

Elgin Independent School District



Phoenix High 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

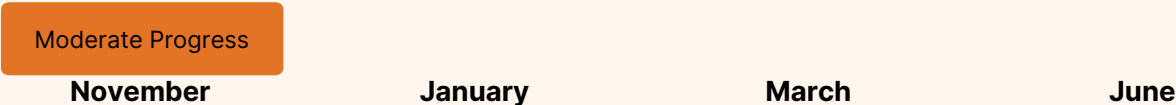
1.1.1 Systematically implement the EISD Teaching & Learning Curriculum Mgt Plan (CMP) across all campuses

Strategy 1

Teachers will meet with Teaching & Learning specialists to implement the YAG into their small groups.

Staff Responsible for Monitoring: Jason Rodman, Matthew Russell

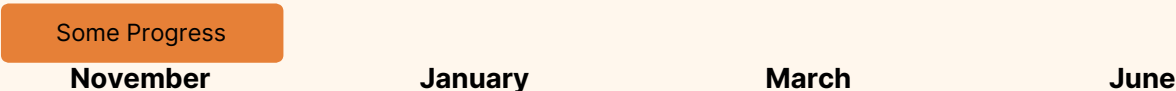
Formative Reviews



Strategy 2

Students will progress monitor after assessments.

Formative Reviews



Performance Objective 2

1.1.2 Enhance and ensure data-driven instruction and progress monitoring

Strategy 1

Teachers will meet with administration weekly to review planning and data points to measure student growth.

Strategy's Expected Result/Impact: Increase in student STAAR scores.

Staff Responsible for Monitoring: Jason Rodman, Matthew Russell

Formative Reviews

Some Progress

November

January

March

June

Performance Objective 3

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

Strategy 1

Teachers will meet weekly in PLC using Singletons in a PLC at Work as a guide.

Strategy's Expected Result/Impact: Increase in teacher knowledge and promotion of a collaborative atmosphere.

Staff Responsible for Monitoring: Jason Rodman, Matthew Russell

Formative Reviews

No 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

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

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

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

Performance Objective 12

1.4.4 Increase average daily attendance rates for students across the district

Strategy 1

Daily phone calls home for absent students.

Strategy's Expected Result/Impact: Increase in student attendance

Staff Responsible for Monitoring: Jason Rodman

Formative Reviews

Moderate Progress

November January March June

Strategy 2

We will promote attendance with a weekly incentive for students with perfect attendance- the Snack Shack. Students with perfect attendance for the week will receive a snack from the shack.

Strategy's Expected Result/Impact: Increase in student attendance

Staff Responsible for Monitoring: Karla Arce, Jason Rodman, Matthew Russell

Formative Reviews

November January March June

Performance Objective 13

1.5.1 Improve student behavior and wellness

Strategy 1

The Student Support Specialist from EIS will visit the campus 2x a week to support the PHS counselor with wellness strategies and check-ins with students who request.

Strategy's Expected Result/Impact: Increase in student wellness, which should lead to an increase in attendance.

Staff Responsible for Monitoring: Jason Rodman

Formative Reviews

Moderate Progress

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

Performance Objective 15

1.5.3 Sustain and enhance school Emergency Operations Plan

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

Performance Objective 2

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

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

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

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

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

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