

**Ennis Independent School District**  
**Ennis High School**  
**2024-2025 Campus Improvement Plan**



# Mission Statement

The Ennis Independent School District (ISD) shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to insure that every student is equipped to his/her greatest academic potential.

Qualities of character to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

## Vision

**Educate, Encourage, & Empower**

## Value Statement

**Every Student, Every Day, Whatever it Takes!**

# Ennis ISD District Goals

1. Ensure all students receive high-quality instruction.
2. Provide and support high quality staff for all classrooms.
3. Empower staff with resources to ensure student excellence.
4. Provide a safe and secure learning environment, cultivating character and high expectations.
5. Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.
6. Maintain high-quality facilities with an instructional focus.

# Ennis High School Goals

1. Ennis High School will ensure that its students receive high quality instruction.
2. Ennis High School will recruit and retain a dynamic and highly qualified teaching staff.
3. Ennis High School Leadership will budget and plan appropriately for the needs of our campus including but not limited to instructional materials, supplies, and professional development.
4. Ennis High School will maintain a culture of high expectations for students and staff.
5. Ennis High School will continue to engage our community and the families that it serves through proactive communication and outreach activities to improve teacher and student outcomes.
6. Ennis High School staff and students will maintain district facilities and will take pride in their appearance and upkeep.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Ennis High School is a mid-sized, rural, 5-A high school located in south-eastern Ellis County. Ennis High School currently serves approximately 1895 students for grades 9-12 and employs a staff of 187 including 132 certified teachers, 37 paraprofessional support, 4 counselors and 6 campus administrators. Ennis High School is a majority minority campus with around 57.5% of its students Hispanic, 16.5% African-American, and the remaining 20.2% White and 5.8% "other". According to TAPR data, the EHS population is 52.1% economically disadvantaged; however, actual numbers of Economically Disadvantaged are most likely much higher than that.

Ennis High School has seen modest growth over the past three to five years, and the student population has climbed to approximately 1895 students the past year. During the year, the total enrollment is growing at the projected increase. Ennis High School does have a very large at-risk population. The district uses the at-risk indicators defined by the state to determine students' at risk status.

In regards to special education referrals, very few students are actually referred to special education while they attend Ennis High School. Students with special needs are identified as such prior to their enrollment in high school.

### Demographics Strengths

The student body of Ennis High is diverse in both racial and ethnic composition as well as socioeconomic status. Our students mainly come from poor to middle class households and, for the most part, exhibit respectful and appropriate behavior. A large number of our students are involved in some sort of extra-curricular activity and therefore have an investment in Ennis High School.

Ennis High School offers several dropout prevention and credit recovery programs. The "Pride" program serves students that are at risk of dropping out and are in need of credit recovery. In addition, Ennis High School employs the "Mentors Cares" program to aid students in meeting any needs that may deter students from success not only on campus, but also in the community.

Ennis High School features a large National Honor Society and Student Council program that is not only successful in the classroom, but very active in the community as well.

Since its inception in 2008, the AVID program has helped many students become the first in their families to graduate from high school and attend college. This program is a positive tool for creating diverse "advanced" classes. This program continues to grow through adding a District AVID director, 2 full time teachers at the high school and several sections of AVID at the junior high.

# Student Learning

## Student Learning Summary

Ennis High School showed improvement in the 5 tested subjects of Biology, English I, English II, Algebra I and U.S. History.

English I - 7% increase in Meets and a 6% increase in Masters

English II - 6% increase in Approaches and 25% increase in Meets

Algebra I - 25% increase in Meets and 4% increase in Masters

US History - 5% increase in Approaches and 3% increase in Masters

College and career readiness is still an area of strength. EHS had 94% of the Class of 2024 CCMR ready.

## Student Learning Strengths

On the English I test, Ennis High School was equal to the state average in "Meets" with 50% of the students meeting this standard. EHS scored 5% below the state average in both approaches and masters.

On the English II test, Ennis High School increased the percentage of students achieving meets by 25% to outscore the state average by 2% in this category.

On the Biology test, Ennis High School increased the number of students achieving meets by 25%. This allowed Ennis High School to outscore the state average by 5% in this category.

On the Algebra I test, Ennis High School increased the percentage of students achieving meets by 21% to outscore the state average by 2%.

Ennis High School is entering its 16th year as an AVID Campus. Our AVID students, as a group, have outperformed the student body as a whole on STAAR tests every year. The AVID program is also available at the JH level and we expect the number of sections of AVID to increase at the HS due to this expansion. 98% of the AVID Juniors approached or exceeded grade level on the U.S. History EOC. 95% of AVID Sophomores approached or exceed grade level on English II. EHS AVID Freshmen continued the trend with 96.8% approaching or exceeding grade level on English I, 92.4 approaching or exceeding grade level on Algebra I, and 98.4% approaching or exceeding grade level on Biology.

EHS provides free TSI test administration throughout the year, as well as courses that prepare students who have not yet passed the TSI.

Students that are enrolled in the AP and Dual Credit curriculum are successful and are prepared for post secondary work. EHS offers an online tutorial program for college readiness exams for students and offers free SAT and ACT tested at school to all students. EHS offers the PSAT to all AVID students and others who are identified by their performance on STAAR tests to freshman students in the spring and sophomore students in the fall.

EHS has a strong CTE program which shows in its percentages of students that are reported to be career and college ready as well as those who complete coherent sequences of CTE courses that are above the state averages for both categories. In 2023-24, 94% of EHS seniors and 100% of our EB students were CCMR ready when they graduated.

# School Processes & Programs

## School Processes & Programs Summary

EISD recently started a "Grow Your Own" campaign. EHS has followed suite with their own "grow your own" program to identify staff members that would like to make advancements in their careers.

All EHS staff meets requirements for District of Innovation.

Ennis ISD continues improving implementation of TCMP for core content areas. Since the implementation in 2012, teachers receive multiple training opportunities every year to ensure that they are able to implement the curriculum effectively. Instructional Specialist at EHS continue to help instructors and students in Math, English, Social Studies, Science, ESL, and Digital Learning.

TRS Unit Assessments are given by the teachers and monitored by our Instructional strategist, secondary learning coordinator and the administrative team. Courses all have pacing calendars that are built off of the YAG document from TRS. The unit assessments are designed by the instructional strategist and approved by the curriculum department. The TRS Unit Assessments are drawn from the bank of questions supplied by TRS and released STAAR questions if available. After each unity assessment the secondary curriculum coordinator and the subject area administrator host a data dig meeting with the teachers to discuss student learning and effective instructional methods.

