

## 2022-2023 STEM Academy CIP

### Mission

The STEM Academy prepares students to be STEM college and career ready, with a shared focus on collaboration, creativity, communication and critical thinking.

### Vision

The STEM Academy seeks to be a regional model for STEM education, grounded in authentic learning experiences preparing students for future STEM careers.

### Nondiscrimination Notice

The STEM ACADEMY 001 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.

### **Demographics Summary:**

The STEM Academy is a K-12 in-district charter school located on the UT Permian Basin campus. STEM Academy accepts students K-12 from the surrounding school districts of MISD and ECISD. STEM Academy was established to offer innovative learning opportunities to students in the Permian Basin. STEM Academy reports student demographics and statistics annually to TEA through the PEIMS system. The TAPR is an annual report of the school's data. It is vital to the school's funding and accountability to report accurate data. The STEM Academy will develop a system that reflects accurate student data using PEIMS data system, TxEIS data submission program, fall snapshot, summer submission reports, and accurate grading submissions. To ensure accurate PEIMS data enrollment verification on all new students (demographic) will be completed by the PEIMS director, special population director and then reviewed by the principals within 30 days of enrollment. To ensure accurate grade reporting all teachers will be trained in the school's grading policies and procedures prior to the first day of school. Grading accuracy will be reviewed by the counselor, PEIMS director and the principals. Student Demographics: 54% Male, 46% Female, 45% White, 50% Hispanic, 2.5% Two or More, 2.7% Black/African American, 3% Asian, >1% American Indian/Alaskan Native, 0<1% Hawaiian/Pacific Islander, 42% At-Risk, 24% Economically Disadvantaged, 6.3% Special Education, 3.7% ESL, Student/Teacher Ratio 15:1.

**Strengths:** PEIMS data is accurate and can be used confidently to make educational and organizational decisions.

## **Student Achievement**

### **Student Achievement Summary**

All schools in Texas must meet standards set in three accountability domains. For the 2021 - 2022 school year, the STEM Academy **earned a B rating *campuswide***.

**Domain 1 - Student Achievement.** STEM Scaled Score: 88

**Domain 2 - School Progress.** STEM Scaled Score: 85

**Domain 3- Closing Performance Gaps.** STEM Scaled Score: 81

The following scores compare 2021 - 2022 STEM STAAR data with 20221 - 2022 State of Texas data for all grades showing the percentages of *Approaches Grade Level Standard or Above*.

Content	2021 - 2022 STEM State data	2021 - 2022 STATE STAAR
<b>English Language Arts</b>		
ELA 2	86%	71%
ELA-1	94%	63%
8 <sup>th</sup>	92%	82%
7 <sup>th</sup>	86%	78%
6 <sup>th</sup>	86%	69%
5 <sup>th</sup>	82%	80%
4 <sup>th</sup>	82%	77%
3 <sup>rd</sup>	87%	77%
<b>Mathematics</b>		
Algebra 1	89%	74%
8 <sup>th</sup>	84%	70%
7 <sup>th</sup>	48%	59%
6 <sup>th</sup>	74%	72%
5 <sup>th</sup>	78%	76%

4 <sup>th</sup>	75%	69%
3 <sup>rd</sup>	75%	70%
<b>Science</b>		
Biology	98%	83%
8 <sup>th</sup>	89%	83%
5 <sup>th</sup>	69%	66%
<b>History</b>		
US History	97%	89%
8 <sup>th</sup>	81%	59%

### Strengths:

**2022 STAAR:** Reading STAAR scores for students in 7th grade, English 1 and English 2 were considerably higher than the state averages across all levels. Seventh grade: 88% (state = 78%); meets grade level: 63% (state = 18%); masters: 52% (state = 37%). English I: 94% (state = 63%); meets grade level: 81% (state = 37%); masters: 13% (state = 11%). English II: 86% (state = 71%); meets grade level: 74% (state = 48%); masters: 16% (state = 9%).

Our scores for Biology were well above the state average (in all three levels). Biology: 98% (state = 81%); meets grade level: 74% (state = 54%); masters: 30% (state = 22%).

