

Elgin Independent School District

Elgin High School

2019-2020

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Comprehensive Needs Assessment

Needs Assessment Overview

Focus on these domains in State accountability:

Domain 1 : 90, Domain 2a: 80, Domain 2b: 90, Domain 3: 90

The goal is to increase our numbers of students who reach Meets and Masters in order to meet student growth goals on campus.

Student Achievement

Student Achievement Summary

EHS Student Data - STAAR 2019

% of Students at Campus Determined Proficiency Level

Grade level	Subject tested	Cycle 1			Cycle 2			Cycle 3		
		Data Source	Goal	Actual	Data Source	Goal	Actual	Data Source	Goal	Actual
9	English I (70%)	District Interim	45%		District Interim	50			55	
10	English II (70%)	District Interim	40%		District Interim	45			50	
9	Algebra I (65%)	District Interim	35%		District Interim	40			45	
9	Biology (60%)	District Interim	45%		District Interim	50			55	
11	US History (65%)	District Interim	70%		District Interim	75			80	

Student Achievement Strengths

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Need for objective-driven daily lesson plans with formative assessments. **Root Cause:** Current lesson plan evaluation is simply a compliance check without meaningful feedback.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Observation Survey results
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Career and Technical Education (CTE), including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, and gender data
- Section 504 data
- Homeless data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data

Parent/Community Data

- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices





Goals

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.

Performance Objective 1: Objective-driven daily lesson plans with formative assessments.

Evaluation Data Source(s) 1: Focused instruction positively impacting student performance. STAAR 2020

Summative Evaluation 1:





Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Teachers will create objective-driven daily lesson plans with formative assessments that lead to data-driven instruction.</p>	Principal; Assistant Principals	Improved EOC exams in 2020.				
Funding Sources: 199 - General Fund: State Compensatory Education - 357105.00						
<p>ESF Levers Lever 2: Effective, Well-Supported Teachers Lever 5: Effective Instruction</p> <p>2) All teachers are provided with valuable feedback on lesson plans to ensure high expectations are being set and met in the classroom. Feedback occurs during PLC lesson planning and one-on-one when needed.</p>	Principals; Assistant Principals; Instructional Specialists	Meaningful lesson plans; improved EOC scores in 2020				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.

Performance Objective 2: Data-driven instruction

Evaluation Data Source(s) 2: Effective data use to shape instruction; Improved EOC scores in 2020

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Instructional Specialists will work with PLCs to better match instruction to data-indicated needs.</p>	<p>Instructional Specialists; Principals; Assistant Principals</p>	<p>Improved EOC scores in 2020</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						





Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.

Performance Objective 3: The percent of Elgin ISD students reaching "Masters Grade Level" Standard on writing STAAR will increase from 20% to 40% by 2024.

Evaluation Data Source(s) 3: STAAR 2020 Data

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts.</p>	Asst. Supt. Academics & SI	Increased focus on math and reading content areas, to include data monitoring and teacher support.				
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>2) Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students.</p>	Asst. Supt. Academics & SI	Less reliance on outside consultants as a result of the expertise created within campus instructional specialists				
<p>ESF Levers Lever 5: Effective Instruction</p> <p>3) 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.</p>	Asst. Supt. Academics & SI	Campuses will see increases in formative and summative writing data.				
<p>ESF Levers Lever 4: High-Quality Curriculum</p> <p>4) Adopt and implement new Reading /Language Arts textbook adoption in grades 9-12.</p>	Asst. Supt. Academics & SI	Consistency across Reading/Language Arts instruction in classrooms which leads to increased student performance in writing.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
ESF Levers Lever 4: High-Quality Curriculum 5) Monitor fidelity of textbook implementation and adjust the implementation as needed based on data and feedback from campuses.	Asst. Supt. Academics & SI	Consistency across Reading/Language Arts instruction in classrooms which leads to increased student performance in writing.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.





Performance Objective 4: The percent of Elgin ISD students reaching "Meets Grade Level" Standard on reading STAAR will increase from 32% to 52% by 2024.