EHS has an open enrollment AP and honors program. Students are allowed and encouraged to attempt rigorous courses. We continue to promote Dual Credit classes with our partnership with Navarro Community College and Texas State technical College.

Thanks to EHS' one-to-one technology program, using learning management software like Canvas gives students access to textbooks, resources, and teachers when needed.

Engineering classes are offered at EHS giving students the choice to pursue the STEM program of studies in the areas of science, technology, engineering, and mathematics career clusters.

EHS has a strong Academic UIL program which consistently sends students to the Regional and State competition level in multiple subject areas.

In partnership with community and business leaders, the EHS CTE program continues to improve and grow. This year, we continue to update and improve curriculum while having students acquire Industry Based Certificates when available.

## School Processes & Programs Strengths

Ennis ISD recently adopted a very aggressive salary schedule to attract quality applicants.

Ennis ISD offers a fantastic retention incentive in the form of the TERRP plan. This is a wonderful benefit to EISD employees. Ennis ISD has also offered a one time, Retention Incentive to employees around the Christmas Holidays for the past several years. This incentive is also very well received by staff and is greatly appreciated.

Ennis ISD also offers employees the opportunity to join a sick bank so that in the event that they are seriously ill that they may be able to remain financially viable while they recover.

Ennis ISD has very good facilities that are well maintained. Ennis High School enjoyed a renovation and addition in 2007-2008. Ennis ISD has strong technology infrastructure which provides teachers and other staff with the necessary tools to work effectively in their assigned roles. Teachers report that they are provided the materials that they need to do their jobs every day.

The Ennis ISD Curriculum and Technology Departments provide frequent and relevant training opportunities for all staff.

EHS has a mentor teacher program and new teacher focus groups for first year teachers. EHS supports teachers by providing frequent professional development opportunities, regularly scheduled PLC meetings, and providing resources for new instructional strategies.

EHS has a homegrown committee consisting of teachers who have been employed at the high school for numerous years. The purpose of this program is to welcome all new employees of EHS and make them feel part of the family.

The addition of Bilingual, Social Studies, ELAR, Math, and Science Instructional Coaches to the high school is an additional support system for our teachers.

Ennis High School has added four dual credit pathways through a partnership with Texas State Technical College.

In collaboration with Navarro College, EHS is expanding dual credit offerings in order to provide students the opportunity to graduate from high school core complete. In addition, EHS has begun the process of partnering with TSTC Red Oak in order to give students the opportunity to take industry courses online, in-person and through dual enrollment.

PSAT 10, PSAT/NMSQT, ACT, SAT, and TSI as well as a portion of student's AP tests are paid for by the district.

Engineering classes along with PLTW courses offered at EHS offer students the choice to pursue the STEM program of studies in the areas of science, technology, engineering, and mathematics career clusters.

EHS has a strong Academic UIL program which consistently sends students to the Regional and State competition level in multiple subject areas.

In addition, EHS has several strong paraprofessionals that serve as special education and ESL programs.

Students are encouraged to use Skyward Family Access to access and monitor their own grades. Students are also able to monitor their assignments through Canvas.



# Perceptions

## Perceptions Summary

In recent years, EHS has continued to make efforts to raise our levels of academic achievement.

Ennis High School Administrators have made a concerted effort to improve student and staff morale by being present to greet students and staff as they arrive on campus. We have begun having our Culinary and Floral programs provide treats for our staff each month. In addition, we have once again begin to get teachers at their doors and greeting students. As part of our classroom structure, we encourage teachers to incorporate a brief SEL activity/lesson in order to better connect with the students.

We have also made a concerted effort to give the students a voice. Students also have the opportunity to create and apply for clubs to be created on campus with the goal of 100% of the students being involved in at least one extracurricular activity. Finally, the school board continues to approved a dress code policy that is reflective of the community and allows students more comfort and freedom of expression.

Campus administration has implemented several policies to help get students in class in an effort to maximize instructional time. The campus has implemented a tardy conductor system. If students are tardy, they must receive a tardy pass from an administrator and attendance is changed through the front office in order to ensure accurate attendance keeping. This system automatically notifies parents when students are tardy, out of dress code or leave class to use the restroom.

Finally, administrators have begun being more present in classrooms via walkthroughs (brief or documented). They have also been charged with actively monitoring classrooms with substitutes in order to support the subs and the teachers while they are out. Lastly, an effort to include administrators into PLC has begun. This is a work in progress, but will be a part of future PLC planning.

Ennis High School's extra-curricular activities are very well supported by the parents of the children involved. Many organizations have a booster club that works to support the team or group.

## Perceptions Strengths

Students at Ennis High School that are engaged in their school enjoy a positive experience at EHS. There are dozens of opportunities for student involvement and more are added each year. With the recent success of several of our athletic programs, band, and drill team, EHS has begun to see a re-invigorated student body in terms of school spirit and pride. The student section at athletic events continues to grow and get engaged with student events on campus.

EHS has a very large NHS chapter, with over 200 students, that provides students with many opportunities to serve their community. Our students have been able to get more involved with our community events and have a strong presence through Ennis and EISD as a whole.

Ennis High School has a very robust and active Student Council which has been awarded several awards by the Texas Association of Student Councils. It most recently earned The National Gold Council of excellence and recognition as a Texas Association of Student Councils (TASC) Sweepstakes Council, the highest honor a TASC council can achieve.

Ennis High School also has a very successful and active CTE program in which hundreds of students participate and take classes. The EHS Metal, Wood, Auto, CAD, Cosmo, TAFE, PLTW, and AG programs all provide opportunities for students to compete and showcase their talents.

EHS is a safe campus. There are minimal incidences of violence or fighting. The campus has a very extensive camera system that is frequently monitored.

EISD Police officers walk the campus on foot patrols during transition times and during times of less supervision as in during lunch. EHS employs drug/weapons dogs that conduct unannounced random searches on average twice a week.

EHS also employs a random drug screening program for all students that participate in extracurricular UIL activities.

# District Goals

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 1:** To maintain a B or higher designation for district ratings in the 2023-2024 school year while increasing designated special populations (EL, SPED, ECO DIS) achievement data to equal to or greater than the State average.

