

# EXCELLENCE IN LEADERSHIP ACADEMY

## District/Campus Improvement Plan 2025-2026

*"Leaders Soaring to Excellence"*



Dr. Ana Mendoza  
Superintendent

Date Reviewed: August 14, 2025,

Date Board Approved: November 18, 2025

# EXCELLENCE IN LEADERSHIP ACADEMY

## Vision

*To provide a quality educational environment that inspires each student  
to develop leadership skills with a spirit of  
EXCELLENCE.*

### Non-Discrimination Notice

EXCELLENCE IN LEADERSHIP ACADEMY does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973; as amended.

# EXCELLENCE IN LEADERSHIP ACADEMY

Name	Position
Mendoza, Ana	Superintendent
Morales Fonseca, Joy	Principal
Escalante, Norma	Teacher
Gonzales, Sergio	Middle School Teacher
Luna, Vanessa	Middle School Teacher
Vanessa Villegas	Parent
Vasquez, Ludivina	Special Education Coordinator
Guerra, Linda	Teacher
Perez, Gabriel	IT Coordinator
Moreno, Gonzalita	Business Manager
McCrea, Lisa	Teacher
Chapa, Juan	Teacher
Lizandra Cruz	Parent

# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

**Goal 1.** Support all students in academic achievement and academic success. Increase student achievement and improve scores in all academic areas.

(Academic Achievement) Increase student academic achievement and improve assessment scores in all content areas by strengthening educational programs, adding more academic rigor to the curriculum and focusing on high quality, researched-based instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement standardized achievement expectations for all students at each grade level in all academic contents. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1,1.1,1.2,4,4.1,5,5.1,5.2,5.3)	Facilitator, Principal, Sp. Ed. Teacher, Teachers	2025-2026	(S)General Fund	Criteria: Benchmark results, Ren Star, Sharon Wells, De Alba Math, formative & summative assessments, end of unit assessments
2. Disaggregate data to improve instruction. PLC and grade level meetings scheduled with campus administration, data fellow, interventionists, literacy coach and teachers to analyze student assessment data in order to monitor student progress in learning critical TEKS. (Title I SW Elements: 2.2,2.4,2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1,1.1,1.2,4,4.1,5,5.1,5.2,5.3)	Facilitator, Principal, Sp. Ed. Teacher, Superintendent, Teachers	2025-2026	(F)Title III, Part A-ELA Grant, (S)Bilingual	Criteria: DMAC weekly reports, six weeks' assessments & Benchmark results, RC/IPR, PLC agendas and sign-in sheets, CLI Engage, BOY/MOY/EOY data
3. Coordinate staff collaborative planning for Faculty Meetings, grade level meetings, leadership team meetings, calendar planning, PLCs, and Data Deconstruction meetings. (Title I SW Elements: 2.2,2.4,2.5,2.6,3.2) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 1,1.1,1.2,4,4.1,5,5.1,5.2,5.3)	Facilitator, Principal, Sp. Ed. Teacher, Superintendent, Teachers	2025-2026	(S)Bilingual, (S)General Fund	Criteria: PLC agendas, sign-in sheets, monthly calendars, Data Disaggregation agendas, and grade level meeting agendas
4. Students will be provided with additional support for advancement to the next grade level. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,4,4.1,5,5.1,5.3)	Facilitator, Principal, Sp. Ed. Teacher, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)Bilingual, (S)General Fund	Criteria: Teacher intervention services, Tutoring, Lead4Ward, IXL, Summer School

# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

5. ELA will provide students with credit by exam opportunities to earn high school credit on Spanish I and II through The University of Austin High School. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) (ESF: 4,4.1)	Administrative Team/Staff, Business Manager, Counselor, Teachers	2025-2026	(S)FSP, (S)FSP Bilingual Education Allotment	Criteria: Credit by Exam
6. ELA will provide all students with instructional opportunities on and off campus such as field trips, conferences, symposiums, and fairs. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,5)	Administrative Team/Staff, Principal, Teachers	2025-2026	(F)IDEA-B Formula Grant, (F)Title II, Part A Supporting Effective Instruction, (L)Local Fund, (S)Bilingual, (S)FSP, (S)FSP Bilingual Education Allotment, (S)FSP Early Education Allotment, (S)FSP Gifted & Talented Adjusted Allotment, (S)General Fund	Criteria: Student participation logs/documentation

