# Taylor Independent School District Legacy Early College High School 2024-2025 Campus Improvement Plan



# **Mission Statement**

Legacy Early College High School's mission is to provide a unique and rigorous academic experience in a supportive and family-like environment so that students are prepared for post-secondary education and/or careers.

# Vision

#### Vision

Legacy Early College High School's vision is to ensure that all students graduate with the knowledge and skills necessary for post-secondary success.

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# **Comprehensive Needs Assessment**

# **Demographics**

#### **Demographics Summary**

Legacy ECHS has a student population of roughly 103 students, with a capacity of 50 students per grade level. I'm pleased to share that our school serves a diverse community, with the following ethnic breakdown:

Asian: 0%

• African American: 5.83%

Hispanic: 48.54%White: 42.72%Pacific Island: 0%Two or More: 2.91%

Additionally, 49% of our student population is Economically Disadvantaged, and 34% is considered At Risk. We are also proud to have 12% of our students identified as gifted.

#### **Demographics Strengths**

At Legacy, we use demographic data to improve and build upon our recruitment and enrollment processes each year. Based on this data, we are able to analyze specific population numbers within Taylor ISD, allowing us to identify our At-Risk and underrepresented students in 8th grade. This targeted approach allows us to modify or adjust those recruitment efforts based on results and trends, while also collaborating with our middle school counselor partners on strategies to recruit our targeted populations. Our district serves one middle school and one comprehensive high school, so students must either choose the comprehensive high school or our ECHS. This has changed our approach to recruitment, creatively involving more student involvement in hopes of sharing our story with the community. To improve on this measure, our leadership team would benefit from strategies to maintain At-Risk numbers in comparison to district numbers. Convening workshops that review at-risk tracking over time would be very helpful.

#### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Comparable data for At-risk students is 10% below required by TEA for an ECHS **Root Cause:** low enrollment has made it difficult to maintain a 25% gap for the incoming 9th grade class.

#### **Student Achievement**

#### **Student Achievement Summary**

The impressive numbers for state STAAR testing are a testament to the hard work and dedication of our entire school community - the students, teachers, staff, and families.

Approaches Grade Level Standard or Above: 99%

Meets Grade Level Standard or Above: 79%

**Masters Grade Level Standard: 37%** 

#### **Student Achievement Strengths**

Our students continue to excel in all subject areas, especially in the area of English I and II. Our TSI performance continues to improve to 100% passing by the time students reach 11th and 12th grade, allowing students to enroll in college level coursework. Our students continue to out perform the district and the state in English 1, English 2, US History and Algebra 1. Our Algebra 1 scores increased from 24% Meets grade level to 64% Meets grade level from 2023 to 2024 school year.

#### **School Culture and Climate**

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

Our student-teacher ratio allows us to provide individualized instruction and care for each student. This, combined with our collaborative community spirit and strong staff/peer relationships, creates an environment where we can celebrate our students at every opportunity.

We also make a concerted effort to facilitate team-building activities in both our CCR and content classrooms, fostering a focus on social-emotional learning and providing valuable student leadership opportunities.

#### **School Culture and Climate Strengths**

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#### **Problem Statements Identifying School Culture and Climate Needs**

**Problem Statement 1:** ECHS staff have a need to review the Outcome-Based Measures for Access for Distinction. This will help ensure that we have a shared understanding of the expectations and can work collaboratively to meet them. **Root Cause:** Little involvement in understanding the ECHS model during PD and campus growth opportunities to meet the needs of at risk students.

**Problem Statement 2:** regular grade-level teaming discussions would be invaluable in supporting the individual needs of our students. These discussions would allow us to identify areas of strength and opportunities for growth, and develop tailored strategies to help each student succeed **Root Cause:** Community belief that Legacy is only for high achieving students creates misconceptions and misaligned understanding the mission of our campus.

