EXCELLENCE IN LEADERSHIP ACADEMY

District/Campus Improvement Plan
2023/2024

"Leaders Soaring to Excellence"

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EXCELLENCE IN LEADERSHIP ACADEMY

Vision

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

EXCELLENCE IN LEADERSHIP ACADEMY Site Base

Name	Position
Castillo, Dr. Irma	Superintendent
Septimo, Cecilia	Principal
Morales Fonseca, Joy	Teacher Facilitator
Escalante, Norma	5th Grade Teacher
Gonzales, Sergio	Middle School Teacher
Hinojosa, Jose	Data Fellow
Alfaro, Janet	Parent
Vasquez, Ludivina	Special Education Coordinator
Morales, Jaime	IT Coordinator
Guerrra, Linda	Teacher
Luna, Vanessa	Teacher
Reyes, Brenda	Teacher
Garza, Melissa	Interventionist
Landin, Christina	Literacy Coach

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (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)	Academic Interventionist, Facilitator, Literacy Coach, Principal, Sp. Ed. Teacher, Teachers	2023-2024	(S)General Fund	Criteria: Benchmark results, Amplify, Pearlized Math, Sharon Wells, De Alba Math, formative & summative assessments, end of unit assessments 11/30/23 - On Track
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)	Academic Interventionist, Data Fellow, Facilitator, Literacy Coach, Principal, Sp. Ed. Teacher, Superintendent, Teachers	2023-2024	(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, iStation Reports (Spanish), BOY/MOY/EOY data 11/30/23 - On Track
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)	Academic Interventionist, Data Fellow, Facilitator, Literacy Coach, Principal, Sp. Ed. Teacher, Superintendent, Teachers	2023-2024	(S)Bilingual, (S)General Fund	Criteria: PLC agendas, sign-in sheets, monthly calendars, Data Disaggregation agendas, and grade level meeting agendas 11/30/23 - On Track
4. Students will be provided 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)	Academic Interventionist, Facilitator, Literacy Coach, Principal, Sp. Ed. Teacher, Teachers	2023-24	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)Bilingual, (S)General Fund	Criteria: Intervention services, Tutoring, Estrellitas, Heggerty PA, Forde-Ferrier, Lead4Ward, Summer School 11/30/23 - Significant Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (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, Social Worker, Teachers	2023-2024	(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. 11/30/23 - Significant Progress
2. Continue to increase student enrollment by advertising on marquee, website, 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, Social Worker, Superintendent, Teachers	Ongoing, including summer	(S)General Fund	Criteria: mail out for flyers, printing services for marketing material, personnel schedules and payroll 11/30/23 - Some Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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	August-May	(S)General Fund	Criteria: Family Handbook

11/30/23 - Completed |
| 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, Social Worker, Teachers | August-May | (F)Title I, Part A Improving Basic Programs Grant, (S)General Fund | Criteria: Parent meeting sign-in sheets, parent contact logs, Family Handbook review & evaluation.

11/30/23 - Some Progress |
| 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.).

11/30/23 - On Track |
| 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, Social Worker, Teachers | August to May | (L)Local Fund, (S)General Fund | Criteria: Treasure Box Incentives Weekly 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 Attendance Challenges (Semester Attendance Incentives/drawings) Leadership Rallies |

EXCELLENCE IN LEADERSHIP ACADEMY

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
				Fun Fridays 11/30/23 - Some Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (Instructional Progam: Language Arts) ELA will improve and support academic student achievement for at or above grade level performance in English/Spanish Language Arts to fulfill the requirements of HB3 and 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. Interventionists and literacy coach 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)	Academic Interventionist, Facilitator, Literacy Coach, Principal, Teachers	August-May	(F)Title I, Part A Improving Basic Programs Grant, (S)General Fund	Criteria: Lesson Plan (prefaced with Lesson Internalizations) Reviews and Walkthroughs with feedback. 11/30/23 - Some Progress
2. Implement curriculum with supporting instructional programs. (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)	Academic Interventionist, Facilitator, Literacy Coach, Principal, Superintendent, Teachers	August-May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (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 for HB3 Goals. 11/30/23 - Some Progress
3. Classroom teachers and academic interventionists will provide students with intensive small group intervention instruction. (Title I SW Elements: 2.5,2.6) (Target Group: All,H,ECD,ESL,Migrant,EB,SPED,AtRisk,Dys, 504) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)	Academic Interventionist, Facilitator, Literacy Coach, Principal, Teachers	Daily, August - May	(F)Title I, Part A Improving Basic Programs Grant, (F)Title III, Part A-ELA Grant, (S)General Fund	Criteria: Lesson plans; Supplemental instructional programs 11/30/23 - On Track
4. ELA will expand the school library collection 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	August- May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (F)Title I, Part A Improving Basic Programs Grant	Criteria: Renaissance Learning 11/30/23 - Some Progress
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	(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. 11/30/23 - On Track