**High Priority**

**Evaluation Data Sources:** Texas Academic Performance Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 1.1.1 Ennis High School will provide mandatory STAAR remediation courses for all students that have yet to pass their STAAR test(s) per HB4545/HB1415. <b>Strategy's Expected Result/Impact:</b> Improve overall passing % on STAAR, and minimize (eliminate) total number of students that receive a Certificate of Completion versus a diploma in May of 2024. <b>Staff Responsible for Monitoring:</b> Senior Counselor, Principal, STAAR remediation instructors  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 1.1.2 Ennis High School will continue to serve as a local testing site for both the SAT and ACT. Ennis High School will offer the APEX Texas Tutorial bundle to all students. <b>Strategy's Expected Result/Impact:</b> The number of students that take the SAT and ACT at Ennis High School. Average SAT/ACT scores. <b>Staff Responsible for Monitoring:</b> Academic Advisor and Counseling Staff  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 1.1.3 Continue to promote and fund the AVID Program in order to encourage and foster the pursuit of post-secondary education at Ennis High School. <b>Strategy's Expected Result/Impact:</b> The number of students enrolled in the AVID program - grade and testing results of AVID students. <b>Staff Responsible for Monitoring:</b> AVID Elective Teachers, AVID Tutors, Counselors, AVID Site Team Members, EISD AVID Coordinator  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 1.1.4 AVID strategies will be used in all classes where appropriate. <b>Strategy's Expected Result/Impact:</b> Walk-through data Improved instruction Improved student academic achievements <b>Staff Responsible for Monitoring:</b> EHS Administration, AVID Site Team Members, AVID Elective Teachers.  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 1.1.5 Continue to use the dropout prevention program, PRIDE, to assist those students that are having difficulty meeting graduation requirements. <b>Strategy's Expected Result/Impact:</b> Total number of students that graduate from Ennis High School through the PRIDE programs. <b>Staff Responsible for Monitoring:</b> Grade level counselors, PRIDE Teachers, Director of Post-Secondary Readiness  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 1.1.6 Continue the co-teach/inclusion arrangement to include Math (Algebra I, Algebra II Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies. <b>Strategy's Expected Result/Impact:</b> Course passing rates and EOC passing rates for SPED students that are enrolled in the co-teach arrangement. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator and Diagnosticians.  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - Special Education: State	Formative			Summative
	Oct	Jan	Mar	June





Strategy 7 Details	Reviews			
<b>Strategy 7:</b> 1.1.7 Provide extra-curricular programs that meet the needs of special education students - specifically those that can be served by Special Olympics. <b>Strategy's Expected Result/Impact:</b> Number of students participating and number of events attended. <b>Staff Responsible for Monitoring:</b> Special Olympics Coordinator and Special Education Coordinator  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 1.1.8 Ennis High School will promote and allow appropriate field trips for the enrichment of our students. Trips will be scheduled during the fall semester or after spring testing. <b>Strategy's Expected Result/Impact:</b> Number and type of trips taken. <b>Staff Responsible for Monitoring:</b> Principal, Teachers  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> 1.1.9 (T-PESS Indicator 1A) Ennis High School will implement the TEKS Resource System (TRS) with 100% fidelity including the use of TRS supporting documents in the four core areas. <b>Strategy's Expected Result/Impact:</b> PLC Notes, Instructional Coach will maintain data tables on Unit Tests and will report to the principal weekly. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Department Heads, Instructional Coach (ELA/SS and Math/Science)  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 10 Details	Reviews			
<b>Strategy 10:</b> 1.1.10 Ennis High School teachers will contact, by phone, parents of students that are failing their classes at the 3, 6, and 9 week grading periods. <b>Strategy's Expected Result/Impact:</b> Parent Contact Logs Parent Involvement Improved student academic success <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, CTE Director, SPED Coordinator  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> 1.1.11 (T-PESS Indicator 1B) EHS Principal will meet with the Secondary Learning Coordinator at minimum of two times per nine weeks to review assessment data, walk through observations, and Professional Development needs for teachers. <b>Strategy's Expected Result/Impact:</b> Meeting minute logs Improved instructions Improved student academic achievement <b>Staff Responsible for Monitoring:</b> Principal, Secondary Learning Coordinator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 12 Details		Reviews			
<b>Strategy 12:</b> 1.1.12 (T-PESS Indicator 1C & D) EHS Principal, Assistant Principals and subject area team leaders will attend weekly Department PLC meetings to review student data and plans for interventions. Our new Academic Support Team can and will be available to attend meetings. <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes/Minutes, TRS Unit Test Data Tables Improved academic achievement Improved Tier 1 Instruction <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Academic Support Team, Department Heads  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local		Formative			Summative
		Oct	Jan	Mar	June
Strategy 13 Details		Reviews			
<b>Strategy 13:</b> 1.1.15 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of the EOC. (Also to include remediation hours per HB4545/.) <b>Strategy's Expected Result/Impact:</b> Number of students attending tutorials. Improved academic success on STAAR scores. <b>Staff Responsible for Monitoring:</b> Department Heads, Assistant Principals  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Digital online data tracker of student progress with reading and writing learning gaps. - 289 - Title IV Part A - 289 E 11 6399 00 002 3 24 000 - \$5,000, Virtual PD for Digital online data tracker of student progress with reading and writing learning gaps. - 211 - Title I, Part A Improving Basic Program - 211 E 13 6499 00 002 3 30 000 - \$500, Digital online data tracker of student progress with reading and writing learning gaps. - 211 - Title I, Part A Improving Basic Program - 211 E 11 6399 00 002 3 30 000 - \$6,000		Formative			Summative
		Oct	Jan	Mar	June



Strategy 14 Details	Reviews			
<b>Strategy 14:</b> 1.1.17 Ennis High School students will take multiple college entrance and college entrance practice exams at the expense of the district. The specific tests offered will be the TSI, PSAT 10, PSAT/NMSQT, ACT or SAT, and AP exams.  <b>Strategy's Expected Result/Impact:</b> Number of college readiness exams taken by EHS students. Improved student success on TSI, SAT, ACT <b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness, Academic Advisor  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> 1.1.18 Students will track their own progress toward EOC mastery using a common progress tracker.  <b>Strategy's Expected Result/Impact:</b> Improved student outcomes on assessment items Increase student ownership of learning <b>Staff Responsible for Monitoring:</b> Teachers and HS Admin team  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> 1.1.20 Ennis High School will continue to staff and schedule Credit Recovery Sections during the school day for students who lose credit due to grades or attendance. Students will use APEX as the platform for credit recovery.  <b>Strategy's Expected Result/Impact:</b> Lower Retention Rate Improved graduation rates <b>Staff Responsible for Monitoring:</b> Counselors, Credit Recovery Teacher  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June