# **Priority Problem Statements**

# **Comprehensive Needs Assessment Data Documentation**

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

#### **Improvement Planning Data**

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- 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 Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- · Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data

#### **Student Data: Assessments**

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- 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
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

#### **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Response to Intervention (RtI) student achievement 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
- Student surveys and/or other feedback
- · School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Professional development needs assessment data
- T-TESS data

#### Parent/Community Data

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

#### **Support Systems and Other Data**

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

# Goals

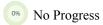
Goal 1: Excellence in Student Outcomes

Performance Objective 1: Increase academic achievement

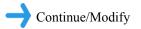
**High Priority** 

Evaluation Data Sources: STAAR EOC's, CBA's, formal and informal classroom data, state interim testing, and Renaissance data, PD Plans, trainings

Strategy 1 Details		Rev	views		
Strategy 1: Schedule and maintain weekly classroom walkthroughs using TISD walkthrough form for feedback		Formative		Summative	
Strategy's Expected Result/Impact: increase teacher efficacy and student engagement	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal and lead instructor	N/A				
TEA Priorities:					
Recruit, support, retain teachers and principals					
Strategy 2 Details		Rev	views		
Strategy 2: Identify and provide targeted interventions using campus and district level data		Formative		Summative	
Strategy's Expected Result/Impact: 5% growth in Meets grade level-Identify and provide targeted interventions	Oct	Jan	Mar	June	
using campus and district level data  Staff Responsible for Monitoring: Principal, instructional lead teacher	N/A				
Stan Responsible for Monitoring. Trincipal, instructional lead teacher					
Strategy 3 Details		Rev	iews	•	
Strategy 3: Facilitate & Support Cross Curricular PLC process (Critical Friends Group design)		Formative		Summative	
Strategy's Expected Result/Impact: Increase cross-curricular collaboration to support all content areas	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal, Lead instructor	N/A				
Strategy 4 Details		Rev	views		
Strategy 4: Monitor and support campus MTSS system to identify students in need of academic and social-emotional		Formative		Summative	
support through restorative practices	Oct	Jan	Mar	June	
Strategy's Expected Result/Impact: identify student supports needed for target groups and interventions	N/A				
Staff Responsible for Monitoring: Principal, counselor, Lead instructor					









## Goal 1: Excellence in Student Outcomes

## Performance Objective 2: Ensure safety and well-being

**High Priority** 

Evaluation Data Sources: Fire Drill, Inclement Weather Drills, Intruder Drills, Camera monitoring, Campus walk throughs, safety training

Strategy 1 Details		Reviews			
Strategy 1: Conduct 100% of required safety drills and monitor student safety protocols		Formative		Summative	
Strategy's Expected Result/Impact: increase student and staff safety- through daily and weekly door checks	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal, CERT team members, security guard	N/A				
Strategy 2 Details		Rev	iews	'	
Strategy 2: Support student needs by grade level through Counselor and College & Career Readiness teachers		Formative		Summative	
Strategy's Expected Result/Impact: increased overall student well being	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal, Counselor, teachers	N/A				
No Progress Continue/Modify	X Discor	itinue	'		

## Goal 1: Excellence in Student Outcomes

# Performance Objective 3: Increase engagement through well rounded experiences

**Evaluation Data Sources:** student surveys, CCR lesson plans, field trip planning Student driven clubs, service learning participation, student surveys

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Re	eviews	
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Reviews		
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## Goal 1: Excellence in Student Outcomes