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 2.   (Instructional Program: Mathematics) ELA will improve and support academic student performance at or above grade level for students in Mathematics in order to fulfill the requirements of HB3 and 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 adopted 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)	Academic Interventionist, Facilitator, Principal, Teachers	August-May	(F)CRRSA ESSER II Supplies & Materials, (F)TCLAS ESSER III Grant, (F)TCLAS GR Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Resources implemented are PK Teaching Strategies, Pearlized Math, Sharon Wells, De Alba, ST Math, and Progress Learning. 11/30/23 - On Track
2. Provide small group intervention instruction to at-risk students. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Academic Interventionist, Principal, Teachers	Aug- May	(F)CRRSA ESSER II Supplies & Materials, (F)TCLAS ESSER III Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Resources: iStation, Pearlized Math, Sharon Wells, De Alba, Progress Learning to monitor student growth. Academic Interventionists will assist with small group interventions. 11/30/23 - On Track
3. Math teachers will attend training every six weeks for Pearlized Math for Kinder and 1st grade and Sharon Wells for 2nd through 5th, De Alba Math for 6th -8th. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.2,5.3)	Facilitator, Principal, Teachers	Every Six Weeks	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Formative and Summative Results 11/30/23 - On Track
4. Increase financial literacy by using 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)	Principal, Teachers	Aug- May	(S)General Fund	Criteria: 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 11/30/23 - Some Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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

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 grade is 50% at approaches grade level or above.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Supplement science instruction with resources 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	August to May	(F)CRRSA ESSER II Supplies & Materials, (F)TCLAS ESSER III Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Teachers will utilize StemScopes, PhD Science (K-5th) and Progress Learning. 11/30/23 - Significant Progress
2. ELA will purchase manipulatives to facilitate lab investigations. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,5,5.1,5.3)	Facilitator, Principal, Teachers	August to May	(F)CRRSA ESSER II Supplies & Materials, (F)TCLAS ESSER III Grant, (F)Title I, Part A Improving Basic Programs Grant	Criteria: Instructional manipulatives 11/30/23 - Some Progress 11/30/23 - Pending
3. ELA will hold a campus wide science fair for all grade levels. (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)	Academic Interventionist, Facilitator, Principal, Teachers	Semester II	(S)General Fund	Criteria: Lab investigation consumables not supplied by students/families, display boards, trophies/medals, manilla folders, certificates, and ribbons. 11/30/23 - Some Progress 11/30/23 - Pending

EXCELLENCE IN LEADERSHIP ACADEMY

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 50% 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. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 4,4.1,5,5.1,5.3,5.4)	Academic Interventionist, Facilitator, Principal, Teachers	August to May	(F)Title I, Part A Improving Basic Programs Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Campus calendar of events and Lesson Plan reviews 11/30/23 - Some Progress 11/30/23 - Pending
2. ELA will allow students and staff to celebrate national holidays established in calendar during the school year. -16 de septiembre -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, Teachers	August to May	(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 11/30/23 - On Track
3. School-wide Social Studies Live Museum event to highlight and enhance student learning of leaders and historical figures. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 4) (ESF: 3,4)	Facilitator, Librarian, Principal, Sp. Ed. Teacher, Teachers	Semester II	(S)General Fund	Criteria: Project consumables not provided by students/families; display boards; flyers; prizes; clothing/costumes donations; butcher paper; certificates/medals/trophies. 11/30/23 - Some Progress 12/14/22 - Pending