Campus scores in high school US History were well above the state average (in all three areas). U.S. History: 97% (state = 89%); meets grade level: 76% (state = 71%); masters: 57% (state = 44%).

### Needs - Problem Statements

**2022 STAAR Problem Statement 1:** Less than 50% of students in all tested mathematics grade levels scored in the **MEETS** category on the 2022 Mathematics STAAR exam.

**Root Cause STAAR:** The K-2 mathematics program lacks an emphasis on developing numerical fluency through the use of manipulatives and independent practice decomposing and composing numbers. Students lack independent practice with immediate, specific, intentional feedback, hands-on activities to build the foundation, and practical application that focuses on higher order thinking and problem solving.

**2022 STAAR Problem Statement 2:** Only 48% of 7th grade students scored in the **APPROACHES** category and 18% in the **MEETS** category on the 2022 Mathematics STAAR exam.

**Root Cause STAAR:** Students need more independent practice with immediate, specific, and intentional feedback. Students who are advanced in mathematics in 7th grade are placed in 8th grade mathematics. Need specific training on closing the gaps of our struggling math students in 7th.

**2022 STAAR Problem Statement 3:** Only 45% of the students scored the **MEETS** on 2022 Algebra 1 EOC (state = 46%), and only 19% scored Masters (state - 30%).

**Root Cause STAAR:** Focus is on skill development instead of critical thinking or application skills, higher order thinking.

### **School Culture and Climate Summary:**

STEM Academy embraces a culture in which personal and academic achievement is fostered for all students. The key to achieving STEM Academy's mission and vision is through a collaborative work effort among all stakeholders involved. STEM Academy falls under the managing partner of UT Permian Basin which supports post secondary education and offers opportunities for high school students to take dual credit classes for university credit hours. STEM Academy students focus on degrees and opportunities in the STEM fields beginning in kindergarten and continuing through their chosen degree pathways.

**Strengths:** School pride and ownership is showcased through the success of our student competitive groups. Competitive student groups are STEM focused and support the goals of the charter. The inclusion of Career Prep and Practicum courses strengthens the STEM Academy's ability to enhance students' real-world connections with their chosen degree pathways. Our high school student council has consistently participated in regional meetings in the spring and has attended the state meets in the DFW metroplex.

**Needs-Problem Statements:** Student participation in clubs and extracurricular activities is minimal and student connections to the campus suffer in high school.

**Problem Statement 1:** Limited number of clubs and extracurricular options for students.

**Root Cause:** Limited staff and limited resources. Not providing a diverse or wider range of activities based on student interests.

### **Staff Quality, Recruitment and Retention Summary**

STEM Academy follows all hiring policies and procedures for TEA, ECISD, and as outlined in the STEM Academy charter agreement which contribute to additional steps and time needed in hiring qualified personnel. Last year, a mentor teacher program was developed but not followed through with full fidelity. For the 2022-2023 school year, the elementary staff has three Instructional Facilitators, or IF. An IF is a non-certified teacher currently enrolled in a teacher certification program; IFs are assigned an Instructional Leader that fulfills the role(s) of a mentor teacher and all IFs will meet regularly with Instructional Coaches to develop best practices and lesson plans to meet the needs of the students in their classrooms. Teaching staff are evaluated yearly through T-TESS. This system allows teachers to work with administrators to set professional growth goals. Throughout the year teachers will seek out learning opportunities related to their goals and their walkthrough evaluations from their administrators. Administrators will provide feedback and support to the teachers to help reach their goals and the goals of the campus.

Instructional leadership roles were developed in both elementary and secondary to provide additional support and mentorship roles across STEM Academy's campus. The elementary principal has designated two experienced teachers to be the Kinder through 2nd grade and 3rd through 5th grade instructional lead teacher. The secondary principal has identified two successful veteran teachers to serve as the secondary department heads for ELAR/Social Studies and Math/Science content areas. STEM Academy also has a Reading specialist and math math specialist that support teachers in grades K-12. The instructional leadership roles allow for more classroom and student support, which in turns allows the principals to focus on instruction and be in the classrooms observing and providing feedback on a regular and consistent basis to identify needs across content areas and/or grade level teams.

**Strengths:** The district size allows for quick communication with district/campus personnel. When we are short of staff we are able to cover job requirements to some degree.

