

Elgin Independent School District



Elgin Intermediate School

2025-2026 Campus Improvement Plan

Table of Contents

Goals	4
Goal 1 : Priority 1: Students will show academic achievement and success at all grade lev...	5
Goal 2 : Priority 2: Elgin ISD will provide high quality professional learning and recruit and...	15
Goal 3 : Priority 3: Elgin ISD will continue to improve and maintain community engagem...	21
Goal 4 : Priority 4: Elgin ISD will have strong fiscal and operational systems.	27



Goals

Goal 1

Priority 1: Students will show academic achievement and success at all grade levels.

Performance Objective 1

1.1.1 Systematically implement the EISD Teaching & Learning Curriculum Mgt Plan (CMP) across all campuses

Strategy 1

Implement structured lesson plan submission and review processes to ensure all instructional planning aligns to the CMP's scope and sequence, pacing guides, and instructional frameworks.

Strategy's Expected Result/Impact: Teachers will consistently deliver CMP-aligned instruction, reducing instructional variability and ensuring vertical and horizontal alignment across grade levels. Students will benefit from coherent, standards-based instruction, leading to improved academic performance on local and state assessments.

Staff Responsible for Monitoring: Dr. Stokes

Formative Reviews

November

January

March

June

Strategy 2

Provide ongoing Common Team Meetings (CMTs) and coaching cycles focused on CMP instructional practices, with a priority on lesson delivery, use of district resources, and alignment to student assessment data.

Strategy's Expected Result/Impact: Teacher capacity will increase through job-embedded professional development, resulting in improved lesson delivery and more effective instructional strategies. As a result, students will demonstrate higher levels of engagement, mastery of TEKS, and growth on formative and summative assessments.

Staff Responsible for Monitoring: Mr. Mathisen

Formative Reviews

November

January

March

June

Performance Objective 2

1.1.2 Enhance and ensure data-driven instruction and progress monitoring

Strategy 1

Establish consistent campus-wide data protocols in Common Team Meetings (CMTs) to analyze formative and summative assessment data, identify student learning gaps, and adjust instructional practices accordingly.

Strategy's Expected Result/Impact: Teachers will make informed instructional decisions that directly address student needs, resulting in targeted interventions and enrichment opportunities. Students will demonstrate increased mastery of grade-level TEKS as measured by district benchmarks and STAAR performance.

Staff Responsible for Monitoring: Mr. Mathisen will review CMT agendas, data analysis templates, and minutes to verify consistent use of data protocols. He will also analyze Eduphoria and other assessment platform reports to track student growth by standard, and he will monitor action steps documented in CMT minutes to ensure instructional adjustments are implemented

Formative Reviews

November	January	March	June
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Performance Objective 3

1.1.3 Refine and enhance systematic PLC processes to ensure fidelity district-wide

Strategy 1

Establish a consistent CMT agenda template and facilitation protocol that requires teams to address instructional planning, assessment analysis, and intervention strategies in alignment with district expectations.

Strategy's Expected Result/Impact: Teachers will engage in structured collaboration that prioritizes student learning, resulting in more intentional planning, effective instructional adjustments, and improved academic performance across grade levels.

Staff Responsible for Monitoring: Mr. Mathisen will review CMT agendas and minutes to confirm that teams follow the established protocol. He will analyze team action steps and instructional adjustments documented in minutes and provide feedback to ensure alignment with district standards.

Formative Reviews

November	January	March	June
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Performance Objective 4

1.1.4 Ensure and enhance professional coaching model

Strategy 1

Implement a structured coaching cycle that includes pre-conferences, classroom observations, feedback sessions, and follow-up support to strengthen instructional practices.

Strategy's Expected Result/Impact: Teachers will receive targeted feedback and support that directly improves lesson delivery and classroom effectiveness. As a result, students will experience more engaging, high-quality instruction that leads to measurable growth in academic achievement.

