

**Goose Creek Consolidated Independent School District**  
**Impact Early College High School**  
**2024-2025 GCCISD School Board Review-September 2024**



# Mission Statement

We will prepare all students enrolled at IMPACT Early College High School to be college-ready, independent, and skilled citizens. We will provide all students with a rigorous, challenging academic environment that encourages and actively supports high school and college graduation.

## Vision

*Impacting lives today and tomorrow.*

## Value Statement

The faculty and administration of Impact Early College High School commit to:

Incorporate WICOR/CIF across the curriculum on a daily basis.

Collect, analyze, collaborate and communicate student data to provide opportunities for growth and intervention.

Implement student based instructional technology in the classroom at least once a six weeks.

Develop and maintain a rapport within and among students to foster a physically and emotionally safe and inclusive environment.

Provide opportunities for leadership and creativity through a culture of service.

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# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data

## Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Local benchmark or common assessments data

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dual-credit and/or college prep course completion data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

## Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data

**Parent/Community Data**

- Parent surveys and/or other feedback

**Support Systems and Other Data**

- Processes and procedures for teaching and learning, including program implementation
- Communications data





# Goals

**Goal 1:** IMPACT ECHS will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

**Performance Objective 1:** We will increase meets level performance to 93% or higher in all subjects for all students.

**Evaluation Data Sources:** Student assessment reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Analyze CUAs, NWEA, MAPs, benchmarks, and past state assessments per department per grade level, to analyze student weaknesses and make necessary curricular adjustments. <b>Strategy's Expected Result/Impact:</b> Add data reviews to meeting agendas; utilize the Leadership Report Card and Teacher Learning Reports, and 2 Year Academic Growth Template STAAR to review data to guide instruction. Data reports culled by campus administrator are available in Google Drive for teacher use. <b>Staff Responsible for Monitoring:</b> Campus Administrators: Principal, Academic Dean/Assistant Principal	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Hold at least one grade level meeting per semester where goals and expectations are communicated to the students. Follow up with ParentSquare, email, conferences, other forms of communication to reinforce. <b>Strategy's Expected Result/Impact:</b> All attending staff will sign-in We will use the school calendar to schedule assemblies Daily learning intentions and success criteria readily visible by students in all classrooms <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June

Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Students who fail state mandated tests (STAAR), TSIA, or other required standardized assessment will be placed in a writing lab, math lab, or other needed content area intervention; focusing on subject area acceleration using the Learning Lab, other appropriate software or programs designed to meet individual needs. A committee comprised of classroom teacher(s), counselor, administrator, will meet to develop individual intervention plans for each student and will monitor their progress. <b>Strategy's Expected Result/Impact:</b> Build in time for support in student schedule Keep and share parent/student conference minutes Maintain up to date SST minutes Fall semester: Focused Study Halls based on last years' STAAR Spring semester: Focused Study Halls based on fall CUA performance Content area interventionists hired to provide just-in-time tutoring and test prep to student identified as needing additional preparation <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor  <b>Funding Sources:</b> Supplemental materials - Coordination of Local and State Funds - ESL Funds - \$500, Supplemental materials - Coordination of Local and State Funds - GT Funds - \$500, Supplemental materials - Coordination of Local and State Funds - Special Education Funds - \$250	Formative		
	Nov	Feb	June
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Offer one parent meeting a semester to discuss data and student success strategies. <b>Strategy's Expected Result/Impact:</b> Have parents sign-in Build in meetings around the school calendar Offer Tuesday Talks for parents to meet with counselors <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

**Goal 1:** IMPACT ECHS will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

**Performance Objective 2:** Increase the student percentage meeting "masters grade level" on all STAAR tests to a minimum 25% for all areas except US. History set at a minimum of 50%, and give students ownership of their data and progress through goal setting.