Strategy 17 Details	Reviews			
<b>Strategy 17:</b> 1.1.22 (T-PESS Indicator 5B) EHS will follow a pacing calendar for those courses supported by TRS and specific course bench mark exams will be scheduled for EOC tested courses. <b>Strategy's Expected Result/Impact:</b> Pacing Calendars, Benchmark Calendars, TRS Unit Assessment Data Tables, Instructional Coach/Principal Meeting notes <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Department Heads  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  No Progress <div>  Accomplished <div>  Continue/Modify <div>  Discontinue </div> </div> </div> </div> </div>				

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 2:** The goal of at the secondary level is to support academically rigorous coursework, advanced academic opportunity, preparation for college readiness, and improve student achievement. For the 2023-2024 school year implementation of district strategies, EISD will maintain 95% or higher percentage of students graduating from high school; enrollment in advanced courses will increase by 3%, and percentage of College, Career, & Military Ready (CCMR) will achieve 85% or higher.

**Evaluation Data Sources:** Class roster, course offerings, MOU with IHE, student transcripts.

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 3:** To maintain a B or higher designation for district ratings in the 2023-2024 school year while increasing designated special populations (EL, SPED, ECO DIS) achievement data to equal to or greater than the State average.

**High Priority**

**Evaluation Data Sources:** Texas Academic Performance Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 1.1.1 Ennis High School will provide mandatory STAAR remediation courses for all students that have yet to pass their STAAR test(s) per HB4545. <b>Strategy's Expected Result/Impact:</b> Over all passing % on STAAR, total number of students that receive a Certificate of Completion versus a diploma in May of 2023. <b>Staff Responsible for Monitoring:</b> Senior Counselor, Principal, STAAR remediation instructors  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 1.1.2 Ennis High School will continue to serve as a local testing site for both the SAT and ACT. Ennis High School will offer the APEX Texas Tutorial bundle to all students. <b>Strategy's Expected Result/Impact:</b> The number of students that take the SAT and ACT at Ennis High School. Improved Average SAT/ACT scores. <b>Staff Responsible for Monitoring:</b> Academic Advisor and Counseling Staff  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 1.1.3 Continue to promote and fund the AVID Program in order to encourage and foster the pursuit of post-secondary education at Ennis High School.  <b>Strategy's Expected Result/Impact:</b> The number of students enrolled in the AVID program - Grade and testing results of AVID students. Number of students entering college post graduation.  <b>Staff Responsible for Monitoring:</b> AVID Elective Teachers, AVID Tutors, Counselors, AVID Site Team Members, EISD AVID Coordinator  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 1.1.4 AVID strategies will be used in all classes where appropriate.  <b>Strategy's Expected Result/Impact:</b> Walk-through data Improved classroom instruction. Improve academic achievement.  <b>Staff Responsible for Monitoring:</b> EHS Administration, AVID Site Team Members, AVID Elective Teachers.  <b>Title I:</b> 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 1.1.5 Continue to use the dropout prevention program, PRIDE, to assist those students that are having difficulty meeting graduation requirements. <b>Strategy's Expected Result/Impact:</b> Total number of students that graduate from Ennis High School through the PRIDE programs. <b>Staff Responsible for Monitoring:</b> Grade level counselors, PRIDE Teachers, Director of Post-Secondary Readiness  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 1.1.7 Continue the co-teach/inclusion arrangement to include Math (Algebra I, Algebra II Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies. <b>Strategy's Expected Result/Impact:</b> Course passing rates and EOC passing rates for SPED students that are enrolled in the co-teach arrangement. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator and Diagnosticians.  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - Special Education: State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> 1.1.8 Provide extra-curricular programs that meet the needs of special education students - specifically those that can be served by Special Olympics. <b>Strategy's Expected Result/Impact:</b> Number of students participating and number of events attended. <b>Staff Responsible for Monitoring:</b> Special Olympics Coordinator and Special Education Coordinator  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 1.1.9 Ennis High School will serve as a testing site for alternative testing for the ACT. <b>Strategy's Expected Result/Impact:</b> Number of students that take an alternative assessment <b>Staff Responsible for Monitoring:</b> SPED Coordinator, ACT-SAT Testing Coordinator  <b>TEA Priorities:</b> Connect high school to career and college <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> 1.1.10 Ennis High School will promote and allow appropriate field trips for the enrichment of our students. Trips will be scheduled during the fall semester or after spring testing. <b>Strategy's Expected Result/Impact:</b> Number and type of trips taken. <b>Staff Responsible for Monitoring:</b> Principal, Teachers  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> 1.1.11 (T-PESS Indicator 1A) Ennis High School will implement the TEKS Resource System (TRS) with 100% fidelity including the use of TRS supporting documents in the four core areas. <b>Strategy's Expected Result/Impact:</b> PLC Notes, Instructional Coach will maintain data tables on Unit Tests and will report to the principal weekly. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Department Heads, Instructional Coach (ELA/SS and Math/Science)  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> 1.1.12 Ennis High School teachers will contact, by phone, parents of students that are failing their classes at the 3, 6, and 9 week grading periods. <b>Strategy's Expected Result/Impact:</b> Parent Contact Logs Improve parent involvement Improved academic success. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, CTE Director, SPED Coordinator  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> 1.1.13 (T-PESS Indicator 1B) EHS Principal and Assistant Principals will meet with Secondary Instructional Coaches weekly to review assessment data, walk through observations, and Professional Development needs for teachers. <b>Strategy's Expected Result/Impact:</b> Meeting minute logs Improved classroom instruction. Improved academic achievement. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June



