



Elgin ISD Strategic Plan 2019-2024

Goal #1: STUDENT LEARNING & PROGRESS
 Elgin ISD will increase its student achievement performance in the areas of writing, literacy, and numeracy.



- EISD Core Values: REACH**
- **Respect: Every voice matters.**
 - **Elgin Pride: Our strength comes from embracing our diversity, community and shared history.**
 - **Accountability for All: Shared responsibility for success.**
 - **Collaboration: One Town, One Team, One Family.**
 - **High Expectations: Working hard and having fun.**

Our Vision
 Elgin ISD Changes Lives

Our Mission
 Elgin ISD ensures a high-quality education that guarantees a life-changing experience for all.

| Performance Objectives: | Strategies: | 19-20 | 20-21 | 21-22 | 22-23 | 23-24 |
|---|--|--------|--------|--------|--------|--------|
| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| GPM 1.1 Performance Objective The percent of Elgin ISD students reaching “Meets Grade Level” Standard on writing STAAR will increase from 20% to 40% by 2024. | 1. Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts. | X | | | | |
| | 2. Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students. | X | X | X | X | X |
| | 3. Literacy Task Force sessions are campus-led, allowing for individual campus needs to be met in regards to writing. (Elementary and Middle Schools). Utilize the Reading Specialists and Master Teachers to lead campus-specific writing professional development based on campus need, including the expectation that well-planned writing is to occur in each content area on a daily basis. | X | X | X | X | X |
| | 4. Implement new Reading/Language Arts textbook adoption in grades K-8, with fidelity. Adopt and implement new Reading/Language Arts textbook adoption in grades 9-12. | X | X | X | X | X |
| | 5. Monitor fidelity of textbook implementation and adjust the implementation as needed based on data and feedback from campuses. | X | X | X | X | X |
| GPM 1.2 Performance Objective The percent of Elgin ISD students reaching “Meets Grade Level” Standard on reading STAAR will increase from 32% to 52% by 2024. | 1. Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts. | X | | | | |
| | 2. Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students. | X | X | X | X | X |
| | 3. Literacy Task Force sessions are campus-led, allowing for individual campus needs to be met in regards to reading. (Elementary and Middle Schools). Utilize the Reading Specialists and Master Teachers to lead campus-specific reading professional development based on campus need, with the expectation that learnings are applied to improve content knowledge and instruction. | X | X | X | X | X |
| | 4. Implement new Reading/Language Arts textbook adoption in grades K-8, with fidelity. Adopt and implement new Reading/Language Arts textbook adoption in grades 9-12. | X | X | X | X | X |
| | 5. Monitor fidelity of textbook implementation and adjust the implementation as needed based on data and feedback from campuses. | X | X | X | X | X |
| GPM 1.3 Performance Objective The percent of Elgin ISD students reaching “Meets Grade Level” Standard on math STAAR will increase from 27% to 47% by 2024. | 1. Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts. | X | | | | |
| | 2. Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students. | X | X | X | X | X |
| | 3. Math Task Force sessions are campus-led, allowing for individual campus needs to be met in regards to math. (Elementary and Middle Schools). Utilize the Math Specialists and Master Teachers to lead campus-specific math professional development based on campus need, with the expectation that learnings are applied to improve content knowledge and instruction. | X | X | X | X | X |
| | 4. Provide math professional development in grades K-Algebra I to build teacher and math specialist capacity, with the expectation that learnings are applied to improve content knowledge and instruction. | X | | | | |
| | 5. Math specialists begin to lead campus and grade-level based math professional development, transitioning away from the need for math consultants. This includes the expectation that plans are developed for monitoring classroom implementation of learning and the impact on student achievement. | | X | X | X | X |



Elgin ISD Strategic Plan 2019-2024

Goal #2: TEACHER QUALITY
Elgin ISD will increase teacher and administrator retention rates.



EISD Core Values: REACH

- **Respect:** Every voice matters.
- **Elgin Pride:** Our strength comes from embracing our diversity, community and shared history.
- **Accountability for All:** Shared responsibility for success.
- **Collaboration:** One Town, One Team, One Family.
- **High Expectations:** Working hard and having fun.

