Impact: Tracking system will be purchased and implemented beginning with the class of 2020-21. Staff Responsible for Monitoring: District Directors AVID Department Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Engage senior classes in conversations to assist in determining needs, obstacles and challenges faced by students regarding college, career or military choices. 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. Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
Strategy 3: Communication plan will be developed highlighting the importance of support for students beyond high school. 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 ECISD Seniors through To and Through body of work. Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Demographics 1 - Student Achievement 1 - Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 4 Details	Reviews			
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. Strategy's Expected Result/Impact: Any seniors will have opportunity to be coached by internal and external stakeholders committed to assisting students achieve their college, career and military goals. Staff Responsible for Monitoring: Director of AVID Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				


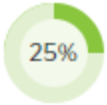


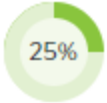





Strategy 5 Details	Reviews			
Strategy 5: Junior and Seniors students will be surveyed yearly to assess plans for College, Career and Military. ASVAB intent and military placement data will be utilized. All students will be given the opportunity to take the ASVAB at least once between grades 10-12. CCMR data will be provided by Information systems twice a year. Strategy's Expected Result/Impact: All Junior and Senior students will complete surveys and students will be given the opportunity to take the ASVAB. Staff Responsible for Monitoring: Guidance and Counseling Accountability, Title I Schoolwide Elements: 2.4, 2.5 Problem Statements: Student Achievement 1 - Student Learning 3 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 6 Details	Reviews			
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. Strategy's Expected Result/Impact: 2021 graduates meeting the TSIA requirements will increase. Staff Responsible for Monitoring: Campus Administrators, Guidance and Counseling, Advanced Academics Title I Schoolwide Elements: 2.4, 2.5 Problem Statements: Student Achievement 1 - Student Learning 3 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 7 Details	Reviews			
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. Strategy's Expected Result/Impact: Increased knowledge concerning college admissions and financial aid. Staff Responsible for Monitoring: Campus Administration, Guidance and Counseling Title I Schoolwide Elements: 2.4 Problem Statements: Student Learning 3 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Connect high school to career and college, Improve low-performing schools

Evaluation Data Sources: 2020 State Accountability








Strategy 1 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Advanced Academic Department, Professional Development, Content Coordinators, Curriculum Department, Campus Administration, AP/IB Campus Coordinator Title I Schoolwide Elements: 2.5	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
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. 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 Staff Responsible for Monitoring: Advanced Academic Department, Professional Development, Content Coordinators, Curriculum Department Title I Schoolwide Elements: 2.5	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.

TEA Priorities: Connect high school to career and college, Improve low-performing schools

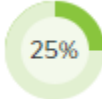
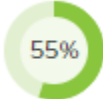
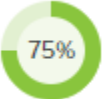




Evaluation Data Sources: 2021 College Board Report

Strategy 1 Details	Reviews			
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. Strategy's Expected Result/Impact: PSAT Bootcamp scheduled summer 2020. Expected result of higher PSAT students meeting benchmark. Staff Responsible for Monitoring: AAS Dept, College Advisors/Counselors, Communications Dept. Title I Schoolwide Elements: 2.5	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.








TEA Priorities: Improve low-performing schools

Strategy 1 Details	Reviews			
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. 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. Staff Responsible for Monitoring: Director of School Attendance Title I Schoolwide Elements: 2.4, 2.5, 2.6 - Results Driven Accountability Problem Statements: Student Learning 3 Funding Sources: Personnel, supplemental program materials - State Comp Ed - \$400,000	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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.








TEA Priorities: Improve low-performing schools

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy 1: Social workers, Communities in Schools, and specialists will provide interventions to help remove barriers to school attendance and success. Strategy's Expected Result/Impact: Psycho social barriers will be removed so student attendance and performance will increase. Staff Responsible for Monitoring: Director of School Attendance Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3 Funding Sources: - State Comp Ed				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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 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.

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools



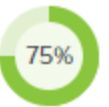
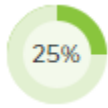

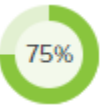
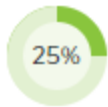

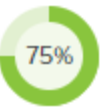
Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy 1: Engage community, workforce and district stakeholders for input regarding schools of choice in ECISD that aligns to district initiative of supporting students to and through college, career and military. Strategy's Expected 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. Staff Responsible for Monitoring: Department of Admissions and Schools of Choice, CTE, Guidance and Counseling. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3 - Perceptions 2, 3 Funding Sources: - Local				
 No Progress  Accomplished  Continue/Modify  Discontinue				











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 create systems that support all graduating seniors to and through college, career and military decisions.

TEA Priorities: Connect high school to career and college

Strategy 1 Details	Reviews			
Strategy 1: Explore, evaluate and identify a system to monitor and track students post secondary and 6 years beyond. Strategy's Expected Result/Impact: Tracking system will be purchased and implemented beginning with the class of 2020-21. Staff Responsible for Monitoring: District Directors AVID Department Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Engage senior classes in conversations to assist in determining needs, obstacles and challenges faced by students regarding college, career or military choices. 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. Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 3 Details	Reviews			
Strategy 3: Communication plan will be developed highlighting the importance of support for students beyond high school. 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 Seniors through To and Through body of work. Staff Responsible for Monitoring: Director of AVID, Guidance & Counseling Dept. Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Demographics 1 - Student Achievement 1 - Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				

Strategy 4 Details	Reviews			
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. Strategy's Expected Result/Impact: Any ECISD seniors will have opportunity to be coached by internal and external stakeholders committed to assisting students achieve their college, career and military goals. Staff Responsible for Monitoring: Director of AVID Title I Schoolwide Elements: 2.4, 2.5, 2.6 Problem Statements: Student Learning 3	Formative			Summative
	Oct	Jan	Mar	May
				
Strategy 5 Details	Reviews			
Strategy 5: Junior and Seniors students will be surveyed yearly to assess plans for College, Career and Military. 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. CCMR data will be provided by Information systems twice a year. Strategy's Expected Result/Impact: All Junior and Senior students will complete surveys and students will be given the opportunity to take the ASVAB. Staff Responsible for Monitoring: Guidance and Counseling Accountability, Title I Schoolwide Elements: 2.4, 2.5 Problem Statements: Student Achievement 1 - Student Learning 3 Funding Sources: - Local	Formative			Summative
	Oct	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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: 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)

TEA Priorities: Connect high school to career and college, Improve low-performing schools

Targeted or ESF High Priority

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.

Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	May
				
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