Strategy 13 Details	Reviews			
<b>Strategy 13:</b> 1.1.14 (T-PESS Indicator 1C & D) EHS Principal, Assistant Principals and subject area Instructional Coaches will attend weekly Department PLC meetings to review student data and plans for interventions. Specific attention will be placed on achievement levels. (Approaches, Meets, and Masters) <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes/Minutes, TRS Unit Test Data Tables Improved Tier 1 instruction Improved student success. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches, Department Heads  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> 1.1.15 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of the EOC. (Also, meet HB4545 requirements for those students that did not hit APPROACHES on their STAAR EOC test. <b>Strategy's Expected Result/Impact:</b> Number of students attending tutorials. Improved student achievement on STAAR EOCs <b>Staff Responsible for Monitoring:</b> Department Heads, Assistant Principals  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 15 Details	Reviews			
<b>Strategy 15:</b> 1.1.17 Ennis High School students will take multiple college entrance and college entrance practice exams at the expense of the district. The specific tests offered will be the TSI, PSAT 10, PSAT/NMSQT, ACT or SAT, and AP exams.  <b>Strategy's Expected Result/Impact:</b> Number of college readiness exams taken by EHS students. Improved student success on TSI, ACT, SAT. <b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness, Academic Advisor  <b>TEA Priorities:</b> Connect high school to career and college <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> 1.1.18 Students will track their own progress toward EOC mastery using a common progress tracker.  <b>Strategy's Expected Result/Impact:</b> Improved student outcomes on assessment items Improved student ownership of learning. <b>Staff Responsible for Monitoring:</b> Teachers and HS Admin team  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> Digital software to support career exploration and track courses - 289 - Title IV, Part A - 289E 31 6399 00 002 3 24 000 - \$3,750	Formative			Summative
	Oct	Jan	Mar	June
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> 1.1.20 Ennis High School will continue to staff and schedule Credit Recovery Sections during the school day for students who lose credit due to grades or attendance. Students will use APEX as the platform for credit recovery.  <b>Strategy's Expected Result/Impact:</b> Lower Retention Rate Improved graduation rate. <b>Staff Responsible for Monitoring:</b> Counselors, Credit Recovery Teacher  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June

Strategy 18 Details	Reviews			
<b>Strategy 18:</b> 1.1.22 (T-PESS Indicator 5B) EHS will follow a pacing calendar for those courses supported by TRS and specific course bench mark exams will be scheduled for EOC tested courses. <b>Strategy's Expected Result/Impact:</b> Pacing Calendars, Benchmark Calendars, TRS Unit Assessment Data Tables, Instructional Coach/Principal Meeting notes <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Department Heads  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	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>				

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 4:** The goal of at the secondary level is to support academically rigorous coursework, advanced academic opportunity, preparation for college readiness, and improve student achievement. For the 2023-2024 school year implementation of district strategies, EISD will maintain 95% or higher percentage of students graduating from high school; enrollment in advanced courses will increase by 3%, and percentage of College, Career, & Military Ready (CCMR) will achieve 85% or higher.

**Evaluation Data Sources:** Class roster, course offerings, MOU with IHE, student transcripts.

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 5:** To maintain a B or higher designation for district ratings in the 2023-2024 school year while increasing designated special populations (EL, SPED, ECO DIS) achievement data to equal to or greater than the State average.

**High Priority**  
**Evaluation Data Sources:** Texas Academic Performance Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 1.1.1 Ennis High School will provide mandatory STAAR remediation courses for senior students that have yet to pass their STAAR test(s). <b>Strategy's Expected Result/Impact:</b> Over all passing % on STAAR, total number of students that receive a Certificate of Completion versus a diploma in May of 2023. <b>Staff Responsible for Monitoring:</b> Senior Counselor, Principal, STAAR remediation instructors  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 1.1.2 Ennis High School will continue to serve as a local testing site for both the SAT and ACT. Ennis High School will offer the APEX Texas Tutorial bundle to all students. <b>Strategy's Expected Result/Impact:</b> The number of students that take the SAT and ACT at Ennis High School. Average SAT/ACT scores. <b>Staff Responsible for Monitoring:</b> Academic Advisor and Counseling Staff  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 1.1.3 Continue to promote and fund the AVID Program in order to encourage and foster the pursuit of post-secondary education at Ennis High School. <b>Strategy's Expected Result/Impact:</b> The number of students enrolled in the AVID program - grade and testing results of AVID students. <b>Staff Responsible for Monitoring:</b> AVID Elective Teachers, AVID Tutors, Counselors, AVID Site Team Members, EISD AVID Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 1.1.4 AVID strategies will be used in all classes where appropriate. <b>Strategy's Expected Result/Impact:</b> Walk-through data <b>Staff Responsible for Monitoring:</b> EHS Administration, AVID Site Team Members, AVID Elective Teachers.  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 1.1.5 Continue to use the dropout prevention program, PRIDE, to assist those students that are having difficulty meeting graduation requirements. <b>Strategy's Expected Result/Impact:</b> Total number of students that graduate from Ennis High School through the PRIDE programs. <b>Staff Responsible for Monitoring:</b> Grade level counselors, PRIDE Teachers, Director of Post-Secondary Readiness  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 1.1.6 Conduct timely evaluations of the strengths and weaknesses of homeless students in order to provide them with an age-appropriate and skill appropriate educational programs. <b>Strategy's Expected Result/Impact:</b> Number of homeless students served <b>Staff Responsible for Monitoring:</b> Classroom teachers, Counselors, Special Education Director and Campus Coordinator, Diagnosticians, Homeless Liaison  <b>Funding Sources:</b> - 199 - Special Education: State, - 211 - Title I, Part A Improving Basic Program, - 206 - TEXSHEP McKinney-Vento (Homeless), - 224 - IDEA B, Formula (SpEd)	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> 1.1.7 Continue the co-teach/inclusion arrangement to include Math (Algebra I, Algebra II Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies. <b>Strategy's Expected Result/Impact:</b> Course passing rates and EOC passing rates for SPED students that are enrolled in the co-teach arrangement. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator and Diagnosticians.  <b>Funding Sources:</b> - 199 - Special Education: State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 1.1.8 Provide extra-curricular programs that meet the needs of special education students - specifically those that can be served by Special Olympics. <b>Strategy's Expected Result/Impact:</b> Number of students participating and number of events attended. <b>Staff Responsible for Monitoring:</b> Special Olympics Coordinator and Special Education Coordinator	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> 1.1.9 Ennis High School will serve as a testing site for alternative testing for the ACT. <b>Strategy's Expected Result/Impact:</b> Number of students that take an alternative assessment <b>Staff Responsible for Monitoring:</b> SPED Coordinator, ACT-SAT Testing Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> 1.1.10 Ennis High School will promote and allow appropriate field trips for the enrichment of our students. Trips will be scheduled during the fall semester or after spring testing. <b>Strategy's Expected Result/Impact:</b> Number and type of trips taken. <b>Staff Responsible for Monitoring:</b> Principal, Teachers  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> 1.1.11 (T-PESS Indicator 1A) Ennis High School will implement the TEKS Resource System (TRS) with 100% fidelity including the use of TRS supporting documents in the four core areas. <b>Strategy's Expected Result/Impact:</b> PLC Notes, Instructional Coach will maintain data tables on Unit Tests and will report to the principal weekly. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Department Heads, Instructional Coach (ELA/SS and Math/Science)  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> 1.1.12 Ennis High School teachers will contact, by phone, parents of students that are failing their classes at the 3, 6, and 9 week grading periods. <b>Strategy's Expected Result/Impact:</b> Parent Contact Logs <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, CTE Director, SPED Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> 1.1.13 (T-PESS Indicator 1B) EHS Principal and Assistant Principals will meet with Secondary Instructional Coaches weekly to review assessment data, walk through observations, and Professional Development needs for teachers. <b>Strategy's Expected Result/Impact:</b> Meeting minute logs <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> 1.1.14 (T-PESS Indicator 1C & D) EHS Principal, Assistant Principals and subject area Instructional Coaches will attend weekly Department PLC meetings to review student data and plans for interventions. Specific attention will be placed on achievement levels. (Approaches, Meets, and Masters) <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes/Minutes, TRS Unit Test Data Tables <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches, Department Heads  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June