Performance Objective 4: Increase college and/or career readiness by graduation

**Evaluation Data Sources:** classroom observations, curriculum lesson plans

TSI results, CCRMS indicators

Strategy 1 Details		Rev	iews	
Strategy 1: Design, implement and monitor College & Career Readiness curriculum across all grade levels		Formative		Summative
Strategy's Expected Result/Impact: All students in 9th through 12th grade will engage in college planning activities	Oct	Jan	Mar	June
through grade-level aligned College Readiness Curriculum  Staff Responsible for Monitoring: Principal, counselor, teachers	N/A			
Strategy 2 Details		Rev	iews	
Strategy 2: Plan ongoing College visits and cultural experiences		Formative		Summative
Strategy's Expected Result/Impact: Increased experiences provided to support student interest in post-secondary	Oct	Jan	Mar	June
experiences  Staff Responsible for Monitoring: Principal, counselor, college & career readiness teachers	N/A			
Strategy 3 Details		Rev	iews	
Strategy 3: Provide and support student leadership opportunities through Phoenix Phriday clubs		Formative		Summative
Strategy's Expected Result/Impact: Increase leadership skills through defined roles on campus which improves life-	Oct	Jan	Mar	June
ready skills post-graduation  Staff Responsible for Monitoring: Principal, counselor, CCR teachers	N/A			
No Progress Accomplished — Continue/Modify	X Discor	ntinue		

## Goal 2: Exceptional Workplace Climate

## Performance Objective 1: Increase Morale, recruitment and retention

#### **High Priority**

**Evaluation Data Sources:** Classroom observations, classroom student data, testing data, new teacher mentoring & coaching, training, PD Schedules, PLCS staff surveys, student activity plans

Strategy 1 Details		Re	views	
Strategy 1: Share district level surveys and analyze results to identify trends for campus improvement		Formative		Summative
Strategy's Expected Result/Impact: gather feedback from staff to support immediate needs and plan for	Oct	Jan	Mar	June
improvement  Staff Responsible for Monitoring: Principal, campus leadership team	N/A			
Strategy 2 Details		Re	views	·
Strategy 2: Complete staff rounding during Fall and Spring semesters for 100% of staff & update staff with appropriate		Formative		Summative
actions/progress	Oct	Jan	Mar	June
	N/A			
Strategy 3 Details		Re	views	•
Strategy 3: Increase teacher leadership opportunities that support engagement and involvement on campus at all grade		Formative		
evels	Oct	Jan	Mar	June
	N/A			
Strategy 4 Details		Re	views	•
Strategy 4: Provide teachers with training, coaching and/or mentoring needed to ensure classroom effectiveness		Formative		Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 5 Details		Re	views	•
Strategy 5: Provide faculty and staff with professional learning and support opportunities through the use of Better		Formative		Summative
Fogether peer accountability partners	Oct	Jan	Mar	June
	N/A			
		Jan		

# Goal 2: Exceptional Workplace Climate

# Performance Objective 2: Ensure strategic compensation and benefits

Strategy 1 Details		Reviews			
Strategy 1: Monitor campus stipend list in order to remain regionally competitive with pay structures		Formative		Summative	
Strategy's Expected Result/Impact: ensure that staff are offered pay/resources in alignment with duties	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal	N/A				
Strategy 2 Details		Rev	views	_ l	
Strategy 2: Implement CEIC and teacher committees to provide ideas/feedback on innovative compensation initiatives.	Formative			Summative	
Staff Responsible for Monitoring: Principal	Oct	Oct Jan Mar			
	N/A				
Strategy 3 Details		Rev	views		
Strategy 3: Ensure TTESS procedures are met consistently to support Teacher Incentive Allotment Program.		Formative		Summative	
Strategy's Expected Result/Impact: Well calibrated Teacher observations and walkthroughs for data collection	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal	N/A				
No Progress Continue/Modify	X Discor	tinue	•		

# Goal 2: Exceptional Workplace Climate

# Performance Objective 3: Ensure continuous professional development and training

Evaluation Data Sources: PD plans, PLC agendas

Strategy 1 Details		Rev	views	
Strategy 1: Implement campus wide PD during weekly PLC meetings to support instructional practices across all contents		Formative		Summative
Strategy's Expected Result/Impact: Increase collaboration on best practices, increase student performance and	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal, lead instructor	N/A			
Strategy 2 Details		Rev	views	
Strategy 2: Support teacher growth through self-reflection and goal-setting and ongoing teacher coaching		Formative		Summative
Strategy's Expected Result/Impact: Increased teacher performance	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal	N/A			
No Progress Continue/Modify	X Discor	ntinue	•	•