## Goal 2. ELA will maintain or surpass an overall student attendance rate of 97%.

(Student Attendance) ELA's attendance goal is 97%; therefore, the school community will work collaboratively to attain the set goal.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will monitor and consistently enforce attendance policies and truancy guidelines with all students/families. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 4) (ESF: 1,1.2)	Counselor, Facilitator, PEIMS, Principal, Teachers	2025-2026	(F)CRRSA ESSER II Payroll, (S)General Fund	Criteria: Attendance records, parent letters/notifications, parent and student conferences, parent contact logs, home visit documentation, mileage reimbursement for staff conducting home visits every reporting period.
2. Continue to increase student enrollment by advertising on Marquee websites, social media and distribution of district pamphlets. (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,3,3.1)	Business Manager, Counselor, Facilitator, IT Coordinator, PEIMS, Principal, Superintendent, Teachers	Ongoing, including summer	(S)General Fund	Criteria: Mail-out service for flyers, printing services for marketing material, personnel schedules and payroll.

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 2.** ELA will maintain or surpass an overall student attendance rate of 97%.

**Objective 2.** (Increase student attendance) ELA will consistently inform parents of the importance of daily student attendance.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The Family Handbook will state the importance of student attendance and provide information in reference to the accrual of student absences. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.4)	Facilitator, PEIMS, Principal, Superintendent, Teachers	2025-2026	(S)General Fund	Criteria: Family Handbook Attendance rates throughout the school year
2. Parental involvement meetings will be provided to address attendance, explaining truancy prevention measures and the implementations process. Beginning of the Year (BOY) meetings, teacher-parent meetings, and conferences will provide parents with attendance information and truancy prevention measures led by PEIMS Coordinator and/or principal. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.3,3.4)	Counselor, Facilitator, PEIMS, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)General Fund	Criteria: Attendance rates, parent meeting sign-in sheets, parent contact logs, Family Handbook review & evaluation.
3. ELA will notify parents when students are absent from instruction. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.3,3.4)	Clerical Staff, Facilitator, PEIMS, Principal, Teachers	Daily	(F)Title I, Part A Improving Basic Programs Grant	Criteria: Contact and notification methods to parents/guardians (i.e., daily School Messenger Reminders, Class Dojo, parent contact logs on student attendance, etc.).

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 3.** ELA will implement curriculum and instructional programs to support student growth.

4. ELA will provide attendance incentives to class and individual students. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 1,1.2,3,3.3,3.4)	Business Manager, Counselor, Facilitator, Principal, Teachers	2025-2026	(L)Local Fund, (S)General Fund	Criteria: Incentives (ice cream, popcorn, pickles, etc.) Six Weeks Incentives (dances, movie day, gift cards, pizza party, etc.) Monthly Attendance Challenges Six Weeks' Class Attendance Races Leadership Rallies
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**Objective 1.** (Instructional Program: Language Arts) ELA will improve and support academic student achievement for at or above grade level performance in Reading Language Arts to fulfill the requirements of STAAR. The STAAR EOY goal for 3rd-8th grade is 75% at approaches grade level or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administration will model researched-based lessons and provide feedback as needed. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,4,4.1,5,5.1,5.3,5.4)	Facilitator, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)General Fund	Criteria: Lesson Plan (prefaced with Lesson Internalizations) Reviews and Walkthroughs with feedback.
2. Implement curricula with supporting instructional materials and ensure teachers have access to planning materials. (Title I SW Elements: 2.2,2.6) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,5,5.1,5.2,5.3,5.4)	Facilitator, Principal, Superintendent, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)General Fund	Criteria: Formative and Summative Assessments. Monitor Usage of Online Resources and Quarterly Review of Progress Monitoring.
3. Classroom teachers will provide students with intensive small group intervention instruction based on various assessments (CLI, STAAR, TELPAS, etc.) data sets. (Title I SW Elements: 2.5,2.6) (Target Group: All, H, ECD, ESL, Migrant, EB, SPED, At-Risk, Dyslexia, 504) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Facilitator, Principal, Teachers	Daily	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)General Fund	Criteria: Lesson plans. Walkthrough forms/feedback; Supplemental instructional programs

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 3.** ELA will implement curriculum and instructional programs to support student growth.