Staff Responsible for Monitoring: Mr. Mathisen will review coaching cycle documentation, including pre- and post-conference notes, track teacher participation in coaching sessions, and analyze classroom observation data to confirm growth in instructional practices.

Formative Reviews

November	January	March	June
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Performance Objective 5

1.2.1 Support systemwide implementation of data-driven instruction and progress monitoring within special programs

Strategy 1

Implement structured data reviews within Common Team Meetings (CMTs) and special program team meetings to analyze progress monitoring data for students served in special education, bilingual/ESL, Section 504, and other identified programs.

Strategy's Expected Result/Impact: Teachers and support staff will adjust instruction more effectively to meet the diverse needs of students in special programs. Students will show accelerated growth and improved performance on both individualized goals and standardized assessments.

Staff Responsible for Monitoring: Mr. Mathisen will review CMT agendas and minutes from special program meetings, analyze student progress monitoring reports, and verify that instructional adjustments are documented and implemented with fidelity.

Formative Reviews

November	January	March	June
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Strategy 2

Provide targeted professional development and coaching for teachers serving students in special programs to strengthen data analysis skills and instructional planning based on student progress.

Strategy's Expected Result/Impact: Teachers in special programs will demonstrate greater capacity to use data to drive instructional decisions, resulting in more effective interventions and supports. Students receiving these services will make measurable academic gains and close achievement gaps.

Staff Responsible for Monitoring: Mr. Mathisen will confirm teacher participation in professional development, review coaching feedback documentation, and monitor assessment data trends to determine the impact of training on student outcomes.

Formative Reviews

November

January

March

June

Performance Objective 6

1.2.2 Support systemwide implementation of improvement protocols within special programs

Strategy 1

Establish a consistent protocol for evaluating instructional effectiveness within special programs, including walkthroughs, lesson plan reviews, and program compliance checks aligned with district standards.

Strategy's Expected Result/Impact: Special program instruction will become more consistent and aligned with district expectations. Teachers will receive clear, actionable feedback, leading to stronger instructional delivery and higher achievement outcomes for students served in special programs.

Staff Responsible for Monitoring: Mr. Mathisen will conduct walkthroughs, review lesson plans, and analyze program compliance reports to confirm fidelity of implementation. He will provide feedback to teachers and program staff to ensure continuous improvement.

Formative Reviews

November

January

March

June

Performance Objective 7

1.3.1 Enhance, ensure, and increase student CCMR programs and opportunities

Performance Objective 8

1.3.2 Embed compelling purpose throughout District initiatives and professional learning opportunities.

Strategy 1

Align all professional learning sessions with clearly defined goals that connect directly to district priorities, instructional outcomes, and the Teaching & Learning Curriculum Management Plan (CMP).

Strategy's Expected Result/Impact: Teachers and staff will recognize the direct connection between professional learning and district initiatives, leading to higher levels of engagement and more consistent implementation of strategies in the classroom. Student achievement will improve as professional learning is purposefully linked to district goals.

Staff Responsible for Monitoring: Mr. Mathisen will review professional development agendas and materials to confirm alignment with district initiatives, collect staff feedback surveys on the relevance and clarity of PD sessions, and track classroom implementation trends through walkthrough and observation data.

Formative Reviews

November	January	March	June
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Strategy 2

Communicate the district's instructional vision and purpose consistently in Common Team Meetings (CMTs), faculty meetings, and professional development to reinforce the "why" behind instructional practices and initiatives.

Strategy's Expected Result/Impact: Staff will develop a stronger sense of ownership and commitment to district priorities, creating a unified culture of purpose-driven instruction. This shared focus will lead to greater fidelity of implementation across classrooms and measurable gains in student outcomes.

Staff Responsible for Monitoring: Mr. Mathisen will monitor meeting agendas and minutes to verify that district purpose and priorities are consistently communicated, collect teacher feedback to assess clarity of vision, and review evidence of instructional alignment through lesson plans and student performance data.