## **Goal 3:** Strong Partnerships

Performance Objective 1: Increase family engagement and satisfaction

Evaluation Data Sources: staff, students, parent surveys, parent meeting agendas

Strategy 1 Details		Rev	iews	
Strategy 1: Provide meaningful opportunities to develop student leadership and increase student culture through the		Formative		Summative
strategic design of Friday schedule	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details		Rev	iews	•
Strategy 2: We will increase parent and student engagement through communication regarding campus news and provide		Formative		Summative
the school community with opportunities for input during grade level parent meetings	Oct	Jan	Mar	June
	N/A			
Strategy 3 Details		Rev	iews	
Strategy 3: Provide opportunities for parent interaction at during campus/community events, such as Meet the Teacher,		Formative		Summative
Open House, and Legacy breakfast social	Oct	Jan	Mar	June
	N/A			
No Progress Continue/Modify	X Discor	ntinue		

# **Goal 3:** Strong Partnerships

## Performance Objective 2: Ensure community engagement and satisfaction

Evaluation Data Sources: staff, students, parent surveys, parent meeting agendas

Strategy 1 Details		Reviews			
Strategy 1: Meet monthly with Temple College partners to gather support and feedback for improvement of school design		Formative		Summative	
	Oct	Jan	Mar	June	
	N/A				
No Progress Continue/Modify	X Discor	ntinue			

# Goal 4: Efficient Financial Stewardship

# **Performance Objective 1:** Ensure fiscal responsibility and financial management

Strategy 1 Details		Rev	riews		
Strategy 1: Monitor purchasing processes outlined in the finance handbook.		Formative		Summative	
Strategy's Expected Result/Impact: Achieve Perfect FIRST Rating Campus budgets balanced	Oct	Jan	Mar	June	
Timelines for budgets are followed	N/A				
Strategy 2 Details	Reviews				
Strategy 2: Monitor dual-credit enrollment to ensure FAST funding benefits provide tuition savings	Formative			Summative	
<b>Strategy's Expected Result/Impact:</b> decrease the amount of money spent on tuition by capitalizing on savings through the program each semester	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal, counselor, registrar	N/A				
Strategy 3 Details	Reviews				
Strategy 3: Collaborate with Temple College to lower the cost of textbooks by using OER embedded resources		Formative		Summative	
Strategy's Expected Result/Impact: lower the cost of textbooks each semester	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal	N/A				
Strategy 4 Details		Rev	riews		
Strategy 4: Ensure campus system for monitoring daily attendance		Formative		Summative	
Strategy's Expected Result/Impact: increase attendance will increase funding received	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal, attendance clerk	N/A				
No Progress Accomplished — Continue/Modify	X Discon	tinue			

# Goal 4: Efficient Financial Stewardship

# Performance Objective 2: Increase operational effectiveness and efficiency

Strategy 1 Details					
Strategy 1: Monitor system for ensuring M&O and technology work order systems are operating efficiently.		Formative			
Strategy's Expected Result/Impact: Alignment to district processes for efficiency and effectiveness	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Principal	N/A				
Strategy 2 Details		Rev	iews		
<b>Strategy 2:</b> Support and monitor the protocols for effective PEIMS management.		Formative		Summative	
Strategy 2: Support and monitor the protocols for effective PEIMS management.  Staff Responsible for Monitoring: Principal PIEMS/Registrar, attendance clerk	Oct	Formative Jan	Mar	Summative June	
	Oct N/A		Mar	+	

# Goal 4: Efficient Financial Stewardship

# Performance Objective 3: Ensure strategic long-term asset and facility planning

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with district staff to discuss long-term facility planning	Formative Summative			
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Collaborate and support district Community Action and Bond Oversight Committee and district-wide ten-year	Formative Summative			
financial asset plan.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal	N/A			
No Progress Continue/Modify	X Discor	itinue		