#### **Needs - Problem Statements:**

**Problem Statement 1:** New teachers and inexperienced teachers lack support in instructional practices or come unprepared for the demands of the classroom environment.

**Root Cause:** In secondary, the master schedule does not have the opportunity for common planning periods among vertical content area teams to collaborate and plan together. Across all grades, time for professional development and learning is limited in the school day and school week.

### **Curriculum, Instruction, and Assessment Summary**

The curriculum, instruction and assessment describes the resources available that are aligned to the TEKS. State tests and local benchmarks are used to determine student achievement in each core content area (ELAR, Math, Science, Social Studies). Data from the assessments are reviewed and evaluated in Professional Learning Communities (PLCs) to develop quality instructional plans/strategies as exemplified in the [Standards-Based Teaching Learning Cycle](#) for use in the classroom to improve student achievement, and individual teachers utilize Student Learning Objectives (SLO) to track student data. Resources include online texts, online programs/assessments in math, reading, science, and social studies as well as the use of DMAC to review assessment data. Content assessments are conducted monthly to track student progress. The Campus Needs Assessment (CNA) indicated a need for additional resources/materials/training, especially for meeting the new writing expectations in state testing, aligned to TEKS/STAAR to be used for intervention. The CNA also revealed the need to conduct a yearly evaluation of the instructional materials and resources used in each of the content areas.

**Strengths:** Assessments (local benchmarks, online benchmarks) based on the TEKS are used to drive instruction. PLCs review assessments and discuss needs of students. District has provided access to TEKS Resources System planning tools to pace content and skills across the school year calendar. STEM Academy will administer MAPS testing to monitor academic progress and growth throughout the year; MAPS testing will occur beginning, middle and end of year. After each administration of a MAPS test, the student and campus reports will be analyzed through PLC and the Campus Leadership Team (CLT) to identify areas of growth and areas for improvement for both the students and teachers. Student reports will be communicated to the parents through parent teacher conferences and email communication.

#### **Needs- Problem Statements:**

**Problem statement 1:** Resources and materials used for instruction are sometimes misaligned and not analyzed and reviewed to determine whether the materials are meeting the depth and complexity of the grade level skill development.

**Root cause:** Lack of professional development and/or time to collaborate with vertical content area teams to deconstruct the TEKS and learning standards to determine if instructional materials are meeting the needs of the students AND the standards.

### **Family and Community Involvement Summary**

The STEM Academy provides many opportunities for families, community members, and UT Permian Basin University to be involved on and off campus with our faculty and students. The STEM Academy has an active Parent Teacher Organization (PTO) on campus that hosts many events throughout the year and aids in student directed events as well. The STEM Academy uses an online learning platform that allows parents to be more involved with the student's learning. The operating partners and CLT communicate with stakeholders in monthly newsletters, as well as other outreach as necessary. School Status is a new communication program that ECISD has utilized across the district. STEM will also transition into this communication platform and start to phase out the variety of apps and programs used across the grade level (Remind, Group ME, Class Dojo, Bloomz, etc.).

**Strengths:** STEM Academy offers STEM nights, town hall meetings and culminating Project Based Learning (PBL) events for family and community members to share with our students. STEM partners with professors, students, and other personnel from UT Permian Basin in a variety of ways including professional development, student teaching, counseling, and mentoring. STEM has partnered with Ector County ISD in the upcoming 22-23 school year, which has the potential to provide even more community outreach programs and resources to STEM families.

#### **Needs- Problem Statements:**

**Problem Statement 1:** Low parental involvement and community stakeholders at STEM Academy events.

**Root cause:** Communication to parents is inconsistent and thus, not all families are aware of events. Consistent data collections and analysis of attendance at STEM events is needed.

### **School Context and Organization Summary**

School Context and Decision making refers to the processes, structures, decision-making, and overall leadership aspects of the organization, including how these areas address quality teaching and learning. One key area in the school's organization is the stakeholders' roles in decision making through committees, PLCs, and the CLT.-The mission and vision is the driving force in instruction, communication, and community engagement.