Formative Reviews

November	January	March	June
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Performance Objective 9

Strategy 1

Develop and implement a comprehensive communication plan to increase student and parent awareness of extracurricular opportunities, including fine arts, clubs, and academic competitions.

Strategy's Expected Result/Impact: Increased awareness will lead to higher levels of student participation in extracurricular programs. Students will develop stronger connections to school, build leadership skills, and demonstrate improved academic engagement and attendance.

Staff Responsible for Monitoring: Mr. Mathisen will review communication logs, newsletters, and social media postings to ensure consistent promotion of extracurricular programs. He will also monitor participation records and compare them to previous years to evaluate growth in student involvement.

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 10

1.4.2 Increase opportunities for and showcase student voice both in the classroom and beyond

Strategy 1

Embed structured opportunities for student voice within classroom instruction, such as student-led discussions, peer feedback protocols, and choice-based assignments, ensuring alignment with district instructional practices.

Strategy's Expected Result/Impact: Students will take greater ownership of their learning and demonstrate stronger critical thinking, communication, and collaboration skills. Teachers will create more engaging and inclusive classrooms, which will lead to higher student engagement and academic performance.

Staff Responsible for Monitoring: Mr. Mathisen will review lesson plans for evidence of student voice strategies, conduct walkthroughs to observe classroom implementation, and analyze student feedback surveys to verify increased opportunities for participation.

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Establish campus-wide platforms to highlight student voice beyond the classroom, such as

student advisory councils, showcases of student work, and opportunities to contribute to school decision-making.

Strategy's Expected Result/Impact: Students will feel empowered to influence their school community, which will strengthen their sense of belonging and leadership skills. The campus culture will reflect inclusivity and respect for student perspectives, contributing to higher levels of student engagement and achievement.

Staff Responsible for Monitoring: Mr. Mathisen will track participation in advisory councils and school events, review documentation of student input in decision-making processes, and collect feedback from students to assess the visibility and impact of their voices on campus.

Formative Reviews

November

January

March

June

Performance Objective 11

1.4.3 Enhance and increase opportunities for students to learn and serve beyond the classroom

Performance Objective 12

1.4.4 Increase average daily attendance rates for students across the district

Strategy 1

Implement a campus-wide attendance initiative that includes consistent parent communication, recognition programs for students with improved or exemplary attendance, and proactive outreach for students with chronic absenteeism.

Strategy's Expected Result/Impact: Increased communication and recognition will strengthen family engagement and motivate students to maintain regular attendance. Improved daily attendance will lead to greater instructional access, higher levels of academic achievement, and stronger campus accountability ratings.

Staff Responsible for Monitoring: Mr. Mathisen will review attendance reports weekly, track recognition program participation, and analyze patterns of parent communication to ensure that interventions are targeted and consistent.

Formative Reviews

November

January

March

June

Strategy 2

Collaborate with counselors, attendance clerks, and district support staff to identify barriers to

attendance and provide targeted interventions such as mentoring, home visits, or referrals to community resources.

Strategy's Expected Result/Impact: Addressing barriers will reduce chronic absenteeism and support students in maintaining regular attendance. This will increase instructional time, improve student outcomes, and positively impact overall campus performance.

Staff Responsible for Monitoring: Mr. Mathisen will track intervention logs, review documentation of home visits and support services, and analyze attendance trends for identified students to evaluate the effectiveness of interventions.

Formative Reviews

November	January	March	June
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Performance Objective 13

1.5.1 Improve student behavior and wellness

Strategy 1

Implement a campus-wide Multi-Tiered System of Supports (MTSS) framework with clearly defined behavioral expectations, consistent reinforcement systems, and staff training on proactive classroom management strategies.

Strategy's Expected Result/Impact: Students will demonstrate improved behavior and self-regulation, resulting in fewer discipline referrals and increased instructional time. A stronger school climate will support student engagement, wellness, and academic achievement.