**Evaluation Data Sources:** Student assessment reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> All faculty will participate in professional development activities focusing on the delivery of instruction, specifically the Common Instructional Framework. The faculty will use techniques including, but not limited to, The Common Instructional Framework, SIOP, and will prioritize WICOR and AVID strategies, in order to promote students' critical thinking and problem solving skills. Academic Content Specialists will provide additional support as needed. <b>Strategy's Expected Result/Impact:</b> Provide PLC training and have all participants sign in Create agendas with PLC focus Reflect key look-fors when conducting classroom observations <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Utilize innovative technology to assist students in the learning process including the use of iPads and subject appropriate apps. Teachers will commit to using one new technology application each semester. <b>Strategy's Expected Result/Impact:</b> Develop agenda items around technology use Keep sign-in sheets Reflect usage on walkthroughs Look for technology use in lesson plans <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Utilize campus teachers to implement professional development and model instructional strategies. <b>Strategy's Expected Result/Impact:</b> Having teachers who are using strategies that are working and being able to demonstrate that to others will encourage teachers to try different strategies and experiment with new ideas in their respective content areas. Model AVID engagement strategies at weekly Faculty Meetings (embed writing as seen on page 16/Strategy 2). Monitor implementation using weekly teacher conference frequency charts (from observations). Capture effective implementation via SWIVL camera system (or video of teacher) to highlight in faculty meetings and professional learning meetings. Set goals for teacher implementation based on current status. <b>Staff Responsible for Monitoring:</b> Teachers, Academic Dean, Principal	Formative		
	Nov	Feb	June





No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 1:** IMPACT ECHS will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

**Performance Objective 3:** 75% of students will receive their Associate Degree or be core complete by the end of their senior year.

**Evaluation Data Sources:** Student assessment reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> 100% of the student population is college ready by the end of their freshman year in reading and writing as measured by the TSI assessment. <b>Strategy's Expected Result/Impact:</b> Analyze and use TSI test scores to reinforce and reteach as needed Utilize prep programs such as iReady in "camp" formats <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Students who are not TSI ready in Math by the time they complete Algebra 2 will be placed in appropriate Math elective to focus on numeracy skills with the expectation that we will have 100% pass by completion of Algebra II. <b>Strategy's Expected Result/Impact:</b> Analyze and use TSI scores to better prepare students Create opportunities in the student schedules for test prep and review Utilize TSIA Contract as a post-test tool for customized learning and test prep before retesting <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Each semester ensure all students are on track to complete an Associates Degree, and/or have earned 42 college hours by the end of their senior year. <b>Strategy's Expected Result/Impact:</b> Audit college (collaboratively done by Lee College advisor and IMPACT counselor) and High School transcripts (IMPACT counselor) - all students every summer, seniors again in late fall, and again in mid spring Have students sign in when meeting with counselor/advisor Document conversations and notes about student progress Friday Focus - College students (not in college classes on Fridays) will receive targeted tutoring and will self-report grades Students track their own degree attainment with just of Tracking Forms <b>Staff Responsible for Monitoring:</b> Principal Counselor Teachers Assistant Principal Lee College Advisor	Formative		
	Nov	Feb	June



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 1:** IMPACT ECHS will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

**Performance Objective 4:** IMPACT graduating students will increase matriculation to post-secondary institutes by 15%.

**Evaluation Data Sources:** Sign-in sheets for trips; surveys upon return from visits; clearinghouse reports reflecting the students who have enrolled in institutions of higher education  
Practice PSAT  
Practice SAT (full-length)