4. ELA will expand the school library collection, extended literacy expectations to include classroom libraries, and will support implementation of Reading programs. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2)	Facilitator, Librarian, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual	Criteria: Follett inventory system; Renaissance Learning; student assessment performance
5. K-3rd grade teachers will attend Reading Academies unless previously certified. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 1,1.2,2,2.1,5,5.2)	Business Manager, Facilitator, Principal, Teachers	August-June 2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)General Fund	Criteria: Teachers successful completion of Reading Academy requirements and Academy Completion Certificate.

**Objective 2.** (Instructional Program: Mathematics) ELA will improve and support academic student performance at or above grade level for students in Mathematics to fulfill the requirements of STAAR. The STAAR EOY goal for 3rd-8th grade is 75% at approaches grade level or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure PK Guidelines and TEKS are aligned with state-of-text materials for all grade levels. (Title I SW Elements: 2.2,2.4) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Facilitator, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Resources implemented are Frog Street, PK Teaching Strategies, TEKS Resources, and IXL.
2. Provide small group intervention instruction to at-risk students based on varied student assessment data sets. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Principal, Teacher Facilitator, Teachers	Daily	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Resources: Pearlized Math, Sharon Wells, De Alba, Progress Learning, Think UP, and IXL to monitor student growth.



# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 3.** ELA will implement curriculum and instructional programs to support student growth.

3. Increase financial literacy by partnering with community members (bankers, business partners, LIBRE, etc.) and re-establish the Eagleville Store and use currency, Eagle Bucks, to purchase prizes earned. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.3,3.4,5)	Librarian, Principal, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Business community partners activities/engagement & sign-in sheets; Eagleville store set up and prizes; calendar to indicate store access; Materials to fund store such as paper, copy machine consumables, and ink; personnel to run/supervise store
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**Objective 3.** (Instructional Program: Science) ELA will improve and support academic student performance at or above grade level for students in science. The STAAR EOY goal for 5th & 8th grades is 70% at approaches grade level or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Supplement science instruction with resources, including laboratory experiences, to meet TEKS standards. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1,5.3)	Facilitator, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Teachers will utilize Stem Scopes, TEKS Resources, IXL and Progress Learning.
2. ELA will purchase additional manipulatives and lab equipment to facilitate laboratory investigations. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5,5.1,5.3)	Facilitator, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant	Criteria: Lab equipment & Instructional manipulatives; student lab books; STAAR Science scores
3. ELA will hold a campus wide science fair for grade levels, 3rd-8th. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,3.1,3.4,4,4.1,5,5.1,5.3)	Facilitator, Principal, Teachers	Semester II 2025-2026	(S)General Fund	Criteria: Lab investigation consumables not supplied by students/families, display boards, trophies/medals, manilla folders, certificates, and ribbons.

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 3.** ELA will implement curriculum and instructional programs to support student growth.

**Objective 4.** (Instructional Program: Social Studies) ELA will improve and support academic student performance at or above grade level for students in Social Studies. The STAAR EOY goal for 8th grade is 70% at approaches grade level or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. ELA will enhance Social Studies instruction to meet TEKS standards by ensuring teachers access to instructional materials, teacher admin coaching, and collaborative lesson planning to maximize student performance. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1,5.3,5.4)	Facilitator, Principal, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Walkthroughs; Coaching sessions; Campus calendar of events; Lesson Plan reviews. STAAR data
2. ELA will allow students and staff to celebrate national holidays established in calendar during the school year. -16 September -9/11 -Leadership Day -Veteran's Day -Thanksgiving Activities -Christmas Activities -Presidents Day -Texas Independence Day -Read Across America -3.14 Day (Pie Day) -Election Day -Cinco de Mayo -May 4 -Memorial Day (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1,5.3)	Principal, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Campus Calendar of activities and Lesson Plan review

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 3.** ELA will implement curriculum and instructional programs to support student growth.