**Strengths:** Scheduling allows for differentiation in student scheduling. Committees allow for all stakeholders to contribute to the development and success of the school. STEM has a Director of Curriculum and Instruction, a Reading coach, two department heads in Secondary, and two instructional leads in elementary who are all able to give support and guidance to teachers. PLCs are implemented both vertically and horizontally.

#### **Needs- Problem Statements:**



**Problem statement 1:** All members of the STEM Academy did not know or understand the mission and vision of the school and the 3 focus areas of PBL, STEM education, and CCMR; therefore, it was not used as a driving force in all aspects of the learning community.

**Root cause:** Lack of training and reinforcement of the mission and vision in staff development.

**Problem Statement 2:** PLCs are not implemented with full fidelity. PLCs lack consistency; there is a need for focused agendas aligned to mission and vision of the school to lead a productive learning community discussions with appropriate outcomes.

**Root Cause:** Inconsistent expectations and lack of follow through from leadership.

### **Technology Summary**

The STEM Academy was founded as an innovative campus. Many teachers use technology applications as a part of their instruction in the classroom. STEM Academy provides a one to one ratio with devices to students. Students in grades kindergarten through 3rd are issued iPads, while 4th grade through 12th grade are issued a Chromebook. Additional technology staff was added during the last school year to assist with technology work tickets, device repairs and maintenance, and inventory management. With the technology specialist addition, the STEM Academy's technology director has been able to add more opportunity for training staff and teachers in new technology and programs. In the upcoming school year of 22-23, the Technology Director plans to add monthly professional development opportunities to showcase and train staff on innovative instructional technology that can be utilized in lessons, activities and student devices. All elementary classrooms had outdated SmartBoard technologies removed and the projectors were replaced with new interactive boards (training was provided during teacher inservice before school started). In secondary classrooms, this same update process will occur in phases with several classrooms starting this year.

Familiarity with an online learning platform will extend to college readiness as the STEM students will have experience with online learning etiquette and functionalities. The use of technology and applications is a necessary skill in the workplace where students are required to type more than actually write. This is a major advantage over a typical campus.

**Strengths:** The one to one ratio allows for innovative teaching techniques; one of which utilizes flipped assignments and provides teachers more time in the classroom for questioning, exploration and experimentation. Teachers share with one another new learning applications.

### **Needs- Problem Statements:**

**Problem statement 1:** There are many different applications available. Not all teachers and students have the proper training for each application.

**Root cause:** Lack of training on applications and current technology trends.

**Problem Statement 2:** Technology is sometimes considered a large distraction to students who struggle with focus in the classroom.

**Root cause:** Lack of classroom management and lack of balance between technology and hands-on learning.

## Campus Improvement Plan Goals

**1. Enhancing Parent Partnerships: Parents will be involved in all aspects of learning. Faculty and staff will include, inform, and involve parents to be decision makers in the learning journey through continual communication and collaboration.**

Objective 1 Create a welcoming atmosphere on campus for all parents and guests.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
STEM faculty and staff will build relationships with parents.	All faculty and staff.	STEM social events. Before and after school.	August to May	Surveys and Parent Feedback	Parent Survey BOY Parent Survey EOY
Create elementary and secondary grade level parent committees.	Principal	Google forms	August to May	Conversations	Parent Survey BOY Parent Survey EOY

Objective 2 Communicate monthly information.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
All parents will receive the monthly newsletters and weekly upcoming events by email and through social media. The newsletter will communicate upcoming events as well as tips for success.	District staff.	Smore, up-to-date parent emails, and website.	August to May	Evaluation form (QR Code) at events.  Index card surveys at events.	Parent Survey BOY Parent Survey EOY

Objective 3 Communicate class-specific information to parents.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
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Learning Platforms such as Canvas and google classroom will contain up-to-date information about each classroom.	Classroom teachers and principals.	Teachers attend PD for Learning Platforms.	August to May	Parent emails and conversations	Parent Survey BOY Parent Survey EOY
SchoolStatus will be used as the primary method of communication.	Teachers, principals, and district staff.	Text, Email, Phone call	August to May	Parent emails and received communication	Parent Survey BOY Parent Survey EOY