Staff Responsible for Monitoring: Mr. Mathisen will analyze discipline data trends monthly, review MTSS implementation logs, and observe classroom environments during walkthroughs to ensure consistency in reinforcing behavioral expectations.

Formative Reviews

November	January	March	June
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Strategy 2

Integrate Character Education lessons and wellness supports into the school schedule through advisory periods, counseling sessions, and targeted small groups for students needing additional support.

Strategy's Expected Result/Impact: Students will develop stronger character traits, including responsibility, respect, and resilience. Increased focus on character education and wellness will decrease behavioral incidents, improve attendance, and promote overall student success.

Staff Responsible for Monitoring: Mr. Mathisen will review Character Education lesson implementation records, track student participation in counseling or small-group sessions, and analyze student survey data to evaluate improvements in wellness and school climate.

Formative Reviews

November

January

March

June

Performance Objective 14

1.5.2 Use multiple points of data to identify needs and inform activities to support student well-being

Strategy 1

Develop a comprehensive data review process that incorporates attendance, discipline, counseling referrals, health office visits, and academic performance to identify students in need of additional support.

Strategy's Expected Result/Impact: Early identification of students through multiple data sources will allow staff to provide timely and targeted interventions. Student well-being will improve as barriers to academic and behavioral success are addressed proactively.

Staff Responsible for Monitoring: Mr. Mathisen will review consolidated data reports monthly, verify that student support referrals are aligned to identified needs, and analyze intervention outcomes to ensure that students are receiving effective, coordinated support.

Formative Reviews

November

January

March

June

Performance Objective 15

1.5.3 Sustain and enhance school Emergency Operations Plan

Strategy 1

Conduct regular reviews and updates of the Emergency Operations Plan to ensure alignment with district guidelines, state requirements, and best practices for school safety.

Strategy's Expected Result/Impact: The Emergency Operations Plan will remain current, comprehensive, and responsive to emerging safety needs. Staff and students will benefit from a more secure learning environment that prioritizes preparedness and minimizes risks.

Staff Responsible for Monitoring: Mr. Mathisen will review and document updates to the EOP, verify alignment with district and state safety protocols, and maintain records of revisions to ensure continuous improvement of campus emergency preparedness.

Formative Reviews

November

January

March

June

Performance Objective 16

1.5.4 Hold regular District Safety and Security Committee meetings including staff, parents, students, community members

Strategy 1

Facilitate regularly scheduled District Safety and Security Committee meetings that include diverse representation from staff, parents, students, and community stakeholders to review safety protocols, identify concerns, and recommend improvements.

Strategy's Expected Result/Impact: Broader stakeholder involvement will lead to increased transparency, stronger community trust, and more comprehensive safety planning. Students and staff will benefit from enhanced collaboration and proactive responses to emerging safety needs.

Staff Responsible for Monitoring: Mr. Mathisen will maintain agendas, minutes, and attendance records from committee meetings, document stakeholder feedback, and verify that action steps from meetings are implemented in a timely manner.

Formative Reviews

November

January

March

June

Goal 2

Priority 2: Elgin ISD will provide high quality professional learning and recruit and retain high quality staff.

Performance Objective 1

2.1.1 Sustain and enhance the EISD "Grow Your Own" teacher program

Performance Objective 2

2.1.2 Create innovative support systems for new-to-profession teachers and new-to-role staff

Strategy 1

Implement a structured mentoring and induction program that pairs new-to-profession teachers and new-to-role staff with experienced mentors, incorporating regular check-ins, classroom observations, and feedback cycles.

Strategy's Expected Result/Impact: New staff members will receive targeted, personalized support that accelerates their professional growth and effectiveness. This will increase teacher retention, improve instructional quality, and promote higher student achievement.