3. School-wide Social Studies Live Museum event to highlight and enhance student learning of leaders and historical figures, in grades 3-8. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,4)	Librarian, Principal, Sp. Ed. Teacher, Teacher Facilitator, Teachers	Semester II 2025-2026	(S)General Fund	Criteria: Project consumables not provided by students/families; display boards; flyers; prizes; clothing/costumes donations; butcher paper; certificates/medals/trophies.
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# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 4.** ELA will implement rigorous curriculum & instructional programs by supporting academic student performance levels at or above grade level in Special Education, Bilingual/ESL Education and GT.

**Objective 1.** (Special Education) ELA will improve and support academic student performance at or above grade level in special education & Section 504 programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Special education and general education teachers will work collaboratively to ensure students with special needs are making progress. (Title I SW Elements: 2.6) (Target Group: SPED) (Strategic Priorities: 2) (ESF: 3.3,5.3)	Administrative Team/Staff, Facilitator, Principal, Sp. Ed. Teacher, Teachers	Every 3 weeks	(F)IDEA-B Formula Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)General Fund, (S)SPED Fund	Criteria: Sp. Ed student report card grades & STAAR scores; PLC and grade level meeting agendas. sign-in sheets
2. Follow students' Individualized Educational Plans (IEPs) to ensure instructional and assessment accommodation is afforded to eligible students. (Title I SW Elements: 2.5,2.6) (Target Group: SPED, AtRisk,Dys,504) (Strategic Priorities: 2) (ESF: 3,3.1,4,4.1,5,5.1,5.3,5.4)	Counselor, Facilitator, Principal, Sp. Ed. Teacher, Teachers	Daily	(F)IDEA-B Formula Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)General Fund, (S)SPED Fund	Criteria: ARD agenda and sign-in sheets; receipt of accommodations acknowledgment by teachers. IEPs
3. Professional Learning opportunities for staff servicing special education students. (Title I SW Elements: 2.5,2.6) (Target Group: SPED, At Risk, Dys,504) (Strategic Priorities: 1,2) (ESF: 4,4.1,5,5.1)	Business Manager, Facilitator, Principal, Sp. Ed. Teacher, Teachers	2025-2026	(F)IDEA-B Formula Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)General Fund, (S)SPED Fund	Criteria: Sign in sheets, professional development certificates- teacher attendance of conferences, workshops, and/or training, as appropriate.
4. Professional learning to increase knowledge of the varied needs of students participating in MTSS- Multi-Tiered Student Support, Section 504 and differentiated instruction to meet the specific needs of our students. (Title I SW Elements: 1.1) (Target Group: SPED,504) (Strategic Priorities: 1) (ESF: 1,1.1)	Counselor, Principal, Sp. Ed. Teacher, Teacher Facilitator, Teachers	2025-2026	(S)General Fund, (S)SPED Fund	Criteria: Professional learning Sign-in sheets, agendas, certificates of completion for conferences/trainings/workshops.

# EXCELLENCE IN LEADERSHIP ACADEMY 001

- Goal 4.** ELA will implement rigorous curriculum & instructional programs by supporting academic student performance levels at or above grade level in Special Education, Bilingual/ESL Education and GT.
- Objective 2.** (Emergent Bilingual Learners) ELA will improve and support academic student performance at or above grade level for our Emergent Bilingual (EB) population.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide Professional Learning regarding second-language acquisition methodologies and research-based strategies for all teachers serving Emergent Bilinguals and assisting teachers most in need throughout the school year. (Title I SW Elements: 2.2) (Target Group: EB) (Strategic Priorities: 1) (ESF: 2,2.1,4,4.1,5)	Principal, Teacher Facilitator, Teachers	2024-2025	(S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Region One ESC workshops; consultants; campus-based trainings; completion certificates
2. ELA will provide intensive, systematic, research-based reading, writing, listening, speaking, and content-area instruction to identify Emergent Bilingual students to increase a minimum of one proficiency level domain in TELPAS and reclassify more students than in the previous school year (2024= 13 students). (Title I SW Elements: 2.2,2.4) (Target Group: EB) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Principal, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Use of programs such as, Summit K12, Multisensory Teaching Approach; ELPS Training & Flipbook. Formative and Summative Assessments in addition to Monthly Reports of program use/effectiveness.