## Objective 4 Respond promptly to incoming emails.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
The school will communicate important information to parents by email or SchoolStatus. The school faculty and staff will respond to parent emails within 24 hours.	All faculty and staff.	Teachers and staff checking emails and SchoolStatus regularly.	August to May		Parent Survey BOY Parent Survey EOY

## Objective 6 Hold community outreach events to involve parents in school culture.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Host events that reach out to parents and families at least once a semester, such as:	Teachers, principals, and district staff.	Experts in the programs to conduct training. Space and technology to conduct workshops.  Reading Expo Family Math Night Science Night STEM Events  Fall Festival	August to May	Emails, conversations.	Parent Survey BOY Parent Survey EOY
Coffee with the Principal- Parents will have opportunities to discuss critical school topics for student success with the Principals.	Principals, Leadership	Principals creating relevant discussions and presentations.	August to May	Emails, conversations	Parent Survey BOY Parent Survey EOY

## Objective 7: Ensure parents are aware of student progress at school and have the tools to ensure student success.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
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Keep grades up to date in the gradebook.	Teachers, principals, and district staff.	Experts in the programs to conduct training. Space and technology to conduct workshops.	August to May	Parent emails. Handouts/PDF to email home.	Grade report dates
Contact parents if student performance is unsatisfactory at the 3 week mark of a 6 week period	Teachers and principals.	Access to gradebook	August to May	Constant monitoring.	Grade report dates
Follow up with parents if student performance does not improve after progress reports	Teachers and principals	Access to gradebook, emails, and time to meet.	August to May	Gradebook monitoring	Grade reports
Schedule conferences (onsite or over the phone) to ensure parents, teachers, and administrators are on the same page about realistic plans for student growth and achievement if student performance issues persist	Teachers and principals.	Time to meet, Training for teachers on communicating with parents.	August to May	Gradebook, emails, conferences	Grade reports

**2. Strengthening Curriculum and Instruction-** Project based learning and authentic learning experiences will be the foundation of the school's learning environment. Teachers will ensure all students meet high academic standards through high-quality instruction. Classrooms and shared spaces throughout the school will reflect a collaborative and hands-on learning environment. Every content area and every grade-level will participate in project based learning experiences. Teachers will collaborate with grade level teams, content teams, academic coaches, and principals to ensure best practices and high quality instruction is occurring.

**Objective 1 Increase students' mathematics achievement in Grades 3-5.**

- The percentage of 3<sup>rd</sup> graders **MEETING** grade level on the STAAR for Mathematics will increase from 43% to 50%.
- The percentage of 4<sup>th</sup> graders **MEETING** grade level on the STAAR for Mathematics will increase from 43% to 53%.
- The percentage of 5<sup>th</sup> graders **MEETING** grade level will increase from 39% to 55% on the 5<sup>th</sup> Grade Mathematics STAAR exam.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Students will use an interactive journal that contains notes (If journal not taken home, then notes also posted on Google Classroom.)  Homework M-F for all students K-5.	Classroom teachers, elementary principal	Journal, Google Classroom	August to May	Unit tests,	CBAs, benchmarks
Students will be given independent practice every day and be given immediate, specific, and intentional feedback.	Classroom teachers, 3-5 Instructional Lead	Independent math practice, teachers, interactive journal	August to May	Homework, Unit tests,	CBAs, benchmarks

Students not successful on previous year's STAAR exam will be provided small group intervention during the school day beginning by week 2 of school. Data will be collected to monitor progress.	Classroom teachers, Instructional lead, IC, elementary principal	Tutorial materials steeped in rigor of STAAR	August to May	Homework, unit tests	CBA, benchmarks
The instructional coach and/or Instructional Lead will provide additional support through co-teaching, mentoring, and collaborative planning.	IC, 3-5 Instructional lead, K-2 Instructional lead, elementary principal	IC, Instructional Leads	August to May	Teacher and IC/Instructional lead conversation	IC Log, Instructional Lead log
Intervention and after school tutorials for students struggling with unit content will begin by the first week of September. Data will be collected to monitor progress.	Classroom teachers, IC, elementary principal	Tutorial materials steeped in rigor of STAAR,  Teachers provide tutorials and additional instruction during school and after. Instructional Coach for additional small groups instruction.	August to May	Teacher, IC and Principal conversations, notes in PLC	CBA, unit tests
Teachers will analyze student results from curriculum based assessments each six weeks.	Classroom teachers, IC, elementary principal	TEKS resource System, Time allotted for data meetings, substitutes for teachers, Eduphoria	August to May	Unit tests	CBA data, grades, STAAR
Mathematics teachers will utilize the TEKS Resource system to teach to the depth and rigor intended by the state. Teachers will utilize research based practices and strategies from <i>Mathematize It</i> .	Classroom teachers, Instructional Leads, IC elementary principal	TEKS Resource system  <i>Mathematize It</i>	August to May	Unit tests	CBA data, grades, STAAR