Staff Responsible for Monitoring: Mr. Mathisen will review mentor logs and meeting documentation, track participation in induction activities, and analyze feedback from mentors and mentees to evaluate the effectiveness of the program

Formative Reviews

November

January

March

June

Performance Objective 3

2.1.3 Annually review and update a pay structure that reflects commitment to high quality staff at all levels

Performance Objective 4

2.2.1 Create a professional learning calendar/PD plan and support processes for all staff

Strategy 1

Develop and publish a year-long professional learning calendar that aligns with district initiatives, instructional priorities, and staff needs, ensuring that training opportunities are differentiated for

teachers, support staff, and administrators.

Strategy's Expected Result/Impact: Staff will have access to a clear, well-structured professional learning plan that provides relevant and timely training opportunities. This will increase staff capacity, promote consistency in instructional practices, and strengthen overall student achievement.

Staff Responsible for Monitoring: Mr. Mathisen will review and update the professional learning calendar quarterly, track session attendance records, and analyze staff feedback surveys to confirm alignment of PD with district priorities and staff needs.

Formative Reviews

November

January

March

June

Performance Objective 5

2.2.2 Implement leadership development programs for staff to move to next level of employment/ leadership

Performance Objective 6

2.3.1 Use multiple points of data to identify needs and inform activities to support staff well-being

Strategy 1

Design and implement targeted wellness initiatives--such as staff recognition programs, social-emotional supports, and workload management adjustments--based on identified staff needs from the data review process.

Strategy's Expected Result/Impact: Staff will experience a greater sense of support and recognition, which will contribute to higher morale, increased engagement, and stronger long-term commitment to the district.

Staff Responsible for Monitoring: Mr. Mathisen will track participation in wellness initiatives, review staff survey results for evidence of improved well-being, and analyze retention and attendance data to evaluate the impact of activities.

Formative Reviews

November

January

March

June

Performance Objective 7

2.3.2 Implement an annual staff wellness program

Strategy 1

Design and implement a comprehensive annual staff wellness program that incorporates physical, emotional, and professional well-being initiatives such as fitness challenges, wellness seminars, and stress management resources.

Strategy's Expected Result/Impact: Staff will experience increased opportunities for balance and support, leading to improved morale, reduced stress, and greater retention of high-quality educators.

Staff Responsible for Monitoring: Mr. Mathisen will review wellness program calendars, track participation in activities, and analyze staff survey data to determine the effectiveness of wellness offerings.

Formative Reviews

November	January	March	June
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Strategy 2

Establish a recognition and incentive system within the wellness program to encourage consistent participation and reinforce the importance of staff well-being as part of the district culture.

Strategy's Expected Result/Impact: Increased staff engagement in wellness activities will foster a stronger sense of community, promote healthier lifestyles, and contribute to higher staff satisfaction and retention rates.

Staff Responsible for Monitoring: Mr. Mathisen will monitor recognition and incentive records, track participation data across wellness events, and review feedback forms to evaluate program success and identify areas for improvement.

Formative Reviews

November	January	March	June
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Performance Objective 8

2.3.3 Sustain and enhance school emergency operation procedures

Strategy 1

Review and update school Emergency Operation Procedures annually to align with district safety protocols, state requirements, and emerging best practices in school safety.

Strategy's Expected Result/Impact: The Emergency Operation Procedures will remain current, effective, and responsive to potential risks. Staff confidence in emergency preparedness will increase, contributing to a safer learning and working environment.

Staff Responsible for Monitoring: Mr. Mathisen will maintain documentation of EOP updates, verify alignment with district and state protocols, and ensure revisions are communicated to all staff members in a timely manner.

Formative Reviews

November

January

March

June

Strategy 2

Conduct regular emergency response trainings and drills for staff, incorporating scenario-based practice and debriefs to strengthen preparedness and identify areas for improvement.

Strategy's Expected Result/Impact: Staff will demonstrate improved readiness and consistency in emergency responses, reducing confusion and increasing safety during actual incidents. This will strengthen both staff and student trust in the school's ability to manage crises effectively.

Staff Responsible for Monitoring: Mr. Mathisen will track staff participation in trainings, maintain drill logs and evaluation reports, and review feedback from participants to confirm effectiveness and make necessary adjustments.