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 4.** ELA will implement rigorous curriculum & instructional programs by supporting academic student performance levels at or above grade level in Special Education, Bilingual/ESL Education and GT.

**Objective 3.** (Gifted & Talented) ELA will improve and support academic student performance at or above grade level in the Gifted & Talented program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. ELA will adhere to the Gifted and Talented identification procedures. The 2024-25 ELA GT Handbook will be reviewed, updated, and board member approved. (Title I SW Elements: 2.2) (Target Group: GT) (Strategic Priorities: 2) (ESF: 4,5,5.1,5.3)	Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Texas GT Handbook ELA GT Handbook TPSP Outcomes & evaluation
2. New teachers will complete the required 30 hours of GT professional development or the 6 hour yearly update for certified teachers, which have previously completed the required 30-hour training. (Title I SW Elements: 2.2) (Target Group: GT) (Strategic Priorities: 1) (ESF: 2,2.1)	Business Manager, Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(S)Comp Ed, (S)General Fund	Criteria: Responsive Learning vendor fees and Certificates of completion for respective GT Training(s).
3. Teachers will provide differentiated instruction for Gifted & Talented students by utilizing a variety of resources, teaching strategies and approaches. (Title I SW Elements: 1.1,2.5) (Target Group: GT) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3)	Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(S)Comp Ed, (S)General Fund	Criteria: Lesson Plans Supplemental instructional materials
4. Students will demonstrate and develop diverse talents and abilities by completing a Texas Performance Standards Project (TPSP) and students will present their projects to the ELA school community. (Title I SW Elements: 1.1,2.1,2.2,2.3) (Target Group: GT) (Strategic Priorities: 2,3,4) (ESF: 3,3.2,3.3,3.4,5,5.3)	Administrative Team/Staff, Counselor, Teachers	2025-2026	(S)FSP Gifted & Talented Adjusted Allotment	Criteria: Texas GT Handbook ELA GT Handbook TPSP project presentation night

# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

**Goal 5.** ELA will stay current with educational technology to include hardware and software which enhance student learning.

(Technology) ELA will provide technology resources that promote and enhance student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Schedule and conduct technology workshops during the school year to increase technology-enhanced student success. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 1) (ESF: 2,2.1,4,5)	IT Coordinator, Principal, Teacher Facilitator	2025-2026	(S)General Fund, (S)Safety Grant	Criteria: Professional learning Certificates Vendor fees, if any
2. Equip classrooms with needed technology devices that facilitate student success. (Title I SW Elements: 1.1) (Target Group: All) (ESF: 3,3.3,4,5)	Business Manager, IT Coordinator, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Instructional technology resources such as TVs, Laptops, Technology Carts, Deco (document reader), Chromebooks, and Chrome Tablets.
3. Purchase and/or renew instructional software to supplement instruction in all core content areas to promote student achievement. (Title I SW Elements: 1.1) (Target Group: All) (ESF: 4,4.1,5,5.1,5.3)	Principal, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed, (S)General Fund	Criteria: Instructional software/supplements such as: Pearson Online (SAVVAS) Progress Learning AR Reading (MYON) Region One Library Services Stem scopes IXL
4. Students, staff, and the community will receive training regarding online safety and Cybersecurity. ELA's IT Coordinator will complete the intensive Cybersecurity online training. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1,3.3)	Counselor, IT Coordinator, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(F)Safety Grant, (S)General Fund	Criteria: IT Coordinator trainings to ELA school community, VECTOR (Professional Learning) Certificates, Agendas and Sign-in sheets, all training certificates

# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

**Goal 6.** ELA will enhance the Family and community engagement program. Parents will be informed of student progress and school activities.