Our Vision
Elgin ISD Changes Lives

Our Mission
Elgin ISD ensures a high-quality education that guarantees a life-changing experience for all.

| Performance Objectives: | Strategies: | 19-20 | 20-21 | 21-22 | 22-23 | 23-24 |
|---|---|--------|--------|--------|--------|--------|
| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| GPM 2.1 Performance Objective Job satisfaction of staff at the campus and district levels will improve, as measured by district communication processes and climate surveys. | 1. District-wide “listening tours” conducted by the Superintendent each semester provide an opportunity for all staff to provide real time feedback to district leaders. | X | X | X | X | X |
| | 2. Implement “power of moments” activities to increase staff and campus morale. | X | | | | |
| | 3. Promote and utilize “REACH the E” as the district’s primary communication platform. | X | X | X | X | X |
| | | | | | | |
| GPM 2.2 Performance Objective “Cultural competency” of staff increases, such that they are able to successfully REACH and teach students of diverse backgrounds and experiences. | 1. Continue to implement activities at the campus and district level to build cultural competency of teachers and staff in relation to the students served in EISD. Activities will occur on a quarterly basis, at a minimum. | X | X | X | X | X |
| | 2. Expand the campus leadership teams’ knowledge and expertise in the area of cultural competency each summer to provide opportunities for growth. | X | X | X | X | X |
| | 3. Create student leadership opportunities by involving students in the planning of cultural competency activities at the campus level. | | X | X | X | X |
| | | | | | | |
| GPM 2.3 Performance Objective Perceptions of staff related to consistent behavioral interventions and classroom support will improve, as measured by qualitative and/or survey data. | 1. Increase staffing support that allows for a streamlined focus on behavioral support and intervention. These supports include hall monitors at the middle and high school level and Campus Testing/504 Coordinators at each campus. | X | X | X | X | X |
| | 2. Streamline duties/responsibilities of campus administrators to ensure Assistant Principals’ main focus is discipline management. | X | X | X | X | X |
| | 3. Administer and analyze survey data to establish a baseline as it relates to perceptions of behavioral interventions and classroom support, to include support from campus administrators. | X | | | | |
| | 4. Administer and analyze survey data annually to measure improvement as it relates to perceptions of behavioral interventions and classroom support, to include support from campus administrators. | | X | X | X | X |
| | 5. Campus and District leaders continue to monitor and adjust the implementation of the Ground Works handbooks to ensure consistent behavioral interventions and classroom supports are provided. | X | X | X | X | X |



Elgin ISD Strategic Plan 2019-2024

Goal #3: Engaged, Well-Rounded Students

Elgin ISD will increase the percentage of graduating seniors that are College, Career, and/or Military Ready (CCMR).



EISD Core Values: REACH

- **Respect:** Every voice matters.
- **Elgin Pride:** Our strength comes from embracing our diversity, community and shared history.
- **Accountability for All:** Shared responsibility for success.
- **Collaboration:** One Town, One Team, One Family.
- **High Expectations:** Working hard and having fun.

Our Vision
Elgin ISD Changes Lives

Our Mission
Elgin ISD ensures a high-quality education that guarantees a life-changing experience for all.