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide SAT/ACT workshops and materials to adequately prepare students to score well on these exams. ACT/SAT Study Groups will be formed and their progress monitored utilizing practice tests. <b>Strategy's Expected Result/Impact:</b> Increased number of students with improved scores completing ACT/SAT by the end of their junior year by 25%. <b>Staff Responsible for Monitoring:</b> Campus Administrators, College and Career Counselor	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> College visits to local and semi-local colleges and universities to expose students and parents to these institutions and lower anxiety about students pursuing post-secondary education beyond Lee College. <b>Strategy's Expected Result/Impact:</b> Through education and the experience of visiting college campuses, students and parents will have a more realistic perspective of what "college life" entails and realize that it is attainable and doable. Beginning of year and end of year surveys will be conducted to measure this. <b>Staff Responsible for Monitoring:</b> Campus Administrators, College and Career Counselor	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> All students will complete and submit applications to universities/colleges, FAFSA, and any common applications by the end of their senior year using laptops in their AVID Classes, and during CIO sessions. <b>Strategy's Expected Result/Impact:</b> Students will have completed the first step towards continuing their post-secondary education and will have evidence that it is attainable. <b>Staff Responsible for Monitoring:</b> Campus Administrators, College and Career Counselor  <b>Funding Sources:</b> Costs for College and Career Counselor-50% - Coordination of Local and State Funds - CCMR Funds - \$37,500	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** IMPACT ECHS will provide a well-balanced and appropriate curriculum to all students.

**Performance Objective 1:** Implement and utilize the GC Core Curriculum that is aligned to the Texas Essential Knowledge and Skills Readiness and Supporting Standards to provide rigorous instruction to each student.

**Evaluation Data Sources:** Student assessment reports





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> All IMPACT teachers will make reading and writing required components of their classroom instruction and have at least one grade for reading/writing. Teachers will look for written text that relates to their content and incorporate into their instruction. Online and textbook resources will be utilized as appropriate. <b>Strategy's Expected Result/Impact:</b> Review cumulative lesson plans and conduct classroom observations weekly; analyze test results every 9 weeks. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> All IMPACT teachers will make writing a component of their course by teaching note taking skills and utilizing AVID/WICOR writing strategies. <b>Strategy's Expected Result/Impact:</b> Model note-taking and WICOR writing strategies at weekly Faculty Meetings (embedded with Page 13 - Strategy 3). Monitor implementation using weekly teacher conference frequency charts (from observations). Capture effective implementation to highlight at faculty meetings (gallery walks) Set goals for teacher implementation based on current status Focus on appropriate use of AI, utilizing recent College Board recommendations <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Where possible, STAAR tested dual-credit subjects should be taught by state-certified teachers cognizant of the required TEKS and STAAR requirements. <b>Strategy's Expected Result/Impact:</b> Review GCCISD and LEE College rosters of IMPACT students in dual credit classes <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> IMPACT will review data to determine coaching opportunities needed for identified EOC classrooms to improve instructional quality. <b>Strategy's Expected Result/Impact:</b> Review cumulative lesson plans and conduct classroom observations to assure alignment with district curriculum documents and taught curriculum. Analyze CUA data to ensure curricular alignment. Identify instructional gaps using CUA data and confer with teachers and instructional coaches about student needs. <b>Staff Responsible for Monitoring:</b> Campus Administrators, Teaching and Learning Coach  <b>Funding Sources:</b> Costs for Teaching and Learning Coach - Coordination of Local and State Funds - SCE Funds - \$70,000	Formative		
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			

**Goal 3:** IMPACT ECHS, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

**Performance Objective 1:** Maintain an attendance rate of more than 97.5%.

**Evaluation Data Sources:** Attendance Reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Contact parents of students that are marked absent for the day to discuss reason for absence. Parents will be reminded of the importance of attending class and the ramifications for missing a college class. <b>Strategy's Expected Result/Impact:</b> Keep parent phone call log to document daily calls Monitor and discuss attendance concerns during weekly SST meetings <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> A student conference will be scheduled for any student who misses more than three days, regardless for the reason of the absences. If absences continue, a parent conference will be scheduled for students who miss 5 or more days. At the conference a plan will be developed by the parent, student, and Academic Dean/Assistant Principal to eliminate any further absences. In addition a state and district required contract will be reviewed and signed by all parties. <b>Strategy's Expected Result/Impact:</b> Maintain minutes from meeting and signed contracts, review minutes from SST, monitor attendance reports from RaaWee <b>Staff Responsible for Monitoring:</b> Campus Administrators, SST Team, Attendance Clerk	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide incentives for students achieving perfect attendance as well as improved attendance each grading period and semester. <b>Strategy's Expected Result/Impact:</b> List individual students getting the awards Use the Prize Wheel for no tardies every 9 weeks Exam exemptions incentivizing attendance and discouraging needlessly missing class <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