(Family and Community) Implement, monitor and support parental involvement strategies and school/business partnerships to enhance the instructional program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Assist parents in recognizing the importance of their child's education and their participation in campus meetings and events. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.4,5)	Administrative Team/Staff, Clerical Staff, Counselor, Librarian, Principal, Superintendent, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed	Criteria: Agendas, Sign in Sheets, Monthly Calendar of Events, such as: -Meet the Teacher Night -Title I Parent Meetings -Parent Grade Level Meetings -STAAR Parent Meetings -Parent Meetings -Bilingual/ESL Parent Meetings -SPED/Section 504/GT -Monthly Parent Activities
2. Increase parental involvement in decision making committees. (Title I SW Elements: 3.1) (Target Group: All) (ESF: 3,3.1,3.4)	Business Manager, Counselor, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Meeting Agendas and Sign in Sheets for meeting groups, to include: -SHAC -PLCs -LPAC -SSC -SSSP -ARDs -Section 504 -GT -Safety



# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

3. ELA will communicate with parents through a variety of media. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.1,3.3,3.4)	Administrative Team/Staff, Clerical Staff, IT Coordinator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed, (S)General Fund	Criteria: Continuous Communication with Stakeholders, via the following (and document via parent contact logs): -Messenger; Class Dojo; Monthly Calendars; Newsletters; Memos/Notes; Phone Calls; Google Calendar; Social Media. Marquee; Website;
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# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

**Goal 6.** ELA will enhance the Family and community engagement program. Parents will be informed of student progress and school activities.

(Family and Community) Implement, monitor and support parental involvement strategies and school/business partnerships to enhance the instructional program.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
4. Involve Community partners/parents through various events and partnerships, both on- and off-campus. (Title I SW Elements: 2.1,3.1) (Target Group: All) (ESF: 3,3.3,3.4)	Business Manager, Clerical Staff, Coach, Counselor, Facilitator, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (F)Title IV, Part A, Subpart 1 Grant Safe & Drugfree, (S)General Fund	Criteria: Calendar of Events, such as: -Grandparent's Day -Red Ribbon Week -Breast Cancer Awareness Month -Thanksgiving -Christmas Program -Fall & Spring Festivals -K/8 Graduation Ceremony -Bully Prevention -Leadership Events -Veteran's Day -Science Projects -Social Studies Projects -Safety & Security Trainings
5. Participate in community events such Citrus Parade, RGV Food Bank, Salvation Army, Toys for Tots and continue membership with The Chamber of Commerce. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 3,3.3,3.4)	Administrative Team/Staff, Business Manager, Counselor, Teachers	2025-2026	(S)Comp Ed, (S)General Fund	Criteria: Monthly school calendar of events with documentation; membership fees; community calendar; staff volunteer rosters

# EXCELLENCE IN LEADERSHIP ACADEMY 001

## Objective 1.

6. Develop and implement the Parent and Family Engagement Plan to maximize communication and provide guidance to families/community. (Title I SW Elements: 2.1,2.2,2.3,3.1) (Target Group: All) (Strategic Priorities: 4) (ESF: 3)	Business Manager, Principal, Superintendent, Teacher Facilitator	Semester I 2025-2026	(S)General Fund	Criteria: TEA Title I Guidelines
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## Goal 7. ELA will recruit, develop, and retain highly qualified staff.

(Recruit, Develop and Retain highly qualified instructional staff) Recruit, develop and retain highly qualified instructional staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional learning based on DIP/CIP Needs Assessment. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,2,2.1,4,4.1,5,5.1)	Business Manager, Principal, Superintendent, Teacher Facilitator	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)General Fund	Criteria: Professional learning certificates; Education centers; substitutes; consultants; registration fees
2. Provide incentive for perfect attendance for, as the school budget allows. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 1,2,2.1)	Business Manager Superintendent,	2025-2026	(S)General Fund	Criteria: Monitor attendance-Timeclock system and manager
3. Consider Provision of retention stipend to employees as appropriate and allowed for via school budget, pending Board approval. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 2,2.1)	Business Manager, Superintendent	2025-2026	(F)Title II, Part A Supporting Effective Instruction	Criteria: Monitor Retention Rate; service records

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 7.** ELA will recruit, develop, and retain highly qualified staff.