Formative Reviews

November

January

March

June

Performance Objective 9

2.4.1 Ensure District leadership gathers feedback on staff satisfaction and engagement through visibility on campuses and availability to staff

Performance Objective 10

2.4.2 Use feedback and provide transparency as part of the continuous improvement cycle for all departments

Strategy 1

Establish structured feedback systems such as staff surveys, focus groups, and post-professional learning evaluations to gather input on departmental effectiveness and improvement priorities.

Strategy's Expected Result/Impact: Departments will gain actionable insights from staff input, leading to more responsive decision-making and stronger alignment of supports with campus and classroom needs. Increased transparency in the improvement process will foster staff trust and engagement.

Staff Responsible for Monitoring: Mr. Mathisen will collect and analyze survey data, maintain documentation of focus group and evaluation results, and provide summary reports to track departmental responsiveness to staff feedback.

Formative Reviews

November	January	March	June
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Strategy 2

Publish regular departmental updates that communicate progress toward goals, highlight adjustments made in response to feedback, and outline next steps in the improvement cycle.

Strategy's Expected Result/Impact: Transparent communication will increase staff awareness of departmental priorities and reinforce confidence in the continuous improvement process. Staff will feel valued as contributors, which will strengthen retention and collaboration.

Staff Responsible for Monitoring: Mr. Mathisen will review and archive departmental communications, verify that updates include staff feedback and progress reporting, and collect staff survey data to evaluate perceptions of transparency and responsiveness.

Formative Reviews

November	January	March	June
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Performance Objective 11

2.4.3 Recognize staff at all levels

Strategy 1

Encourage peer-to-peer recognition through systems such as nomination forms, staff shout-outs, and collaborative celebrations that promote a culture of appreciation across all departments.

Strategy's Expected Result/Impact: Peer-driven recognition will foster stronger relationships among staff, create a more supportive environment, and increase overall staff satisfaction, contributing to higher levels of collaboration and retention.

Staff Responsible for Monitoring: Mr. Mathisen will collect and review peer nomination records, track frequency of staff recognition activities, and analyze staff survey results to evaluate the effectiveness of peer-to-peer recognition efforts.

Formative Reviews

November

January

March

June

Performance Objective 12

2.4.4 Increase annual staff retention rate

Strategy 1

Develop and implement a staff retention plan that includes mentoring, differentiated professional development, and career pathway opportunities to promote long-term growth within the district.

Strategy's Expected Result/Impact: Staff will feel supported in their professional journey, leading to increased job satisfaction, higher retention rates, and greater instructional consistency for students.

Staff Responsible for Monitoring: Mr. Mathisen will review staff retention reports annually, monitor participation in mentoring and professional development activities, and analyze exit interview data to identify trends and inform improvements.

Formative Reviews

November

January

March

June

Strategy 2

Establish recognition and incentive systems that acknowledge staff contributions, including attendance awards, milestone celebrations, and stipends or bonuses tied to retention initiatives.

Strategy's Expected Result/Impact: Recognition and incentives will foster a culture of appreciation and loyalty, encouraging staff to remain with the district. This will reduce turnover and sustain a stable, high-quality workforce.

Staff Responsible for Monitoring: Mr. Mathisen will track recognition event records, monitor incentive program participation, and review annual retention data to evaluate the effectiveness of initiatives.

Formative Reviews

November

January

March

June

Goal 3

Priority 3: Elgin ISD will continue to improve and maintain community engagement and partnerships.

Performance Objective 1

3.1.1 Increase engagement on the EISD website, social media messaging, and parent communication platforms

Strategy 1

Develop and implement a consistent communication plan that increases frequency and quality of updates on the district website, social media platforms, and parent communication tools, ensuring content is accessible, relevant, and timely.

Strategy's Expected Result/Impact: Families and community members will engage more frequently with district platforms, leading to improved transparency, stronger community trust, and higher levels of parent participation in school activities.