Strategy 15 Details	Reviews			
<b>Strategy 15:</b> 1.1.15 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of the EOC. <b>Strategy's Expected Result/Impact:</b> Number of students attending tutorials. <b>Staff Responsible for Monitoring:</b> Department Heads, Assistant Principals  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> 1.1.16 PLC Meetings will be scheduled once a week for CORE department teams. <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes, Agendas, Calendar <b>Staff Responsible for Monitoring:</b> IC's for Math/Science and ELA/SS, Admin assigned (Departments)	Formative			Summative
	Oct	Jan	Mar	June
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> 1.1.17 Ennis High School students will take multiple college entrance and college entrance practice exams at the expense of the district. The specific tests offered will be the TSI, PSAT 10, PSAT/NMSQT, ACT or SAT, and AP exams. <b>Strategy's Expected Result/Impact:</b> Number of college readiness exams taken by EHS students. <b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness, Academic Advisor  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> 1.1.18 Students will track their own progress toward EOC mastery using a common progress tracker. <b>Strategy's Expected Result/Impact:</b> Improved student outcomes on assessment items <b>Staff Responsible for Monitoring:</b> Teachers and HS Admin team	Formative			Summative
	Oct	Jan	Mar	June

Strategy 19 Details	Reviews			
<b>Strategy 19:</b> 1.1.19 Ennis ISD counseling staff and students will use a software suite (Naviance) that will enable students to create and follow a personalized plan for post-secondary access. <b>Strategy's Expected Result/Impact:</b> Student engagement and increased awareness of application and acceptance to post secondary education opportunities. Additionally, graduate tracking will be possible with this program. <b>Staff Responsible for Monitoring:</b> Director of Post Secondary Readiness Academic Adviser, Counselors  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
Strategy 20 Details	Reviews			
<b>Strategy 20:</b> 1.1.20 Ennis High School will continue to staff and schedule Credit Recovery Sections during the school day for students who lose credit due to grades or attendance. Students will use APEX as the platform for credit recovery. <b>Strategy's Expected Result/Impact:</b> Lower Retention Rate <b>Staff Responsible for Monitoring:</b> Counselors, Credit Recovery Teacher  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 21 Details	Reviews			
<b>Strategy 21:</b> 1.1.21 Ennis ISD will sign a MOU Navarro College and TSTC for additional dual credit opportunities for Ennis High School students <b>Strategy's Expected Result/Impact:</b> Increased Dual Credit/Dual Enrollment enrollment. A-F Accountability <b>Staff Responsible for Monitoring:</b> Director of Post Secondary Readiness	Formative			Summative
	Oct	Jan	Mar	June
Strategy 22 Details	Reviews			
<b>Strategy 22:</b> 1.1.22 (T-PESS Indicator 5B) EHS will follow a pacing calendar for those courses supported by TRS and specific course bench mark exams will be scheduled for EOC tested courses. <b>Strategy's Expected Result/Impact:</b> Pacing Calendars, Benchmark Calendars, TRS Unit Assessment Data Tables, Instructional Coach/Principal Meeting notes <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Department Heads	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  0% No Progress </div> <div>  100% Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 6:** The goal of at the secondary level is to support academically rigorous coursework, advanced academic opportunity, preparation for college readiness, and improve student achievement. For the 2023-2024 school year implementation of district strategies, EISD will maintain 95% or higher percentage of students graduating from high school; enrollment in advanced courses will increase by 3%, and percentage of College, Career, & Military Ready (CCMR) will achieve 85% or higher.

**Evaluation Data Sources:** Class roster, course offerings, MOU with IHE, student transcripts.

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 7:** To maintain a B or higher designation for district ratings in the 2023-2024 school year while increasing designated special populations (EL, SPED, ECO DIS) achievement data to equal to or greater than the State average.