**Goal 3:** IMPACT ECHS, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

**Performance Objective 2:** Implement structures at IMPACT ECHS that will address retention rates for all students.

**Evaluation Data Sources:** Student data reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> All IMPACT teachers will offer after school tutorials for at-risk students in need of additional instruction. <b>Strategy's Expected Result/Impact:</b> Analyze progress reports, report cards and college grades to determine which students to target for tutorials <b>Staff Responsible for Monitoring:</b> Campus Administrators  <b>Funding Sources:</b> Tutorial Teacher Pay and Bus Transportation - Coordination of Local and State Funds - SCE Funds - \$4,000	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Guidelines and criteria will be developed so students know minimum performance expectations at IMPACT. A committee will review any students failing to meet these expectations, and develop a plan to help the students meet the expectations and provide support. Students must comply with their individual support plan to the best of their ability and with parent assistance before it is considered that they might return to their home campus to earn their High School diploma. <b>Strategy's Expected Result/Impact:</b> Develop and share committee's finalized plan and minutes of meetings for each student Summer Bridge program to introduce incoming students to IMPACT and to set expectations for academics, behavior, and success at IMPACT and Lee College <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselors	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> When students feel they want to leave IMPACT, a conference will be scheduled with parents, students, and school officials to discover why they want to leave and what can be done to encourage them to stay and complete their degree. <b>Strategy's Expected Result/Impact:</b> Meet with parents and keep minutes of meeting <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June







Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> The SST Team will meet and identify students that are having difficulty with attendance, academic, and/or behavior needs in order to provide support and/or resources to the student and/or the parent to increase student achievement. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement as reflected by state testing scores. <b>Staff Responsible for Monitoring:</b> Campus Administrators, SST Team  <b>Funding Sources:</b> Cost for Student Wellness Interventionist - Coordination of Local and State Funds - SCE Funds - \$75,000	Formative		
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>			

**Goal 4:** IMPACT ECHS will provide and maintain a safe, positive learning environment.

**Performance Objective 1:** Utilize the GCCISD board policy, code of conduct, and IMPACT campus guidelines to maintain positive behavior interventions and supports.





**Evaluation Data Sources:** Discipline Reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Review discipline data from Review 360 each grading period to develop discipline plans as needed. <b>Strategy's Expected Result/Impact:</b> Use data from Review 360 and discipline plans <b>Staff Responsible for Monitoring:</b> Campus Administrators, teachers	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement P.B.I.S. structures to decrease discipline referrals. <b>Strategy's Expected Result/Impact:</b> Increase in positive reinforcement and celebrations of student success/decrease in disciplinary infractions by 25%. <b>Staff Responsible for Monitoring:</b> Campus Administrators, teachers	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Create a reward system for students who meet expected behavior standards. <b>Strategy's Expected Result/Impact:</b> Positive rewards will encourage students to meet expected behavior. Implement a button reward system that rewards positive educational attainment (e.g. Dean's List) based on student semester grades. Analyze Review 360 discipline frequency reports to determine changes (trending positively and negatively) in student behavior patterns. Reward students based on improvement using Review360. <b>Staff Responsible for Monitoring:</b> Assistant Principal, Counselors, SWI, At-Risk Interventionist, Principal	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** IMPACT ECHS will provide and maintain a safe, positive learning environment.

**Performance Objective 2:** Each year faculty, staff, and students will receive training on recognizing bullying, teen violence, and campus or home-based abuse.