Evaluation Data Source(s) 4:
STAAR 2020 data

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts.</p>	Asst. Supt. Academics & SI	Increased focus on math and reading content areas, to include data monitoring and teacher support.				
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>2) Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students.</p>	Asst. Supt. Academics & SI	Less reliance on outside consultants as a result of the expertise created within campus instructional specialists.				
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>3) Utilize the Reading Specialists and Master Teachers to lead campus-specific reading professional development based on campus need, including the expectation that learnings are applied to improve content knowledge and instruction.</p>	Asst. Supt. Academics & SI	Campuses will see increases in formative and summative reading data.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Build a foundation of reading and math ESF Levers Lever 4: High-Quality Curriculum 4) Adopt and implement new Reading /Language Arts textbook adoption in grades 9-12.	Asst. Supt. Academics & SI	Consistency across Reading/Language Arts instruction in classrooms which leads to increased student performance in reading.				
TEA Priorities Build a foundation of reading and math ESF Levers Lever 4: High-Quality Curriculum 5) Monitor fidelity of textbook implementation and adjust the implementation as needed based on data and feedback from campuses.	Asst. Supt. Academics & SI	Consistency across Reading/Language Arts instruction in classrooms which leads to increased student performance in reading.				

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  = Continue/Modify
  = No Progress
  = Discontinue

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.





Performance Objective 5:

The percent of Elgin ISD students reaching "Meets Grade Level" Standard on math STAAR will increase from 27% to 47% by 2024.

Evaluation Data Source(s) 5: STAAR 2020 Data

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Additional Instructional Specialist positions added at each campus that provide specific content-area support for Math and Reading/Language Arts.</p>	Asst. Supt. Academics & SI	Increased focus on math and reading content areas, to include data monitoring and teacher support.				
Funding Sources: 199 - General Fund: State Compensatory Education - 145074.00						
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>2) Ensure Instructional Specialists are provided professional development and coaching to better serve teachers and students.</p>	Asst. Supt. Academics & SI	Less reliance on outside consultants as a result of the expertise created within campus instructional specialists				
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>3) Utilize the Math Specialists and Master Teachers to lead campus-specific math professional development based on campus need, including the expectation that learnings are applied to improve content knowledge and instruction.</p>	Asst. Supt. Academics & SI	Campuses will see increases in formative and summative math data.				


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>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.</p>	Asst. Supt. Academics & SI	Campuses will see increases in formative and summative math data.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.

Performance Objective 6: Provide direct targeted student intervention in writing, reading/language arts and math.

Evaluation Data Source(s) 6: STAAR 2020

Summative Evaluation 6:



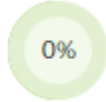

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Provide direct, targeted small group intervention in writing, reading/language arts, and math that is supplemental to regular classroom instruction</p>	<p>Asst. Supt. Academics & SI; Campus Principals</p>	<p>Student academic growth as evidenced on district benchmarks and STAAR 2020.</p>				
<p>Funding Sources: 199 - General Fund: State Compensatory Education - 154264.00</p>						
						

Goal 1: Elgin High School will increase its student achievement performance in the areas of writing, literacy, and numeracy.

Performance Objective 7: Increase rate of parent and family engagement

Evaluation Data Source(s) 7: Growth in numbers of parents participating in meaningful parent and family engagement activities as evidenced by flyers, agendas, sign-in sheets and minutes/notes.

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 1) Post District improvement Plan, Campus Improvement Plan on campus and district websites in both English and Spanish.	Federal Programs Administrators; Campus Principal	Increased parent engagement enabling growth in student achievement				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						


Goal 2: Elgin High School will increase teacher and administrator retention rates.


Performance Objective 1: Job satisfaction of staff at the campus and district levels will improve, as measured by district communication processes and climate surveys


Evaluation Data Source(s) 1: Reach the E; School Quality Survey; Exit survey data; Superintendent Listening Tours


Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 1) Conduct district-wide "listening tours" each semester to ensure all staff have an opportunity to provide real time feedback to district leaders.	Superintendent	Decrease in turnover rate of teachers and administrators; Improved morale				
TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 2) Implement "Power of Moments" activities to increase staff and campus morale.	Executive Cabinet; Principals	Decrease in turnover rate of teachers and administrators				
3) Promote and Utilize "REACH the E" as the district's primary communication platform.	District/Campus Leadership Teams	Decrease in turnover rate of teachers and administrators				



 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

Goal 2: Elgin High School will increase teacher and administrator retention rates.