**High Priority**  
**Evaluation Data Sources:** Texas Academic Performance Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 1.1.1 Ennis High School will provide mandatory STAAR remediation courses for senior students that have yet to pass their STAAR test(s). <b>Strategy's Expected Result/Impact:</b> Over all passing % on STAAR, total number of students that receive a Certificate of Completion versus a diploma in May of 2023. <b>Staff Responsible for Monitoring:</b> Senior Counselor, Principal, STAAR remediation instructors  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 1.1.2 Ennis High School will continue to serve as a local testing site for both the SAT and ACT. Ennis High School will offer the APEX Texas Tutorial bundle to all students. <b>Strategy's Expected Result/Impact:</b> The number of students that take the SAT and ACT at Ennis High School. Average SAT/ACT scores. <b>Staff Responsible for Monitoring:</b> Academic Advisor and Counseling Staff  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 1.1.3 Continue to promote and fund the AVID Program in order to encourage and foster the pursuit of post-secondary education at Ennis High School. <b>Strategy's Expected Result/Impact:</b> The number of students enrolled in the AVID program - grade and testing results of AVID students. <b>Staff Responsible for Monitoring:</b> AVID Elective Teachers, AVID Tutors, Counselors, AVID Site Team Members, EISD AVID Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 1.1.4 AVID strategies will be used in all classes where appropriate. <b>Strategy's Expected Result/Impact:</b> Walk-through data <b>Staff Responsible for Monitoring:</b> EHS Administration, AVID Site Team Members, AVID Elective Teachers.  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 1.1.5 Continue to use the dropout prevention program, PRIDE, to assist those students that are having difficulty meeting graduation requirements. <b>Strategy's Expected Result/Impact:</b> Total number of students that graduate from Ennis High School through the PRIDE programs. <b>Staff Responsible for Monitoring:</b> Grade level counselors, PRIDE Teachers, Director of Post-Secondary Readiness  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 1.1.6 Conduct timely evaluations of the strengths and weaknesses of homeless students in order to provide them with an age-appropriate and skill appropriate educational programs. <b>Strategy's Expected Result/Impact:</b> Number of homeless students served <b>Staff Responsible for Monitoring:</b> Classroom teachers, Counselors, Special Education Director and Campus Coordinator, Diagnosticians, Homeless Liaison  <b>Funding Sources:</b> - 199 - Special Education: State, - 211 - Title I, Part A Improving Basic Program, - 206 - TEXSHEP McKinney-Vento (Homeless), - 224 - IDEA B, Formula (SpEd)	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> 1.1.7 Continue the co-teach/inclusion arrangement to include Math (Algebra I, Algebra II Geometry, and Algebraic Reasoning), ELA, Science, and Social Studies. <b>Strategy's Expected Result/Impact:</b> Course passing rates and EOC passing rates for SPED students that are enrolled in the co-teach arrangement. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator and Diagnosticians.  <b>Funding Sources:</b> - 199 - Special Education: State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 1.1.8 Provide extra-curricular programs that meet the needs of special education students - specifically those that can be served by Special Olympics. <b>Strategy's Expected Result/Impact:</b> Number of students participating and number of events attended. <b>Staff Responsible for Monitoring:</b> Special Olympics Coordinator and Special Education Coordinator	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> 1.1.9 Ennis High School will serve as a testing site for alternative testing for the ACT. <b>Strategy's Expected Result/Impact:</b> Number of students that take an alternative assessment <b>Staff Responsible for Monitoring:</b> SPED Coordinator, ACT-SAT Testing Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> 1.1.10 Ennis High School will promote and allow appropriate field trips for the enrichment of our students. Trips will be scheduled during the fall semester or after spring testing. <b>Strategy's Expected Result/Impact:</b> Number and type of trips taken. <b>Staff Responsible for Monitoring:</b> Principal, Teachers  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> 1.1.11 (T-PESS Indicator 1A) Ennis High School will implement the TEKS Resource System (TRS) with 100% fidelity including the use of TRS supporting documents in the four core areas. <b>Strategy's Expected Result/Impact:</b> PLC Notes, Instructional Coach will maintain data tables on Unit Tests and will report to the principal weekly. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Department Heads, Instructional Coach (ELA/SS and Math/Science)  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> 1.1.12 Ennis High School teachers will contact, by phone, parents of students that are failing their classes at the 3, 6, and 9 week grading periods. <b>Strategy's Expected Result/Impact:</b> Parent Contact Logs <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, CTE Director, SPED Coordinator  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> 1.1.13 (T-PESS Indicator 1B) EHS Principal and Assistant Principals will meet with Secondary Instructional Coaches weekly to review assessment data, walk through observations, and Professional Development needs for teachers. <b>Strategy's Expected Result/Impact:</b> Meeting minute logs <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> 1.1.14 (T-PESS Indicator 1C & D) EHS Principal, Assistant Principals and subject area Instructional Coaches will attend weekly Department PLC meetings to review student data and plans for interventions. Specific attention will be placed on achievement levels. (Approaches, Meets, and Masters) <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes/Minutes, TRS Unit Test Data Tables <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Instructional Coaches, Department Heads  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 15 Details	Reviews			
<b>Strategy 15:</b> 1.1.15 STAAR tested subjects will conduct mandatory tutorials for students who are identified through test grades and benchmark results before the administration of the EOC. <b>Strategy's Expected Result/Impact:</b> Number of students attending tutorials. <b>Staff Responsible for Monitoring:</b> Department Heads, Assistant Principals  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> 1.1.16 PLC Meetings will be scheduled once a week for CORE department teams. <b>Strategy's Expected Result/Impact:</b> PLC Meeting Notes, Agendas, Calendar <b>Staff Responsible for Monitoring:</b> IC's for Math/Science and ELA/SS, Admin assigned (Departments)	Formative			Summative
	Oct	Jan	Mar	June
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> 1.1.17 Ennis High School students will take multiple college entrance and college entrance practice exams at the expense of the district. The specific tests offered will be the TSI, PSAT 10, PSAT/NMSQT, ACT or SAT, and AP exams. <b>Strategy's Expected Result/Impact:</b> Number of college readiness exams taken by EHS students. <b>Staff Responsible for Monitoring:</b> Director of College and Career Readiness, Academic Advisor  <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 18 Details	Reviews			
<b>Strategy 18:</b> 1.1.18 Students will track their own progress toward EOC mastery using a common progress tracker. <b>Strategy's Expected Result/Impact:</b> Improved student outcomes on assessment items <b>Staff Responsible for Monitoring:</b> Teachers and HS Admin team	Formative			Summative
	Oct	Jan	Mar	June
Strategy 19 Details	Reviews			
<b>Strategy 19:</b> 1.1.19 Ennis ISD counseling staff and students will use a software suite (Naviance) that will enable students to create and follow a personalized plan for post-secondary access. <b>Strategy's Expected Result/Impact:</b> Student engagement and increased awareness of application and acceptance to post secondary education opportunities. Additionally, graduate tracking will be possible with this program. <b>Staff Responsible for Monitoring:</b> Director of Post Secondary Readiness Academic Adviser, Counselors	Formative			Summative
	Oct	Jan	Mar	June