EXCELLENCE IN LEADERSHIP ACADEMY

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)	Adminstrative 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: PLC and grade level meeting agendas; sign-in sheets 11/30/23 - On Track
2. Follow students' Individualized Educational Plans (IEPs) to ensure instructional and assessment accommodations are 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 11/30/23 - On Track
3. Professional Learning opportunities for staff servicing special education students. (Title I SW Elements: 2.5,2.6) (Target Group: SPED,AtRisk,Dys,504) (Strategic Priorities: 1,2) (ESF: 4,4.1,5,5.1)	Business Manager, Facilitator, Principal, Sp. Ed. Teacher, Teachers	August to May	(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 trainings, as appropriate. 11/30/23 - On Track
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, Facilitator, Principal, Sp. Ed. Teacher, Teachers	Aug-May	(S)General Fund, (S)SPED Fund	Criteria: Professional learning Sign-in sheets, agendas, certificates of completion for conferences/trainings/workshops. 11/30/23 - Some Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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 in Bilingual/ESL education.

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: ESL,EB) (Strategic Priorities: 1) (ESF: 2,2.1,4,4.1,5)	Facilitator, Principal, Teachers	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (S)Bilingual, (S)Comp Ed, (S)General Fund	Criteria: Region One ESC workshops; consultants; campus-based trainings; completion certificates 11/30/23 - Some Progress 11/30/23 - Pending
2. ELA will provide intensive, systematic, research-based reading, writing, listening, speaking, and content-area instruction to identified Emergent Bilingual students in order to increase a minimum of one proficiency level domain in TELPAS. (Title I SW Elements: 2.2,2.4) (Target Group: ESL,EB) (Strategic Priorities: 2) (ESF: 4,4.1,5,5.1,5.3,5.4)	Facilitator, Principal, Teachers	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Supplies & Materials, (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, Multisensory Teaching Approach; ELPS Training & Flipbook. Formative and Summative Assessments in addition to Monthly Reports of program use/effectiveness. 11/30/23 - On Track

EXCELLENCE IN LEADERSHIP ACADEMY

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. (Title I SW Elements: 2.2) (Target Group: GT) (Strategic Priorities: 2) (ESF: 4,5,5.1,5.3)	Counselor, Facilitator, Principal, Teachers	February-May	(S)General Fund	Criteria: Texas GT Handbook TPSP Outcomes & evaluation 11/30/23 - On Track
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, Teachers	August-May	(S)Comp Ed, (S)General Fund	Criteria: Responsive Learning vendor fees and Certificates of completion for respective GT Training(s). 11/30/23 - On Track
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, Teachers	August-May	(S)Comp Ed, (S)General Fund	Criteria: Lesson Plans Supplemental instructional materials 11/30/23 - On Track
4. Students will demonstrate and develop diverse talents and abilities by completing a Texas Performance Standards Project (TPSP). (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)	Adminstrative Team/Staff, Counselor, Teachers	Aug- May	(S)FSP Gifted & Talented Adjusted Allotment	Criteria: Texas GT Handbook 11/30/23 - On Track

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (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)	Facilitator, IT Coordinator, Principal	Aug- May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (S)General Fund	Criteria: Professional learning Certificates Vendor fees, if any 11/30/23 - Pending
2. ELA will provide 1:1 technology devices to all students. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2) (ESF: 3,3.3)	IT Coordinator, Principal, Teachers	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (S)General Fund	Criteria: Technology devices to include inventory, maintenance, and student-use supervision/firewalls/etc. 11/30/23 - Completed
3. 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, Principal, Superintendent, Teachers	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (S)General Fund	Criteria: Instructional technology resources such as: TVs, Laptops, Technology Carts, Deco(document reader), Kami (converts documents), Chromebooks, and Chrome Tablets. 11/30/23 - Significant Progress
4. 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)	Facilitator, Principal, Teachers	August to May	(F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed, (S)General Fund	Criteria: Instructional software/supplements such as: iStation (Spanish) Pearson Online Progress Learning AR Reading (MYON) Region One Library Services Stemscopes (MS) Amplify IXL 11/30/23 - Completed
5. Students, staff, and the community will receive training regarding online safety and Cybersecurity. ELA's IT Coordinator will complete the intensive Cybersecurity online	Adminstrative Team/Staff, Counselor, IT Coordinator, Principal, Superintendent, Teachers	Monthly	(F)Safety Grant, (S)General Fund	Criteria: VECTOR (Professional Learning) Certificates, Agendas and Sign-in sheets, all training certificates