Performance Objective 2:

Cultural Competency of staff increases such that they are able to successfully REACH and teach students of diverse backgrounds and experiences.

Evaluation Data Source(s) 2: School Quality Survey;

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 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.</p>	Asst. Supt. for Academics/SI; Principals	Decrease in teacher and administrator turnover rate.				
<p>TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 2) Expand the campus leadership teams' knowledge and expertise in the area of cultural competency each summer to provide opportunities for growth</p>	Asst. Supt. for Academics/SI	Decrease in teacher and administrator turnover rate.				





 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 2: Elgin High School will increase teacher and administrator retention rates.

Performance Objective 3: Perceptions of staff related to consistent behavioral interventions and classroom support will improve, as measured by qualitative and/or survey data.

Evaluation Data Source(s) 3: Survey Data; Qualitative data from listening tours

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>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 levels and Campus Testing/504 Coordinators at each campus</p>	Superintendent	Decrease in teacher and administrator turnover rate; improved staff morale				
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>2) Streamline duties/responsibilities of campus administrators to ensure Assistant Principals' main focus is discipline management.</p>	Executive Cabinet	Decrease in teacher and administrator turnover rate; improved staff morale				
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 3: Positive School Culture</p> <p>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.</p>	Executive Cabinet; Principals	Decrease in teacher and administrator turnover rate; improved staff morale				
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>4) Campus and district leaders continue to monitor and adjust the implementation of the Ground Works handbooks to ensure consistent behavior interventions and classroom supports are provided.</p>	Assistant Superintendent for Academics and SI; Principals	Decrease in teacher and administrator turnover rate.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 3: Elgin High School will increase the percentage of graduating seniors that are College, Career, and/or Military Ready (CCMR).

Performance Objective 1: The percentage of students participating in extracurricular activities will increase.

Evaluation Data Source(s) 1: District-created student tracking mechanism

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop tracking mechanism to collect current student involvement in extracurricular activities and identify student focus groups for outreach efforts.	Asst. Supt. Academics & SI	Increase in percentage of students participating in extracurricular activities.				
TEA Priorities Connect high school to career and college 2) Continue implementation of "recruitment fairs" to promote extracurricular and co-curricular offerings	Asst. Supt. Academics & SI	Increase in percentage of students participating in extracurricular activities.				
TEA Priorities Connect high school to career and college 3) Counselors will include advising on extracurricular and co-curricular offerings as part of individual academic advising.	Asst. Supt. Academics & SI	Increase in percentage of students participating in extracurricular activities.				
TEA Priorities Connect high school to career and college 4) Counselors will provide a summary report to each extracurricular and co-curricular sponsor for student follow-up and recruitment.	Asst. Supt. Academics & SI	Increase in percentage of students participating in extracurricular activities.				
= Accomplished = Continue/Modify = No Progress = Discontinue						

Goal 3: Elgin High School will increase the percentage of graduating seniors that are College, Career, and/or Military Ready (CCMR).

Performance Objective 2: The percentage of students directly enrolling in post-secondary programs and/or the military after high school graduation will increase.

Evaluation Data Source(s) 2:

Data received from TEA and/or National Student Clearinghouse

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college 1) Update and continuously implement a tracking mechanism to identify students who are College Career and Military Ready (CCMR).</p>	Asst. Supt. Academics & SI	The percentage of students directly enrolling in post-secondary programs and/or the military will increase.				
<p>TEA Priorities Connect high school to career and college 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</p>	Superintendent	The percentage of students directly enrolling in post-secondary programs and/or the military will increase				
<p>TEA Priorities Connect high school to career and college 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.</p>	Asst. Supt. Academics & SI	The percentage of students directly enrolling in post-secondary programs and/or the military will increase.				
<p>TEA Priorities Connect high school to career and college 4) Recruit and support Early College High School and PTECH students by aligning enrollment with the TEA blueprint and performance goals for each program.</p>	Asst. Supt. Academics & SI and Dept. Supt	The percentage of students directly enrolling in post-secondary programs and/or the military will increase.				
<p>TEA Priorities Connect high school to career and college 5) Ensure counselors continuously receive up-to-date information regarding career programs of study.</p>	Asst. Supt. Academics & SI/Director of CCR and Director of Program Support and Guidance	The percentage of students directly enrolling in post-secondary programs and/or the military will increase.				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June

Goal 3: Elgin High School will increase the percentage of graduating seniors that are College, Career, and/or Military Ready (CCMR).