Strengthen K-2 mathematics instruction by utilizing best practices, manipulatives, and coaching by K-2 instructional lead. Teachers will utilize research based practices and strategies from <i>Mathematize It</i> .	K-2 teachers, Instructional lead K-2, IC, elementary principal	Region 18 PD In house PD Manipulatives <i>Mathematize It</i>	August to May	BOY, MOY, & EOY MAP testing	CBA for 2nd, unit assessments
Vertical PLCs 3-5 and K-2 will be held on monthly to discuss high yield strategies, vocabulary, manipulatives, and best practices and research based strategies from <i>Mathematize It</i> .	K-5 teachers, K-2 and 3-5 Instructional Leads, elementary principal, IC	Staff, manipulatives, Marzano High Yield Strategies, Lead4Ward, TEKS Resource System <i>Mathematize It</i>	August to May	Unit assessments	CBAs, benchmarks, STAAR
PLCs will plan instruction to target needs of students needing intervention.	Classroom teachers, IC, elementary principal	Designated weekly PLC planning time with agenda and notes.	August to May	Walkthroughs, PLCs, unit tests	STAAR, CBA data, unit tests, grades
Professional development focusing on content math, vocabulary, and assessment will be provided by the math specialist and instructional coach during conference periods.	Math specialist, IC, curriculum director, elementary principal	Reading specialist & IC to provide PD for teachers throughout the school year; designated PD days during conference periods.	August to May	Walkthroughs, PLCs, unit tests	STAAR, CBA data, unit tests, grades

### Objective 2: Increase students' mathematics achievement in Grades 6-8.

- Incoming 6th grade students will increase performance at the **MEETS** category from 39% to 50% on the 2023 Mathematics STAAR exam..
- Incoming 7th grade students will increase performance at the **MEETS** category from 38% to 50% on the 2023 Mathematics STAAR exam.
- The percentage of incoming 8<sup>th</sup> graders **APPROACHING** grade level will increase from 48% to 85% and from 18% to 50% in the **MEETS** category.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
<p>Use an interactive journal that contains notes (If journal not taken home, then notes also posted on Canvas platform.)</p> <p>Extra Practice in the evening for all students Monday thru Friday</p>	Classroom teachers, principal	Interactive Journal, and Canvas	August to May	Unit tests	CBA, benchmarks
The instructional coach will provide additional support through co-teaching, mentoring, and collaborative planning.	Instructional coach, department chairs, and principal	IC	August to May	Teacher and IC conversation	IC Log
Intervention and after school tutorials will begin by the first week of September. Data will be collected to monitor progress.	Classroom teachers, IC, principal	Tutorial materials steeped in rigor of STAAR	August to May	Teacher, IC and Principal conversations, notes in PLC, MAP testing	CBA, unit tests

**Objective 3: Increase students' mathematics achievement in Algebra 1.**

- The percentage of Algebra 1 students scoring in the **MEETS** category will increase from 45% to 60% and in the **MASTERS** category from 19% to 30%.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Use an interactive journal that contains notes (If journal not taken home, then notes also posted on Canvas platform.)  Extra Practice in the evening for all students Monday thru Friday	Classroom teachers, principal	Interactive Journal, and Canvas	August to May	Unit tests	CBAs, benchmarks
Focus of instruction will be placed upon application and multiple representations.	Instructional coach, department chairs, and principal	IC	August to May	Teacher and IC conversation, unit exams, MAP testing	IC Log, CBA, unit tests
Intervention and after school tutorials will begin by the first week of September. Data will be collected to monitor progress.	Classroom teachers, IC, principal	Tutorial materials steeped in rigor of STAAR	August to May	Teacher, IC and Principal conversations, notes in PLC, MAP testing	CBA, unit tests