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (Technology) ELA will provide technology resources that promote and enhance student learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
training. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) (ESF: 3,3.1,3.3)				11/30/23 - Significant Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (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)	Adminstrative Team/Staff, Clerical Staff, Counselor, Facilitator, Librarian, Principal, Superintendent, Teachers	August to May	(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 -Parent Grade Level Meetings -STAAR Parent Meetings -Parent Meetings -Bilingual/ESL Parent Meetings -SPED/Section 504/GT -Monthly Parent Activities 11/30/23 - On Track
2. Increase parental involvement in decision-making committees. (Title I SW Elements: 3.1) (Target Group: All) (ESF: 3,3.1,3.4)	Adminstrative Team/Staff, Business Manager, Counselor, Facilitator, Principal, Superintendent, Teachers	August to May	(S)General Fund	Criteria: Meeting Agendas and Sign in Sheets for meeting groups, to include: -PLCs -LPAC -ARDs -Section 504 -GT -Safety 11/30/23 - Significant Progress
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)	Adminstrative Team/Staff, Clerical Staff, IT Coordinator, Principal, Superintendent, Teachers	August to May	(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

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1.   (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
				-Website 11/30/23 - On Track
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, Social Worker, Superintendent, Teachers	Aug- May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (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: -Red Ribbon Week -Breast Cancer Awareness Month -Thanksgiving -Christmas Program -Fall Festival -K/8 Graduation Ceremony -Bully Prevention -Leadership Events -Veteran's Day -Science Projects -Social Studies Projects 11/30/23 - On Track
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)	Adminstrative Team/Staff, Business Manager, Counselor, Teachers	Aug- May	(S)Comp Ed, (S)General Fund	Criteria: Monthly school calendar of events with documentation; membership fees; community calendar; staff volunteer rosters 11/30/23 - Pending
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)	Adminstrative Team/Staff, Business Manager, Principal, Superintendent	Semester I	(S)General Fund	Criteria: TEA Title I Guidelines 11/30/23 - Completed

EXCELLENCE IN LEADERSHIP ACADEMY

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

Objective 1. (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)	Academic Interventionist, Business Manager, Data Fellow, Facilitator, Literacy Coach, Principal	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (F)TCLAS GR Grant, (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 11/30/23 - Significant Progress
2. Provide monetary incentive for perfect attendance for the 1st & 2nd semesters, 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	January & June	(S)General Fund	Criteria: Monitor attendance-TimeClock system and manager 11/30/23 - Pending
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: M,F) (Strategic Priorities: 1) (ESF: 2,2.1)	Business Manager, Superintendent	November and May	(F)Title II, Part A Supporting Effective Instruction	Criteria: Monitor Retention Rate; service records 11/30/23 - Pending
4. Provide training to new staff or staff in new positions. (Title I SW Elements: 1.1) (Target Group: M,F) (Strategic Priorities: 1) (ESF: 1,1.1,2,2.1)	Facilitator, Principal	August-May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Payroll	Criteria: Certificates of completion for professional learning with Agendas and sign-in sheets, as applicable New Teacher Academy through Region One Registration fees; costs for substitutes 11/30/23 - Some Progress

EXCELLENCE IN LEADERSHIP ACADEMY

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)	Facilitator, Principal	August to May	(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 RenStar TELPAS TPRI/Tejas Lee CLI TXKEA 11/30/23 - Significant Progress
2. Teachers will participate in the following trainings: TEKS Analysis GT Training Bilingual /ESL 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)	Adminstrative Team/Staff, Counselor, Facilitator, Principal, Teachers	August-May	(S)Comp Ed, (S)General Fund	Criteria: Certificates of completion, agendas, and sign-in sheets. 11/30/23 - On Track

EXCELLENCE IN LEADERSHIP ACADEMY

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

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, Facilitator, Principal, Teachers	Aug- May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (F)Title I, Part A Improving Basic Programs Grant, (S)Comp Ed	Criteria: Lesson Plans, walkthroughs, master schedule, counselor logs, 2nd Step Curriculum 11/30/23 - Some Progress
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)	Business Manager, Clerical Staff, Counselor, Facilitator, Health Assistant, IT Coordinator, Principal, Superintendent, Teachers	August to May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (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 11/30/23 - Significant Progress
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, Facilitator, Health Assistant, Principal, Superintendent, Teachers	Aug- May	(F)ARP ESSER III Grant, (F)CRRSA ESSER II Grant, (S)General Fund	Criteria: Nurses Calendar of Activities; Agendas and sign-in sheets for trainings; community presenters 11/30/23 - On Track
4. All students in grades 3rd-8th will prepare and participate in the Fitnessgram. (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, Facilitator, Health Assistant, Principal, Superintendent, Teachers	Aug- May	(S)General Fund	Criteria: PE calendar of events and lesson plans Fitnessgram documentation platform 11/30/23 - On Track

EXCELLENCE IN LEADERSHIP ACADEMY

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

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.