Performance Objective 3: The percentage of students enrolling in CTE programs, with career pathways aligned to regional workforce needs and student interest, will increase.

Evaluation Data Source(s) 3:

CTE student enrollment - PEIMS, Regional Workforce data, student interest survey results

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Connect high school to career and college 1) Partner with Workforce Solutions to hire and provide a Workforce Specialist to support workforce efforts (i.e., internships, mentors, career surveys, etc.)	Superintendent/ Director CCR	Percentage of students enrolling in CTE programs, with aligned pathways to regional workforce needs and student interest increases				
TEA Priorities Connect high school to career and college 2) Investigate new career pathways based on student interest survey and high-demand workforce data.	Superintendent, Asst. Supt. Academics & SI/ Director CCR	Percentage of students enrolling in CTE programs, with aligned pathways to regional workforce needs and student interest increases.				
TEA Priorities Connect high school to career and college 3) Develop TEA-aligned Programs of Study Framework based on results of student interest survey and high-demand workforce data.	Superintendent, Asst. Supt. Academics & SI/ Director CCR	Percentage of students enrolling in CTE programs, with aligned pathways to regional workforce needs and student interest increases				

= Accomplished

= Continue/Modify

= No Progress





= Discontinue

Goal 3: Elgin High School will increase the percentage of graduating seniors that are College, Career, and/or Military Ready (CCMR).

Performance Objective 4: Implement Communities in Schools program to increase student engagement for At Risk students

Evaluation Data Source(s) 4: Increased academic performance; increased high school completion

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college</p> <p>1) Communities in Schools staff will begin new Communities in Schools program aimed at increased student support and engagement thereby increasing chances for school completion for At Risk students</p>	District Administrative Staff; Principal	Increased High School completion; Increased attendance and participation in school activities.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 4: Elgin High School will ensure consistent enforcement of safety and behavioral expectations for students and staff.

Performance Objective 1: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.

Evaluation Data Source(s) 1: Shared vision of Big 8 among all stakeholders as evidenced visually in classrooms and hallways and monitored observations.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>ESF Levers Lever 3: Positive School Culture 1) All stakeholders (including students and family) will be aware and supportive of our campus vision, mission, and goals in order to focus on a safe environment and high expectations.</p>	Principal; Assistant Principals	Aligned vision, mission, goals, and values focused on a safe environment and high expectations				
<p>ESF Levers Lever 3: Positive School Culture 2) DCSI and principal supervisor communicate the "Big 8" framework to Cabinet and the Academics Team so there is additional alignment and support at the high school for the principal's framework.</p>	Principal; Assistant Principals	Aligned vision, mission, goals, and values focused on a safe environment and high expectations				
<p>ESF Levers Lever 3: Positive School Culture 3) The DCSI provides flexibility with the district walkthrough template that allows for a more aligned progress monitoring tool.</p>	Principal; Assistant Principals	Aligned vision, mission, goals, and values focused on a safe environment and high expectations				
<p>ESF Levers Lever 3: Positive School Culture 4) The DCSI supports with additional Eduphoria training as needed and requested by the principal then the campus is able to create an aligned vision, mission, goals, and values focused on a safe environment and high expectations.</p>	Principal; Assistant Principals	Aligned vision, mission, goals, and values focused on a safe environment and high expectations				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June


Goal 4: Elgin High School will ensure consistent enforcement of safety and behavioral expectations for students and staff.

Performance Objective 2:

Positive perceptions of school safety, as measured by qualitative and/or survey data from stakeholders, will increase.