**Objective 4: Percent of Students in Grades 2-8 at or above national Reading RIT score on the EOY MAP Growth assessment will be 60%.**

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Utilize data from BOY to provide targeted and specific intervention to students.	Teachers, Interventionists, Coaches, Reading Specialist	HMH, MAP Growth reports,	Sept to May	MAP Growth, unit test	EOY Map Growth, STAAR
Fully train teachers on how to read and utilize reports to inform instruction.	Curriculum specialist, principals	MAP Growth	Sept. to May	PD log,	
Students and teachers track progress on MAP testing. (individually and whole class avg)	teachers	MAP Growth, data tracking form	Sept to May	MOY MAP Growth	EOY Map Growth

**Objective 5: Percent of Students in Grades 2-8 at or above the national Math RIT score on the EOY MAP Growth assessment will be 60%.**

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Utilize data from BOY to provide targeted and specific intervention to students.	Teachers, Interventionists, Coaches,	HMH, MAP Growth reports,	Sept to May	MAP Growth, unit test	EOY Map Growth, STAAR
Fully train teachers on how to read and utilize reports to inform instruction.	Curriculum specialist, principals	MAP Growth	Sept. to May	PD log,	

Students and teachers track progress on MAP testing. (individually and whole class avg)	teachers	MAP Growth, data tracking form	Sept to May	MOY MAP Growth	EOY Map Growth
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**Objective 6: Percent of Students in Grades K-1 at or above the national Reading RIT score on the EOY MAP Growth assessment will be 40%.**

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
Utilize data from BOY to provide targeted and specific intervention to students.	Teachers, Interventionists, Coaches, Reading Specialist	HMH, MAP Growth reports,	Sept to May	MAP Growth, unit test	EOY Map Growth, STAAR
Fully train teachers on how to read and utilize reports to inform instruction.	Curriculum specialist, principals	MAP Growth	Sept. to May	PD log,	
Students and teachers track progress on MAP testing. (individually and whole class avg)	teachers	MAP Growth, data tracking form	Sept to May	MOY MAP Growth	EOY Map Growth

Student-Centered Community- Student success and well-being will be our focus and will drive all decisions. All staff will share a commitment to educating the whole child with social emotional learning experiences embedded in all content areas. School-wide systems and expectations will be implemented and enforced by all. STEM will develop an

environment that supports the intellectual, social, physical and emotional growth while building communities within the classroom to collaborate and discuss issues. Students will know they are valued and cherished.

Objective 1: Improve school culture and climate by enhancing student experiences through district sponsored programs.

Strategy	Responsibility	Resource	Timeline	Formative Assessment	Summative Assessment
We will develop a culture map that outlines grade level PBL's.	ED, teachers, sponsors, and students	Student Council, Culture Map <ul style="list-style-type: none"> <li>• HS Pathway Semester PBL's</li> </ul>	August to May	Student feedback	MS & HS grade level retention
A variety of clubs and activities will be available for students to join and/or create.	Teachers Club sponsors and counselors.	UIL, DI Robotics, StuCo Class participation, Paleontology, Science Club	August to May	Student feedback	Student surveys
Secondary students will provide community service by volunteering in the Odessa Community.	Club sponsors Teachers, principals	Student council, national honor society, Odessa chamber of commerce.	August to May	Student feedback	Recorded hours of service.
Provide events that are specifically targeting elementary and middle school students to strengthen our inclusive and engaging campus environment.	Teachers, sponsors, and Principal	Club Sponsors <ul style="list-style-type: none"> <li>• World Explorers</li> <li>• Elementary Esports</li> <li>• Elementary DI</li> <li>• Elementary StuCo</li> </ul>	August to May	Student feedback	Student surveys, culminating events