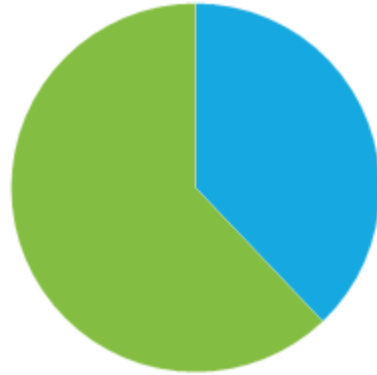| Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide and incorporate various safety measures, procedures, and practices in order to facilitate the safety of all staff, students, and the community. (Title I SW Elements: 2.1) (Target Group: All) (ESF: 1,1.2,3,3.1,3.2,3.3)	Adminstrative Team/Staff, Business Manager, Clerical Staff, Counselor, Facilitator, IT Coordinator, Principal, Superintendent, Teachers	Daily, August to May	(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 Key Pads Magnet Locks I.D.'s for all staff (mandatory) Weekly Door Sweeps with documentation logs Teacher radios Fire Alarm system 11/30/23 - Significant Progress
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	Aug- May	(S)General Fund	Criteria: Counselor monitors based on students' needs and referrals, with documentation via counselor logs. 11/30/23 - On Track
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)	Adminstrative Team/Staff, Counselor, Facilitator, Principal, Teachers	Aug- May	(S)General Fund	Criteria: Campus calendar of events; Student leadership interview applications and committees 11/30/23 - On Track
4. ELA will update Emergency Operation Plan/Multi-Hazard Plan 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	June- May	(S)General Fund	Criteria: EOP Document-evaluations (with agenda and sign-in sheets), submission to state entity, and TxSSC reports/feedback. 11/30/23 - Completed

EXCELLENCE IN LEADERSHIP ACADEMY

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

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
5. ELA will conduct drills in accordance to the Texas School Safety Center requirements. (Title I SW Elements: 2.2) (Target Group: All) (ESF: 3,3.1,3.2,3.3)	Counselor, Facilitator, Principal, Superintendent, Teachers	Aug-May	(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 11/30/23 - On Track

Resources

Currency

Total		$4,341,692
	Federal	$1,645,271
	State	$2,696,421
	Local	$0
	Other	$0

Resource	Source	Amount
Blended Learning Grant Professional & Contracted S	Federal	$1,500
Blended Learning Grant Supplies & Materials	Federal	$25,000
CRRSA ESSER II Payroll	Federal	$360,520
CRRSA ESSER II Professional & Contracted Services	Federal	$20,000
CRRSA ESSER II Supplies & Materials	Federal	$134,515
Dyslexia Funding Support Grant	Federal	$3,000
IDEA-B Formula Grant Professional Services	Federal	$44,410
IDEA-B Preschool Grant Professional Services	Federal	$720
PhD Science Grant Professional & Contracted Servic	Federal	$6,300
PhD Science Supplies & Materials	Federal	$24,700
Strong Foundations Grant Contracted & Professional	Federal	$98,000

Resources

Resource	Source	Amount
Strong Foundations Grant Supplies & Materials	Federal	$42,000
TCLAS ESSER III Payroll	Federal	$362,500
TCLAS ESSER III Professional Services	Federal	$28,000
TCLAS Grant Payroll	Federal	$248,467
TCLAS Grant Professional & Contracted Services	Federal	$25,000
Title I, Part A Payroll	Federal	$81,000
Title I, Part A Professional Services	Federal	$34,165
Title I, Part A Supplies & Materials	Federal	$55,996
Title II, Part A Payroll	Federal	$18,966
Title III, Part A Payroll	Federal	$2,000
Title III, Part A Professional Services	Federal	$10,000
Title III, Part A Supplies & Materials	Federal	$7,191
Title IV, Part A Professional Services	Federal	$7,000
Title IV, Part A Supplies & Materials	Federal	$4,321
FSP Bilingual Education Allotment	State	$110,487
FSP Compensatory Education Allotment	State	$405,326
FSP Dyslexia Allotment	State	$1,848
FSP Early Education Allotment	State	$86,614
FSP Gifted & Talented Adjusted Allotment	State	$3,856
FSP Other Programs	State	$36,598
FSP Regular Program Allotment	State	$1,263,772
FSP School Safety Allotment	State	$2,148
FSP Small and Mid-Size Allotment	State	$228,681
FSP SPED Adjusted Allotment	State	$263,057
FSP Tier Two	State	$294,034

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 proficient 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.