**Evaluation Data Sources:** Training reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Each year administration, faculty and staff will receive an overview training to identify signs of abuse. <b>Strategy's Expected Result/Impact:</b> File training certificates and sign in sheets <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> As needed, plans will be developed for students to receive instruction and intervention on issues of concern. These might include bullying, abuse, self-harm, tolerance, or other topics. <b>Strategy's Expected Result/Impact:</b> As documented by sign-in sheets Reflect in classroom observations <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Maintain and grow the IMPACT Bullying Prevention Committee and continue representation on the District Anti-Bullying Committee. <b>Strategy's Expected Result/Impact:</b> Increased student awareness of bullying and input on how to address/decrease bullying incidents, as measured by frequency of reports entered in Review360 and/or frequency of reports to the Bullying Hotline. <b>Staff Responsible for Monitoring:</b> Campus Administrators, Counselor, SWI	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** IMPACT ECHS will provide and maintain a safe, positive learning environment.

**Performance Objective 3:** IMPACT will support communication between students and administration to help foster positive organizational health.

**Evaluation Data Sources:** Student data reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Student council will meet once per grading period with the campus Principal to discuss overall student needs and student concerns. <b>Strategy's Expected Result/Impact:</b> Keep meeting minutes <b>Staff Responsible for Monitoring:</b> Campus Administrators, Student Council Sponsor(s)	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Daily announcements will be delivered to students in a variety of forms to ensure all students have access to information. <b>Strategy's Expected Result/Impact:</b> Use Parent/StudentSquare as the uniform communication tool, and/or email announcements, website with scrolling announcements, Remind, Twitter, Apple TV, other social media options, positive affirmations such as "call-outs" on P.A. system as documentation <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Maintain the newly created Principal's Advisory Council <b>Strategy's Expected Result/Impact:</b> Students serving on the council provide a direct line of communication to and from the student body, to positively affect change on campus, as measured by brief student surveys conducted at the beginning and end of the semester. <b>Staff Responsible for Monitoring:</b> Principal	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 5:** IMPACT ECHS will recruit, develop, and retain highly effective personnel.

**Performance Objective 1:** All students will be taught by a highly effective teacher.

**Evaluation Data Sources:** Staffing reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> IMPACT administration will attend job fairs and recruit early from a pool of highly effective teachers in core subject areas. <b>Strategy's Expected Result/Impact:</b> Attend job fairs per recruiting schedule and hire 100% highly qualified teachers. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Assure that all assignments and reassignments are filled with highly effective staff. <b>Strategy's Expected Result/Impact:</b> 100% highly effective staff roster <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Evaluate campus teacher induction program/mentorship initiatives and make changes to improve the program efforts to retain teachers. <b>Strategy's Expected Result/Impact:</b> Keep agendas and minutes of meetings. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

**Goal 5:** IMPACT ECHS will recruit, develop, and retain highly effective personnel.

**Performance Objective 2:** Ensure 100% of teachers receive high quality professional development.

**Evaluation Data Sources:** Staffing reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Assess staff development needs of those teachers that are not meeting highly effective standards <b>Strategy's Expected Result/Impact:</b> Provide staff development assessment and have staff upload certificates to Eduphoria for documentation. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Develop staff development growth plans for all non-highly effective teachers. <b>Strategy's Expected Result/Impact:</b> Write highly effective intervention plan and complete documentation for each non-highly effective teacher. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Conduct mid-year review of staff development hours <b>Strategy's Expected Result/Impact:</b> Run staff development report as documentation. <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>			

**Goal 5:** IMPACT ECHS will recruit, develop, and retain highly effective personnel.

**Performance Objective 3:** Ensure teachers attend at least one district or out of district professional development during the course of the school year.





