

Elgin Independent School District



Elgin Middle School

2025-2026 Campus Improvement Plan

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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

Weekly walkthroughs by campus leadership team to all classrooms.

Formative Reviews

Moderate Progress

November

January

March

June

Performance Objective 2

1.1.2 Enhance and ensure data-driven instruction and progress monitoring

Strategy 1

Weekly Professional Learning Communities Collaborative Team Meetings held with each department.

Formative Reviews

Considerable Progress

November

January

March

June

Strategy 2

Data meetings throughout the school year with KT Accountability and all content teachers.

Formative Reviews

Considerable Progress

November January March June

Performance Objective 3

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

Strategy 1

Weekly Professional Learning Communities Collaborative Team Meetings held with each department.

Formative Reviews

Moderate Progress

November January March June

Strategy 2

PLC PD from Solution Tree during August PD.

Formative Reviews

Considerable Progress

November January March June

Performance Objective 4

1.1.4 Ensure and enhance professional coaching model

Performance Objective 5

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

Strategy 1

Weekly PLC with campus Special Education Department and district Special Education

Department.

Formative Reviews

Some Progress

November

January

March

June

Performance Objective 6

1.2.2 Support systemwide implementation of improvement protocols within special programs

Performance Objective 7

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

Strategy 1

Application for grant from Elgin Education Foundation (EEF) for eSports.

Formative Reviews

Some Progress

November

January

March

June

Strategy 2

Implementation of new curriculum for 8th Grade CTE/CCE classes.

Formative Reviews

Some Progress

November

January

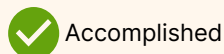
March

June

Strategy 3

All 8th grade students enrolled in CCE elective.

Formative Reviews



Accomplished

November

January

March

June

Performance Objective 8

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

Performance Objective 9

1.4.1 Promote and increase student involvement and participation in extracurricular programs

Strategy 1

Weekly and monthly acknowledgements for students in athletics.

Formative Reviews

Considerable Progress

November

January

March

June

Performance Objective 10

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

Performance Objective 11

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

Strategy 1

National Junior Honor Society (NJHS) monthly service projects.

Formative Reviews

Some Progress

November

January

March

June

Strategy 2

Student organizations supporting athletic and extracurricular events.

Formative Reviews

Some Progress

November

January

March

June

Performance Objective 12

1.4.4 Increase average daily attendance rates for students across the district

Strategy 1

Implementation of attendance incentives throughout the school year for students.

Formative Reviews

Some Progress

November

January

March

June

Strategy 2

Partnership with Communities In Schools (CIS) and EMS PTA for support with attendance incentives.

Formative Reviews

Some Progress

November

January

March

June

Performance Objective 13

1.5.1 Improve student behavior and wellness

Performance Objective 14

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

Performance Objective 15

1.5.3 Sustain and enhance school Emergency Operations Plan

Strategy 1

Regularly scheduled safety drills and meetings with safety committee.

Formative Reviews

Considerable Progress

November

January

March

June

Performance Objective 16

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

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

Strategy 1

Participation and facilitation of teachers in Elgin Elevate program.

Formative Reviews

Moderate Progress

November

January

March

June

Performance Objective 2

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

Strategy 1

Monthly mentor-mentee meetings.

Formative Reviews

Considerable Progress

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

Strategy 1

Salary verification meetings with district administration each semester.

Formative Reviews

No Progress

November

January

March

June

Performance Objective 4

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

Strategy 1

Organize and disseminate PD agenda, calendar, and session information to staff for each PD day.

Formative Reviews

Considerable Progress

November

January

March

June

Performance Objective 5

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

Strategy 1

AP Academy meetings throughout the school year.

Formative Reviews

Considerable Progress

November

January

March

June

Strategy 2

Monthly campus leadership meetings.

Formative Reviews

No Progress

November

January

March

June

Performance Objective 6

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

Performance Objective 7

2.3.2 Implement an annual staff wellness program

Performance Objective 8

2.3.3 Sustain and enhance school emergency operation procedures

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

Performance Objective 11

2.4.3 Recognize staff at all levels

Performance Objective 12

2.4.4 Increase annual staff retention rate

Goal 3

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

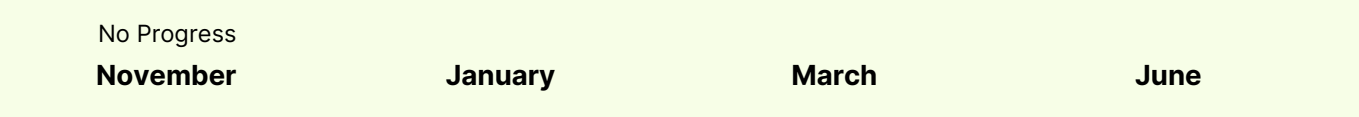
Performance Objective 1

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

Strategy 1

Maintain at least one social media post per week for EMS.

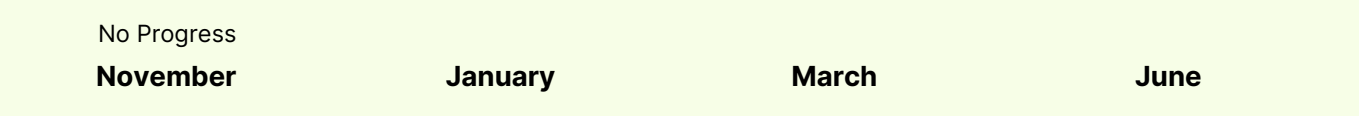
Formative Reviews



Strategy 2

Disseminate parent/community EMS newsletter weekly via SchoolStatus.

Formative Reviews



Performance Objective 2

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

Performance Objective 3

3.1.4 Provide opportunities for parent engagement, involvement, and feedback

Performance Objective 4

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

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

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

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

Strategy 1

Campus budget will be utilized to meet scorecard priorities.

Formative Reviews

No Progress				
November	January	March	June	

Strategy 2

Campus departments will be provided budgets to use toward resources for student learning.

Formative Reviews

No Progress				
November	January	March	June	

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

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