Demographics

Demographics Data Sources

Disaggregated STAAR Data
PEIMS Reports

Demographics Strengths

Excellence In Leadership Academy
Our Vision:

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

Proveer un ambiente educativo de Calidad que inspire a cada estudiante a desarrollar sus habilidades de liderazgo con un espiritu de EXCELENCIA

HIGHLIGHTS / Lo Que Nos Distingue
·Excellent Facilities / Excelentes Instalaciones
·Highly Qualified and Committed Staff / Personal Altamente Calificado y Comprometido
·Rigorous & Relevant TEKS Curriculum / Curriculo Rigoroso y Relevante del TEKS
·Integration of College & Career Readiness Standards / Integracion de los Niveles de preparacion de Colegio y Carreras
·Financial & Entrepreneurial Literacy / Educacion Financiera y Empresarial
·Family and Community involvement / Involucramiento de la Familia y la Comunidad
·Environment of Excellence / Ambiente de Excelencia
·Smaller Learning Communities / Comunidades Pequenas de Aprendizaje
·State-of-the-Art Technology / Tecnologia de Vanguardia
·Character Education / Educacon de Caracter
·Leadership Development / Desarrollo de Liderazgo

ELA continues to serve students in grades PK3 through 8th with an increase in program offerings. During the SY 2023 - 2024, eligible students in grade 8 are able to acquire a high school credit for: Algebra I and Art. Extracurricular programs continue to be enhanced with recruitment efforts to encourage participation and motivation.

Demographics Weaknesses

Comprehensive Needs Assessment

Student enrollment has declined for the SY 2023 - 2024 (218) when compared to SY 2022 - 2023 (263).

Demographics Needs

ELA student enrollment is below expectations.

Demographics Summary

2023-2024 Total Student Enrollment:220
Student Enrollment by Race/Ethnicity
African American 0%
Hispanic 100%
White 0%
American Indian 0%
Asian 0%
Pacific Islander 0%
Two or More Races 0%

Student Enrollment by Type
Economically Disadvantaged 86.3%
Special Education 13.1%
Emergent Bilingual/English Learners 63.1%

Student Achievement

Student Achievement Data Sources

Disaggregated STAAR Data
Report Card Grades
Standardized Tests

Comprehensive Needs Assessment

Student Achievement Weaknesses

ELAhas not received a rating for the 2023-2024 school year.

Preliminary scores show the following for the overall campus performance:

 ELARMathScienceSocial Studies

63% approaches 901001710
31% meets55 4643
9%   masters17 1202

STAAR Component Scale Score on Student Achievement: 59
STAAR Component Scale Score on Relative Performance: 62
STAAR Component Scale Score on Closing the Gaps: 71

Component Score on STAAR Performance: 34
Component Score on Academic Growth: 66
Component Score on Closing the Gap: 36

Student Achievement Needs

ELA needs to increase student performance growth to increase accountability rating on the 2023-2024 school year.

School Culture and Climate

School Culture and Climate Data Sources

Highly Qualified Staff

Comprehensive Needs Assessment

School Culture and Climate Data Sources (Continued)

PEIMS Reports
Promotion/Retention Rates
Safe Schools Checklist
Staff/Parents/Community/ Business members involved w/SBDM
Survey and Interviews of Students/Staff/Parents

School Culture and Climate Strengths

ELA teachers collaborate in PLC's to evaluate campus needs and brainstorm solutions and interventions.

ELA encourages cultural national holidays through campus celebrations and other activities.

ELA has adopted the use of STEP-TWO curriculum as part of MTSS and cultural development components.

School Culture and Climate Weaknesses

ELA Step-Two curriculum is not implemented with fidelity.

