

# **Elgin Independent School District**



## **Elgin High School**

## **2025-2026 Campus Improvement Plan**



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# Goals

# Goal 1

Priority 1: EHS will increase student academic achievement.

## Performance Objective 1 High Priority

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

**Evaluation Data Source:** NWEA, UA, EOCs

**Summative Evaluation:** Some progress made toward meeting Performance Objective

### Strategy 1

Students will progress monitor their data after each assessment to track growth.

#### Formative Reviews

Moderate Progress

November

Moderate Progress

January

March

June

## Performance Objective 2 High Priority

1.1.2 Enhance and ensure data-driven instruction and progress monitoring

**Evaluation Data Source:** CTMs, Data Review

### Strategy 1

Administrators and Instructional Coaches will check lesson plans as well as attend CTMs and data digs.

#### Formative Reviews

Some Progress

November

Considerable Progress

January

March

June

## Performance Objective 3 High Priority

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

**Evaluation Data Source:** T-TESS Appraisers to attend each CTM

## **Performance Objective 4** **High Priority**

1.1.4 Ensure and enhance professional coaching model

**Evaluation Data Source:** Instructional coaches to attend required district and state training.

## **Performance Objective 5** **High Priority**

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

**Evaluation Data Source:** Monthly meetings with special programs including ESL, Sped, 504.

## **Performance Objective 6**

1.2.2 Support systemwide implementation of improvement protocols within special programs

**Evaluation Data Source:** Monthly meeting with special programs.

## **Performance Objective 7** **High Priority**

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

**Evaluation Data Source:** CCMR tracking document and weekly meetings with counselors.

## **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

**Evaluation Data Source:** EHS will offer more opportunities for student choice.

## **Performance Objective 10**

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

**Evaluation Data Source:** Invite students to attend the School Board Meeting when they are recognized for academic achievement.

## **Performance Objective 11**

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

**Evaluation Data Source:** Increase student volunteer opportunities.

## **Performance Objective 12** **High Priority**

1.4.4 Increase average daily attendance rates for students across the district

**Evaluation Data Source:** Introduce attendance incentives campus wide.

### **Performance Objective 13** **High Priority**

1.5.1 Improve student behavior and wellness

**Evaluation Data Source:** Utilizing CKH strategies.

### **Performance Objective 14**

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

**Evaluation Data Source:** Panorama Data

### **Performance Objective 15**

1.5.3 Sustain and enhance school Emergency Operations Plan

# Goal 2

Priority 2: EHS will recruit and retain high quality staff.

## Performance Objective 1

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

**Evaluation Data Source:** EHS has three Grow Your Own teachers on campus supported by ICs and Mentors.

## Performance Objective 2

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

**Evaluation Data Source:** Mentor/Mentee check-ins.

### Strategy 1

EHS has a mentee/mentor program that meets monthly.

#### Formative Reviews

Moderate Progress

November

Considerable Progress

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 ☒ High Priority

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

**Evaluation Data Source:** EHS has developed a Campus Culture Calendar.

## Performance Objective 5

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

**Evaluation Data Source:** Teachers who are working on their masters degree in educational leadership are given an opportunity to become an admin intern and shadow an administrator.

## Performance Objective 6

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

**Evaluation Data Source:** Panorama data

The district provides access to counseling through our insurance.

## **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

**Evaluation Data Source:** Panorama surveys.

## **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: EHS will improve community collaboration.

## Performance Objective 1

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

## 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

### Strategy 1

EHS will incorporate a Parent Teacher Student Organization for the 2025-2026 school year!

### Formative Reviews

Some Progress

November

Moderate Progress

January

March

June

## 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

EHS will closely monitor spending in all all areas when PO are presented to the principal.

### Formative Reviews

Considerable Progress

November

Moderate Progress

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