STEM students will be given opportunities throughout the year to build grade level traditions.	Secondary Principal, Counselor, Academic Advisor, Grade level sponsor	Student council and grade level committees.  EX: <ul style="list-style-type: none"> <li>● Jr/Sr Prom</li> <li>● Sr PBL - Road to Graduation</li> <li>● MS Spring Dance</li> <li>● 8th - 9th Bridging Ceremony</li> </ul>	August to May	Student feedback	Student surveys
STEM will have at least 85% graduating Seniors classified as CCMR compliant.	Secondary Principal, Counselor	TSI, CLP ELA/MATH course, Dual Credit, SAT	August to May	TEAL Report and ASCENDER /Spreadsheet check off	Summer PEIMS submission

**Addendum 3: Student Outcome and Financial Performance Goals**

	Campus 2019	2022-2023	2023-2024	2024-2025
Overall Scaled Score	77	≥ 81	≥ 83	≥ 85
Student Achievement Domain I Scaled Score	77	≥ 82	≥ 84	≥ 86
Closing the Gaps: STAAR All Student Groups	76	≥ 80%	≥ 82%	≥ 84%

	2022-2023	2023-2024	2024-2025
	Performance Measure #4		
K-1 <sup>st</sup> Grade Reading Achievement NWEA	Percent of students at or above national EOY RIT score ≥ 40%	Percent of students at or above national EOY RIT score ≥ 43%	Percent of students at or above national EOY RIT score ≥ 45%
K-1 <sup>st</sup> Grade Math Achievement NWEA	Percent of students at or above national EOY RIT score ≥ 40%	Percent of students at or above national EOY RIT score ≥ 43%	Percent of students at or above national EOY RIT score ≥ 45%
All Grades STAAR ELA/Reading Achievement	Percent of students at meets standard or above ≥ 51%	Percent of students at meets standard or above ≥ 54%	Percent of students at meets standard or above ≥ 57%
All Grades STAAR Math Achievement	Percent of students at meets standard or above ≥ 40%	Percent of students at meets standard or above ≥ 43%	Percent of students at meets standard or above ≥ 46%
	Performance Measure #8		
2 <sup>nd</sup> - 8 <sup>th</sup> Grade Reading NWEA Growth	EOY Conditional Growth Percentile for each grade ≥ 60	EOY Conditional Growth Percentile for each grade ≥ 60	EOY Conditional Growth Percentile for each grade ≥ 60
2 <sup>nd</sup> - 8 <sup>th</sup> Grade Math NWEA Growth	EOY Conditional Growth Percentile for each grade ≥ 60	EOY Conditional Growth Percentile for each grade ≥ 60	EOY Conditional Growth Percentile for each grade ≥ 60
CCMR Ready Graduates Scaled Score	≥ 80%	≥ 83%	≥ 86%



**Financial Performance Goals:**

Performance Measure #1	Unqualified Audit Obtain an unqualified audit opinion, in connection with the annual financial report described in this Agreement.
Performance Measure #2	Unrestricted Days Cash Days cash is greater than or equal to 60 by the end of the 22-2023 school year and maintain that amount thereafter.
Performance Measure #3	Cash Flow OP avoids overspending the allocated budget and operates within its means; OP's total expenditures does not exceed total revenues for the fiscal year.
Performance Measure #4	Current Financial Statements Monthly financial statements will be available for review upon request.

**Performance Consequences:**

The goal progress measures (Addendum 3) will be monitored and presented to the ECISD Board at least once a year. Upon reporting, if goal progress measures are not met, then OP is required to develop and implement an improvement plan which will be publicly reported to the ECISD Board.

**Academic Performance:**

The District may terminate this agreement if the OP fails to achieve two out of first three performance goals of the same student outcome goals for two or more consecutive years.

**Financial Performance:**

The district may also terminate this Agreement for Financial Performance if at any time the OP does not meet generally accepted accounting standards for fiscal management and fails to remedy the violation or violates applicable law and fails to remedy the violation. Furthermore, the OP must provide an unqualified ("clean") audit report to the district in the manner explained in Section 13.09. If the audit raises any concerns or deficiencies that are not corrected by the OP, the District may terminate this Agreement.

Termination under this paragraph shall be effective at the end of the then current school year so long as written notice of such termination is provided no later than thirty (30) days after the Commissioner of Education's academic ratings or the determination of student outcome goals by the District that the OP has failed to meet the academic or financial performance goals defined above.