School Culture and Climate Needs

Step-Two curriculum implementation needs to be consistent and monitored to evaluate effectiveness.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Data Sources

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Data Sources (Continued)

Highly Qualified Staff
PEIMS Reports
Safe Schools Checklist
Staff Development

Staff Quality, Recruitment and Retention Strengths

About 75% of the teachers at ELA have an average of 6 years professional experience on the grade level/content area that they are teaching.

Staff Quality, Recruitment and Retention Weaknesses

About 25% of ELA teachers lack experience in the content area/grade level that they are teaching.

Staff Quality, Recruitment and Retention Needs

Recruitment efforts for properly certified teachers needs to increase.
Retention of quality teachers needs to be addressed by remaining competitive and considering incentives for retention and longevity.
Increased opportunities to grow our teachers needs to be made based on reflection of TTESS Growth Plans, observations, teacher requests, etc.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Data Sources

Disaggregated STAAR Data
Highly Qualified Staff
Promotion/Retention Rates

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Data Sources (Continued)

Staff Development
Summary of Student Progress (not taking STAAR)

Curriculum, Instruction and Assessment Strengths

ELA   teachers have resources available provided by our participation in the various grant opportunities.
Teachers are provided time in their instructional schedule to assure curriculum and instruction implemented effectively.
Teachers have access to internalization and professional learning as well as dashboard resources for student performance.
Campus administration and instructional support team conduct monthly walkthroughs to assure implementation and provide support for the use of resources.

Curriculum, Instruction and Assessment Weaknesses

ELA teachers have yet to master the use and implementation of curriculum resources available to them .

Curriculum, Instruction and Assessment Needs

Teachers are in need of additional training for the implementation of adopted resources.

Family and Community Involvement

Family and Community Involvement Data Sources

Parent Participation
Parental Involvement Policy
Safe Schools Checklist
Staff/Parents/Community/ Business members involved w/SBDM

Comprehensive Needs Assessment

Family and Community Involvement Data Sources (Continued)

Survey and Interviews of Students/Staff/Parents

Family and Community Involvement Strengths

ELA provides opportunities for family and community to get involved in campus operations.
Information is disseminated in both English and Spanish to accommodate the varied groups.

Family and Community Involvement Weaknesses

ELA family and community involvement is at a low rate and it seems to have declined over the years..

Family and Community Involvement Needs

ELA needs to increase its efforts to increase opportunities for family and community engagement.

School Context and Organization

School Context and Organization Data Sources

Growth Projections
Highly Qualified Staff
Parent Participation
Promotion/Retention Rates

Comprehensive Needs Assessment

School Context and Organization Data Sources (Continued)

Safe Schools Checklist
Special Student Populations
Staff/Parents/Community/ Business members involved w/SBDM
Survey and Interviews of Students/Staff/Parents

School Context and Organization Strengths

ELA has embedded greater emphasis on instructional time with the expectation of having bell to bell instruction and intervention embedded into the master schedule for each grade level. Instructional support is also made readily available by our instructional support team, consisting of: interventionists, literacy coach and data fellow.
ELA has implemented efforts to support and reinforce the importance of planning and team building. Time has been allotted in the instructional schedule to increase time for planning (60 min/daily vs 45 min/daily) as well as time to build collegial relationships via an extended lunch period (45 min/daily vs 30 min/daily).
Representatives from each grade level/department and family/community are invited to partake in the decision-making process as evidenced by committee membership, agendas, sign-in sheets, etc.

School Context and Organization Weaknesses

ELA has expressed concern regarding time to provide optimal instruction.
New administration is beginning to build relationships with family/community making their participation in committees minimal in some cases.

School Context and Organization Needs

ELA administration and staff need to work to grow relationships between staff, family and community.
ELA needs to continue to allow for the voice of all stakeholders (i.e., committee meetings, town halls, surveys, etc.).

Technology

Comprehensive Needs Assessment

Technology Data Sources

Disaggregated STAAR Data
Highly Qualified Staff
Staff Development

Technology Strengths

ELA students and staff have a access to technology in the form of individually assigned laptops and internet access.

ELA IT staff works on ensuring equipment is functional. Troubleshooting is available upon request.

Technology Weaknesses

Technology equipment at ELA is old and outdated.

Technology Needs

Professional learning needs to be heightened to embrace technology at a greater level.
Replacement of devices is necessary to remain updated.
Technology needs to remain a constant in the teaching and learning process.
Minimizing disruption to the network is crucial.