**Evaluation Data Sources:** Training reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> IMPACT will send delegates from our campus to the AVID professional development conference. These teachers will share strategies learned. <b>Strategy's Expected Result/Impact:</b> Write meeting minutes to show strategies Spotlight a strategy once a month Collect certificates from AVID summer institute. <b>Staff Responsible for Monitoring:</b> Campus Administrators, Campus AVID Coordinator	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> IMPACT teachers will attend an AP Conference, Subject area conference, and/or Early College High School conferences to promote rigor in the classroom. <b>Strategy's Expected Result/Impact:</b> Teachers will share strategies learned with the group during the strategy spotlight, as well as turn in those professional development certificates to the office <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

**Goal 6:** IMPACT ECHS will establish and maintain parental and community partnerships in education to enhance student achievement.

**Performance Objective 1:** IMPACT ECHS will provide opportunities for parents to participate in their child's educational career as well as continue to build a family culture with our stakeholders via faculty collaboration, family communication and community partnerships.

**Evaluation Data Sources:** Parent participation reports and surveys  
Community participation reports





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> IMPACT ECHS will communicate with parents via ParentSquare posts/messages, parent e-mails, website postings, campus events, social media and parent conferences. <b>Strategy's Expected Result/Impact:</b> Maintain an updated website, by reviewing every Friday and emailing campus webmaster with updates. Send out newsletters Utilize ParentSquare for communication including calls/emails/texts; run reports to document all communication. Post info on social media sites <b>Staff Responsible for Monitoring:</b> Campus Administrators, Webmaster, Social Media Coordinator	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> IMPACT will work with its Partner In Education to promote education and community support. This could include activities such as Red Ribbon week, contributions toward membership in Phi Theta Kappa, etc., and other activities as agreed upon. <b>Strategy's Expected Result/Impact:</b> Submit annual PIE report <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Parent and student meetings will be conducted throughout the year to inform the stakeholders about academic strengths, areas of concern, parental support, and student expectations. Other topics of discussion could be AVID strategies and college entrance concerns. <b>Strategy's Expected Result/Impact:</b> Keep sign-in sheets and agendas Offer presentations <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			



**Goal 7:** IMPACT ECHS will provide the technology infrastructure and tools to maximize student achievement

**Performance Objective 1:** Instructional technology will be used to increase student interest, motivation, and achievement.

**Evaluation Data Sources:** Student assessment reports

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Teachers will integrate technology resources and tools into their lessons, including the following: E-instruction, Brain Pop, iPads, Smart Boards, Google Classroom and other instructional apps. <b>Strategy's Expected Result/Impact:</b> Review lesson plans and document those with integrated technology Document technology use in walk-throughs <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> IMPACT will work with TMS to increase collaborative applications in the classroom and develop ways for teachers and students to share digital information in and outside of the classroom. <b>Strategy's Expected Result/Impact:</b> Review lesson plans for technology collaboration Analyze and use information from copy of survey results Use walk-through data to target areas of teacher growth in technology <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative		
	Nov	Feb	June
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Walk-throughs and observations will document use of technology and surveys will provide feedback on effectiveness. <b>Strategy's Expected Result/Impact:</b> Data will reinforce the importance of using technology effectively during instruction. <b>Staff Responsible for Monitoring:</b> Academic Dean, Principal	Formative		
	Nov	Feb	June
<div> <div>  0% No Progress </div> <div>  100% Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

# Campus Funding Summary

Coordination of Local and State Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Supplemental materials	Special Education Funds	\$250.00
1	1	3	Supplemental materials	GT Funds	\$500.00
1	1	3	Supplemental materials	ESL Funds	\$500.00
1	4	3	Costs for College and Career Counselor-50%	CCMR Funds	\$37,500.00
2	1	4	Costs for Teaching and Learning Coach	SCE Funds	\$70,000.00
3	2	1	Tutorial Teacher Pay and Bus Transportation	SCE Funds	\$4,000.00
3	2	4	Cost for Student Wellness Interventionist	SCE Funds	\$75,000.00
Sub-Total					\$187,750.00