| Performance Objectives: | Strategies: | 19-20 | 20-21 | 21-22 | 22-23 | 23-24 |
|---|--|--------|--------|--------|--------|--------|
| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| GPM 3.1 Performance Objective The percentage of students participating in extracurricular activities will increase. | 1. Develop tracking mechanism to collect current student involvement in extracurricular activities and identify student focus groups for outreach efforts. | X | | | | |
| | 2. Continue implementation of “recruitment fairs” to promote extracurricular and co-curricular offerings. | X | X | X | X | X |
| | 3. Counselors will include advising on extracurricular and co-curricular offerings as part of individual academic advising. | X | X | X | X | X |
| | 4. Counselors will provide a summary report to each extracurricular and co-curricular sponsor for student follow-up and recruitment. | X | X | X | X | X |
| | | | | | | |
| GPM 3.2 Performance Objective The percentage of students directly enrolling in post-secondary programs and/or the military after high school graduation will increase. | 1. Update and continuously implement a tracking mechanism to identify students who are College Career and Military Ready (CCMR). | X | X | X | X | X |
| | 2. Implement My Brother’s Keeper initiative to support men of color and all students by offering mentoring in financial aid, scholarships, and college applications. | X | X | X | X | X |
| | 3. Implement a K-12 focus on the Elgin Graduate Profile by aligning the age appropriate hard and soft skills needed to achieve college, career and military readiness with daily lesson plans. | X | X | X | X | X |
| | 4. Recruit and support Early College High School and PTECH students by aligning enrollment with the TEA blueprint and performance goals for each program. | X | X | X | X | X |
| | 5. Ensure counselors continuously receive up-to-date information regarding career programs of study. | X | X | X | X | X |
| GPM 3.3 Performance Objective The percentage of students enrolling in CTE programs, with career pathways aligned to regional workforce needs and student interest, will increase. | 1. Partner with Workforce Solutions to hire and provide a Workforce Specialist to support workforce efforts. (i.e. internships, mentors, career surveys, etc.) | X | X | X | X | X |
| | 2. Investigate new career pathways based on student interest survey and high-demand workforce data. | X | | | | |
| | 3. Develop TEA –aligned Programs of Study Framework based on results of student interest survey and high-demand workforce data. | X | | | | |
| | 4. Increase business and industry partnerships to increase student access to work-based learning opportunities. | | X | X | X | X |
| | 5. Seek grant opportunities to build infrastructure for desired/selected Programs of Study. | | X | X | X | X |



Elgin ISD Strategic Plan 2019-2024

Goal #4: SAFETY AND WELL-BEING
 Elgin ISD will ensure consistent enforcement of safety and behavioral expectations for students and staff.



EISD Core Values: REACH

- **Respect:** Every voice matters.
- **Elgin Pride:** Our strength comes from embracing our diversity, community and shared history.
- **Accountability for All:** Shared responsibility for success.
- **Collaboration:** One Town, One Team, One Family.
- **High Expectations:** Working hard and having fun.

Our Vision
 Elgin ISD Changes Lives

Our Mission
 Elgin ISD ensures a high-quality education that guarantees a life-changing experience for all.

| Performance Objectives: | Strategies: | 19-20 | 20-21 | 21-22 | 22-23 | 23-24 |
|---|---|--------|--------|--------|--------|--------|
| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| GPM 4.1 Performance Objective Positive perceptions of school safety, as measured by qualitative and/or survey data from stakeholders, will increase. | 1. Develop and disseminate a survey that evaluates school as a safe learning environment. | X | X | X | X | X |
| | 2. Implement components of the Sandy Hook Promise initiative to ensure early identification of, and intervention for, potential at-risk behaviors. | | X | X | X | X |
| | 3. Implement a K-12 Social Emotional Learning Framework designed to create a more inclusive, relational, and connected environment. | X | X | X | X | X |
| | 4. Hire a Director of Safety and Risk Management to facilitate and oversee all aspects of the district's Emergency Operations Plan, and other specific legislation related to school safety. | X | | | | |
| | 5. Director of Safety and Risk Management strategically communicates Elgin ISD's safety initiatives with local media. | X | X | X | X | X |
| GPM 4.2 Performance Objective Positive perceptions of student behavior, as measured by qualitative and/or survey data from stakeholders, will increase. | 1. Superintendent will continue to expand the grassroots parent group as a way to positively tell the story of Elgin ISD. | X | X | X | X | X |
| | 2. Utilize social media and electronic platforms to capture and share positive student stories with the public. | X | X | X | X | X |
| | 3. Build staff and community awareness of trauma-informed practices to better understand student behaviors. | | X | X | X | X |
| | 4. Community-wide newsletters will be mailed to every 78621 household sharing district "bragging rights" and highlighting new, innovative, and unique learning opportunities for EISD students. | X | X | X | X | X |
| | 5. Expand Communities in Schools Partnership | | X | | | |