Staff Responsible for Monitoring: Mr. Mathisen will review website analytics, social media engagement reports, and parent communication platform usage data to measure increases in interaction and reach. He will also collect feedback from parents and staff to evaluate clarity and accessibility.

Formative Reviews

November

January

March

June

Strategy 2

Highlight student achievements, staff recognitions, and district initiatives across digital platforms to showcase successes and strengthen connections with the community.

Strategy's Expected Result/Impact: Consistent promotion of positive stories will build a stronger district identity and foster pride among students, families, and community stakeholders. Increased visibility of accomplishments will enhance community support and involvement.

Staff Responsible for Monitoring: Mr. Mathisen will track frequency and variety of highlighted content, monitor engagement metrics on posts and announcements, and collect stakeholder survey data to measure the impact of communication efforts on community perception.

Formative Reviews

Performance Objective 2

3.1.2 Use multiple points of data to identify strengths and respond to needs

Strategy 1

Facilitate regular feedback loops with parents, students, staff, and community partners to validate data findings and collaboratively design responses that support district initiatives and community priorities.

Strategy's Expected Result/Impact: Ongoing stakeholder input will strengthen trust, improve responsiveness, and ensure that district actions are reflective of community needs and values. This will enhance partnerships and foster higher levels of engagement across the district.

Staff Responsible for Monitoring: Mr. Mathisen will collect and analyze stakeholder feedback through surveys, focus groups, and meeting minutes, track participation in collaborative planning sessions, and monitor follow-up actions for evidence of responsiveness.

Formative Reviews

November

January

March

June

Performance Objective 3

3.1.4 Provide opportunities for parent engagement, involvement, and feedback

Strategy 1

Host regular parent engagement events such as curriculum nights, workshops, and family forums that equip parents with strategies to support student learning while also providing opportunities for two-way communication.

Strategy's Expected Result/Impact: Parents will gain greater understanding of instructional priorities and feel more connected to the campus. Increased parent involvement will strengthen home-school partnerships, improve student support, and positively influence student achievement and attendance.

Staff Responsible for Monitoring: Mr. Mathisen will maintain event calendars, track parent attendance records, and review parent feedback surveys to evaluate the effectiveness of engagement activities.

Formative Reviews

November

January

March

June

Strategy 2

Establish multiple channels for parent feedback, including surveys, advisory committees, and digital feedback tools, to ensure parent perspectives are systematically collected and acted upon.

Strategy's Expected Result/Impact: Parents will feel valued as partners in the educational process, which will enhance trust and collaboration. The district will be able to respond more effectively to community needs, leading to stronger support for district initiatives and improved student outcomes.

Staff Responsible for Monitoring: Parents will feel valued as partners in the educational process, which will enhance trust and collaboration. The district will be able to respond more effectively to community needs, leading to stronger support for district initiatives and improved student outcomes.

Formative Reviews

November

January

March

June

Performance Objective 4

3.2.1 Continue implementation of the marketing/communication plan to highlight our schools

Strategy 1

Implement a coordinated marketing campaign that regularly highlights student achievements, staff recognitions, and innovative programs across district communication channels, including the website, social media, newsletters, and local media outlets.

Strategy's Expected Result/Impact: Increased visibility of school accomplishments will strengthen community pride, build trust in the district, and generate stronger support for campus initiatives. Families and community members will be more informed and engaged.

Staff Responsible for Monitoring: Mr. Mathisen will review marketing calendars and communication logs, monitor engagement analytics across platforms, and collect stakeholder feedback to evaluate the reach and impact of the campaign.

Formative Reviews

Strategy 2

Collaborate with campus leaders to gather and share stories, photos, and videos that highlight the unique strengths of each school, ensuring representation from academics, fine arts, athletics, and extracurricular activities.

Strategy's Expected Result/Impact: Highlighting diverse achievements will promote a positive district image, showcase student and staff excellence, and foster stronger community-school partnerships. This will also contribute to increased enrollment and stakeholder satisfaction.