**Objective 2.** (Professional Learning) Improve and support academic student performance at or above grade level by providing quality professional learning opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. ELA will provide teacher training regarding State Assessments. (Title I SW Elements: 2.1,2.4) (Target Group: All) (Strategic Priorities: 1,2) (ESF: 2,4,5)	Principal, Teacher Facilitator	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed, (S)General Fund	Criteria: Professional learning certificates, agendas, and sign-in sheets for training such as: STAAR Ren Star TELPAS TPRI/Tejas Lee CLI TXKEA
2. Teachers will participate in the following training: TEKS Analysis GT Training Emergent Bilingual Trainings Intervention & Tutorial Programs TELPAS T-TESS Reading Academies (as required) (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 1,1.1,1.2)	Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(S)Comp Ed, (S)General Fund	Criteria: Certificates of completion, agendas, and sign-in sheets.

**Objective 1.** (Health Related Services) ELA will implement student support services that address the wholistic well-being of each student.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The counselor will provide social emotional learning support to all students as needed. The counselor will provide once a month guidance SEL lessons to teachers. (Title I SW Elements: 2.2) (Target Group: All) (ESF: 3,3.1,3.2,3.3)	Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed, (S)Safety Grant	Criteria: Lesson Plans, walkthroughs, master schedule, counselor logs, Character Strong Curriculum

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 8.** ELA will provide a safe school environment. ELA will implement student support services that address the wholistic well-being of all students.

2. Provide information on health-related issues to staff and parents through different media. As well, students, parents, and staff will be involved with Wellness guidelines and activities which promote wellness and exercise. (Title I SW Elements: 2.1,2.2) (Target Group: All) (ESF: 1,1.2,2,3,3.1,3.3,3.4)	Clerical Staff, Counselor, Health Assistant, IT Coordinator, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed	Criteria: Campus calendar of events; SHAC (School Health Advisory Committee) agendas, with sign-in sheets
3. Promote the health of all staff via health presentations on safety, CPR & First Aid. Designated individuals will also provide presentations/trainings to students on hygiene, eating healthy, and CPR. (Title I SW Elements: 2.1,2.2) (Target Group: All) (ESF: 2,2.1,3,3.3,3.4)	Business Manager, Counselor, Health Assistant, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Nurses Calendar of Activities; Agendas and sign-in sheets for training; community presenters
4. All students in grades 3rd-8th will prepare and participate in the Fitness gram. (Title I SW Elements: 2.1,3.1) (Target Group: All) (ESF: 1,1.2,3,3.1,3.2,3.3,3.4)	Business Manager, Coach, Health Assistant, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: PE calendar of events and lesson plans Fitness gram documentation platform

**Objective 2.** (Safe School Environment) ELA will implement student support services that address the wholistic well-being of each student by providing a safe school environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
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# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 8.** ELA will provide a safe school environment. ELA will implement student support services that address the wholistic well-being of all students.

1. Provide and incorporate various safety measures, procedures, and practices to facilitate the safety of all staff, students, and the community. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 1,1.2,3,3.1,3.2,3.3)	Business Manager, Clerical Staff, Counselor, IT Coordinator, Principal, Superintendent, Teacher Facilitator, Teachers	Daily	(F)Safety Grant, (F)Title IV, Part A, Subpart 1 Grant Safe & Drugfree, (S)General Fund	Criteria: Daily Monitoring and implementation of procedures and processes with fidelity, to include: Security Cameras Armed Security Officer Raptor System Phone System with Panic Alert System Post signs of gun-free zone Entrance Door Keypads Magnet Locks I.D.'s for all staff (mandatory) Weekly Door Sweeps with documentation logs Teacher radios Fire Alarm system
2. Provide individual and group counseling to all students as needed. (Title I SW Elements: 2.2,2.6) (Target Group: All) (ESF: 3,3.1,3.2,3.3,3.4)	Counselor, Principal, Teachers	2025-2026	(S)General Fund	Criteria: Counselor monitors based on students' needs and referrals, with documentation via counselor logs.
3. Promote creativity, increase leadership skills and self-concept within students by participating in leadership opportunities. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 3,3.3)	Counselor, Principal, Teacher Facilitator, Teachers	2025-2026	(S)General Fund	Criteria: Campus calendar of events; Student leadership interview applications and committees
4. ELA will update Emergency Operation Plan/Multi-Hazard Plan and Cybersecurity Annex for 2024-25 SY, with input from stakeholders and safety committee. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 2,3,3.1,3.2,3.3,3.4)	Counselor, Principal, Superintendent, Teacher Facilitator	2025-2026	(S)General Fund	Criteria: EOP & Cybersecurity Annex Documents- evaluations (with agenda and sign-in sheets), submission to state entity, and TxSSC reports/feedback.