Evaluation Data Source(s) 2: School quality survey; qualitative data; Reach the E

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Recruit, support, retain teachers and principals 1) Develop and disseminate a survey that evaluates school as a safe learning environment.	Cabinet	Increased positive view of campus as a safe learning environment				
TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 2) Implement a K-12 SEL Framework designed to create a more inclusive, relational, and connected environment	Academics Dept.	Increased attendance; Improved perceptions of school safety.				
TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 3: Positive School Culture 3) 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.	Deputy Supt.	Improved perceptions of school safety. Seamless implementation of safety protocols				
ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture 4) Director of Safety and Risk Management strategically communicates Elgin ISD's safety initiatives with local media	Deputy Supt./Exec. Director of Facilities and Operations	Improved perceptions of school safety. Seamless implementation of safety protocols.				
						

Goal 4: Elgin High School will ensure consistent enforcement of safety and behavioral expectations for students and staff.

Performance Objective 3:

Positive perceptions of student behavior, as measured by qualitative and/or survey data from stakeholders, will increase.

Evaluation Data Source(s) 3:

School quality survey; qualitative data; Reach the E

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture</p> <p>1) Superintendent will continue to expand grassroots parent group as a way to positively tell the story of Elgin ISD.</p>	Superintendent	Improved perceptions of student behavior				
<p>ESF Levers Lever 3: Positive School Culture</p> <p>2) Utilize social media and electronic platforms to capture and share positive student stories with the public</p>	Executive Cabinet	Improved perceptions of student behavior.				
<p>ESF Levers Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture</p> <p>3) 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.</p>	Superintendent	Improved perceptions of school district as a whole				

 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue

Goal 4: Elgin High School will ensure consistent enforcement of safety and behavioral expectations for students and staff.

Performance Objective 4: Provide an alternative learning environment for students needing additional behavior support.

Evaluation Data Source(s) 4:

Improved learning environment allowing focused instruction.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide alternative learning opportunities at DAEP for students needing additional behavior support.	DAEP Administrator	Improved learning and instructional environment for students and teachers				
Funding Sources: 199 - General Fund; State Compensatory Education - 61254.00						

State Compensatory

Budget for Elgin High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
6119	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$557,977.00
6119 - DAEP	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$31,852.00
6129	6129 Salaries or Wages for Support Personnel	\$98,466.00
6129 - DAEP	6129 Salaries or Wages for Support Personnel	\$29,402.00
	6100 Subtotal:	\$717,697.00

Personnel for Elgin High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
A. Sandoval Navarro	Teacher - At Risk	State Compensatory Ed.	1
B. Jones	Teacher- At Risk	State Compensatory Ed.	1
C. Cromer	Teacher - At Risk	State Compensatory Ed.	1
C. Duong	HS-At Risk Interventionist	State Compensatory Ed.	1
C. Mueller	Teacher - At Risk	State Compensatory Ed.	1
C. Parker	Teacher - At Risk	State Compensatory Ed.	1
C. Ransom	HS At Risk Interventionist	State Compensatory Ed.	1
K. Horn	Instructional Specialist - At Risk	State Compensatory Ed.	1
M. Darakhshandeh	Teacher - At Risk	State Compensatory Ed.	1
M. Howerton	At Risk - Classroom Aide	State Compensatory Ed.	1
R. Fuentes	Teacher - At Risk	State Compensatory Ed.	1
R. Morris	Instructional Specialist - At Risk	State Compensatory Ed.	1
R. Reekstin	Teacher - At Risk	State Compensatory Ed.	1
T. Barton	Teacher - At Risk	State Compensatory Ed.	1

Campus Funding Summary

199 - General Fund: State Compensatory Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Teachers - Supplemental At Risk		\$357,105.00
1	5	1	Instructional Specialist/s salaries - At Risk		\$145,074.00
1	6	1	Classroom Aide/s - At Risk Intervention		\$98,466.00
1	6	1	Interventionist - At Risk		\$55,798.00
4	4	1	DAEP Professional Staff		\$31,852.00
4	4	1	DAEP Paraprofessionals		\$29,402.00
Sub-Total					\$717,697.00
Grand Total					\$717,697.00