Staff Responsible for Monitoring: Mr. Mathisen will maintain records of submitted content, track the frequency and variety of stories published, and analyze community engagement data to measure improvements in visibility and perception.

Formative Reviews

November

January

March

June

Performance Objective 5

3.2.2 Conduct Community-Based Advisory Council meetings and develop action steps

Performance Objective 6

3.2.3 Conduct community information sessions and feedback opportunities

Strategy 1

Host quarterly community information sessions that provide updates on district initiatives, academic progress, safety measures, and upcoming events, ensuring families and community members are informed and engaged.

Strategy's Expected Result/Impact: Stakeholders will have greater access to accurate, timely information about district priorities and operations, which will strengthen trust and build stronger partnerships between schools and the community.

Staff Responsible for Monitoring: Mr. Mathisen will maintain schedules, agendas, and attendance logs for community sessions and review feedback collected at each event to confirm effectiveness and inform future topics.

Formative Reviews

Strategy 2

Establish multiple feedback opportunities such as town halls, surveys, and focus groups to ensure community voices are heard and incorporated into district planning and decision-making.

Strategy's Expected Result/Impact: Community members will feel valued as contributors to district improvement, leading to stronger support for district initiatives and a more collaborative school-community culture.

Staff Responsible for Monitoring: Mr. Mathisen will review and analyze survey results, compile focus group notes, and document action steps taken in response to community input to verify responsiveness and transparency.

Formative Reviews

November

January

March

June

Performance Objective 7

3.3.1 Explore and expand School-Business Partners to enhance student opportunities

Performance Objective 8

3.3.2 Strengthen processes and protocols with Elgin Education Foundation

Strategy 1

Collaborate with the Elgin Education Foundation to formalize grant application, funding allocation, and reporting processes that align with district priorities and student needs.

Strategy's Expected Result/Impact: Streamlined processes will increase efficiency, ensure equitable access to funding, and maximize the impact of foundation-supported initiatives on student learning and staff development.

Staff Responsible for Monitoring: Mr. Mathisen will review grant application and award documentation, maintain records of funded projects, and monitor outcomes to confirm alignment with district goals and student achievement.

Formative Reviews

November

January

March

June

Performance Objective 9

3.3.3 Strengthen relationships, processes, and protocols with business and governmental partners

Goal 4

Priority 4: Elgin ISD will have strong fiscal and operational systems.

Performance Objective 1

4.1.1 Align budget to strategic outcomes and needs

Performance Objective 2

4.1.2 Ensure financial transparency to stakeholders through websites, publications, monthly financial reports, bond oversight committee meetings, and budget meetings

Performance Objective 3

4.2.1 Utilize Long Range Facility Plan (LRFP) to inform decisions related to district expansion and improvement of facilities

Performance Objective 4

4.2.2 Conduct meetings at least once per semester for the bond oversight committee and community

Performance Objective 5

4.2.3 Present monthly Board reports to review progress on Bond Construction projects

Performance Objective 6

4.3.1 Develop and sustain a preventative maintenance plan for facilities

Performance Objective 7

4.3.2 Ensure compliance with all state safety and security requirements

Strategy 1

Conduct annual safety audits, compliance reviews, and facility inspections to verify that campus practices, equipment, and procedures meet or exceed state safety and security requirements.

Strategy's Expected Result/Impact: The Campus will maintain full compliance with state mandates, ensuring a safe environment that reduces risk and increases confidence among staff, students, and parents.

Staff Responsible for Monitoring: Mr. Mathisen will review audit reports, track corrective action plans, and maintain documentation verifying compliance with all state safety and security requirements.

Formative Reviews

November

January

March

June

Performance Objective 8

4.3.3 Implement plans for future innovative facilities through the Bond Planning Committee

Performance Objective 9

4.3.4 Develop and sustain a Long Range Technology Plan (LRTP) for district and campuses with action steps presented annually to School Board