**Objective 2.** (Safe School Environment) ELA will implement student support services that address the wholistic well-being of each student by providing a safe school environment.

# EXCELLENCE IN LEADERSHIP ACADEMY 001

**Goal 8.** ELA will provide a safe school environment. ELA will implement student support services that address the wholistic well-being of all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. ELA will conduct drills in accordance with the Texas School Safety Center requirements. (Title I SW Elements: 2.2) (Target Group: All) (ESF: 3,3.1,3.2,3.3)	Clerical Staff, Counselor, Principal, Superintendent, Teacher Facilitator, Teachers	2025-2026	(F)Title IV, Part A, Subpart 1 Grant Safe & Drugfree	Criteria: Monthly/annual log of required drills, which include: *Fire Drills- monthly *Lockdown- 2 per year/1 per semester * Secure- 1 per school year* Shelter in Place (Hazmat)- 1 per school year * Evacuation- 1 per school year *Shelter (severe weather)- 1 per school year

# Resources

Resource	Source	Amount
Blended Learning Grant Professional & Contracted S	Federal	
Blended Learning Grant Supplies & Materials	Federal	
CRRSA ESSER II Payroll	Federal	
CRRSA ESSER II Professional & Contracted Services	Federal	
CRRSA ESSER II Supplies & Materials	Federal	
Dyslexia Funding Support Grant	Federal	
IDEA-B Formula Grant Professional Services	Federal	
IDEA-B Preschool Grant Professional Services	Federal	
PhD Science Grant Professional & Contracted Service	Federal	
PhD Science Supplies & Materials	Federal	
Strong Foundations Grant Contracted & Professional	Federal	
Strong Foundations Grant Supplies & Materials	Federal	
TCLAS ESSER III Payroll	Federal	
TCLAS ESSER III Professional Services	Federal	
TCLAS Grant Payroll	Federal	



TCLAS Grant Professional & Contracted Services	Federal	
Title I, Part A Payroll	Federal	
Title I, Part A Professional Services	Federal	
Title I, Part A Supplies & Materials	Federal	
Title II, Part A Payroll	Federal	
Title III, Part A Payroll	Federal	
Title III, Part A Professional Services	Federal	

## Resources

Resource	Source	Amount
Title III, Part A Supplies & Materials	Federal	
Title IV, Part A Professional Services	Federal	
Title IV, Part A Supplies & Materials	Federal	
FSP Bilingual Education Allotment	State	
FSP Compensatory Education Allotment	State	
FSP Dyslexia Allotment	State	
FSP Early Education Allotment	State	
FSP Gifted & Talented Adjusted Allotment	State	
FSP Other Programs	State	

FSP Regular Program Allotment	State	
FSP School Safety Allotment	State	
FSP Small and Mid-Size Allotment	State	
FSP SPED Adjusted Allotment	State	
FSP Tier Two	State	

**Performance Goal 1:** All students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Performance Goal 2:** All Emergent Bilingual students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Performance Goal 3:** All students will be taught by highly qualified teachers.

**Performance Goal 4:** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Sources

Disaggregated STAAR Data  
Growth Projections  
PEIMS Reports  
PK Circles Testing  
Promotion/Retention Rates  
Special Student Populations  
STAAR  
Staff Development  
Staff/Parents/Community/ Business members involved w/SBDM  
Standardized Tests  
TELPAS  
TPRI/TEJAS LEE  
TXKEA