Strategy 20 Details	Reviews			
<b>Strategy 20:</b> 1.1.20 Ennis High School will continue to staff and schedule Credit Recovery Sections during the school day for students who lose credit due to grades or attendance. Students will use APEX as the platform for credit recovery. <b>Strategy's Expected Result/Impact:</b> Lower Retention Rate <b>Staff Responsible for Monitoring:</b> Counselors, Credit Recovery Teacher  <b>Funding Sources:</b> - 199 - State Compensatory Ed (SCE): State	Formative			Summative
	Oct	Jan	Mar	June
Strategy 21 Details	Reviews			
<b>Strategy 21:</b> 1.1.21 Ennis ISD will sign a MOU Navarro College and TSTC for additional dual credit opportunities for Ennis High School students <b>Strategy's Expected Result/Impact:</b> Increased Dual Credit/Dual Enrollment enrollment. A-F Accountability <b>Staff Responsible for Monitoring:</b> Director of Post Secondary Readiness	Formative			Summative
	Oct	Jan	Mar	June
Strategy 22 Details	Reviews			
<b>Strategy 22:</b> 1.1.22 (T-PESS Indicator 5B) EHS will follow a pacing calendar for those courses supported by TRS and specific course bench mark exams will be scheduled for EOC tested courses. <b>Strategy's Expected Result/Impact:</b> Pacing Calendars, Benchmark Calendars, TRS Unit Assessment Data Tables, Instructional Coach/Principal Meeting notes <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Coaches, Department Heads	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**District Goal 1:** Ensure all students receive high-quality instruction.

Core Belief One: We believe in working to improve performance of all students while closing achievement gaps.

**Performance Objective 8:** The goal of at the secondary level is to support academically rigorous coursework, advanced academic opportunity, preparation for college readiness, and improve student achievement. For the 2023-2024 school year implementation of district strategies, EISD will maintain 95% or higher percentage of students graduating from high school; enrollment in advanced courses will increase by 3%, and percentage of College, Career, & Military Ready (CCMR) will achieve 85% or higher.

**Evaluation Data Sources:** Class roster, course offerings, MOU with IHE, student transcripts.

**District Goal 2:** Provide and support high quality staff for all classrooms.

Core Belief Two: We believe that all employees are critical to the success of our students.

**Performance Objective 1:** For the 2023-2024 school year, using attendance incentives and a competitive salary schedule, the District will maintain an excellent faculty and staff through the effective recruitment and retention of quality teachers with a 90% or higher retention rate.

**Evaluation Data Sources:** Department of Human Services Retention Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> 2.1.1 EHS administrators will consult with teaching staff in order to develop appropriate professional development activities based on staff and campus needs. <b>Strategy's Expected Result/Impact:</b> Staff development survey results Improved staff engagement in PD. Improved instruction. <b>Staff Responsible for Monitoring:</b> Department Heads, Site-Based Team, Principal, Assistant Principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> 2.1.2 Ennis High School teachers will attend appropriate and relevant staff development opportunities in order to improve their practice. <b>Strategy's Expected Result/Impact:</b> Events that have been attended. Integration of learned skills into their practice and sharing information with their colleagues Improved classroom instruction. Improved student outcomes. <b>Staff Responsible for Monitoring:</b> Department Heads, Principal, Assistant Principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3: 2.1.3 (T-PESS Indicator 2A)</b> The principal will use all available resources to locate, recruit, evaluate, and recommend for hiring high quality and highly qualified staff. <b>Strategy's Expected Result/Impact:</b> Staffing Patterns Master Schedule <b>Staff Responsible for Monitoring:</b> Principal, Deputy Superintendent  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4: 2.1.4 (T-PESS Indicator 2C)</b> EHS will continue to utilize its established SBDM and Department Head Committees in order for campus leadership teams to provide input and feedback and to collaborate with campus administrators regarding campus operations. <b>Strategy's Expected Result/Impact:</b> Meeting Minutes Improved campus culture and climate <b>Staff Responsible for Monitoring:</b> Principal, SBDM Team, Department Heads  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
<b>Strategy 5: 2.1.5 (T-TESS Indicator 2D)</b> EISD will utilize the T-TESS teacher evaluation system for the 2023-24 school year. Teachers will be evaluated using multiple sources of data including state testing, passing/failure rates, walk through data, and formal evaluation data. <b>Strategy's Expected Result/Impact:</b> T-TESS documents Walk through data Improved teaching practices <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6: 2.1.6</b> EHS Administrators and CTE Director will complete all T-TESS appraisals prior to February 23, 2024. <b>Strategy's Expected Result/Impact:</b> T-TESS evaluations in Eduphoria <b>Staff Responsible for Monitoring:</b> Principal, CTE Director  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7: 2.1.7</b> All course selections will be complete by February 23, 2024. <b>Strategy's Expected Result/Impact:</b> Improved efficiency for the 24-25 school planning. <b>Staff Responsible for Monitoring:</b> Principal, Counselors, CTE Director  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Oct	Jan	Mar	June

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 2.1.8 Ennis High School Staff will complete all required beginning of the year compliance training modules by the assigned deadline.  <b>Strategy's Expected Result/Impact:</b> Increased planning and collaboration time for staff during inservice week in August Improved staff knowledge Improved campus/student safety Improved staff practices. <b>Staff Responsible for Monitoring:</b> Principal, Deputy Superintendent  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
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**District Goal 3:** Empower staff with resources to ensure student excellence.

Core Belief Three: We are committed to providing the resources necessary to ensure educational excellence.

**Performance Objective 1:** For the 2023-2024 school year, the district will maintain a Superior rating in School First by scoring 70-100 using the Financial Integrity Rating System of Texas.

**Evaluation Data Sources:** School First Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 3.1.1 Ennis High School administration will make personnel request decisions based on student needs and course selection data. <b>Strategy's Expected Result/Impact:</b> Student:Teacher ratio information Master schedule evaluation Improved class sizes Improved master schedule flexibility <b>Staff Responsible for Monitoring:</b> Principal, Department Heads, Lead Counselor  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<b>Strategy 2: 3.1.2 (T-PESS Indicator 2C)</b> Department Heads will seek input from department members during the creation of the 2023-24 instructional, travel, student travel, and professional development budgets <b>Strategy's Expected Result/Impact:</b> Ennis High School instructional budget and account balances of individual accounts Increased participation in PD. Improved classroom practices. Improved student achievement. <b>Staff Responsible for Monitoring:</b> Department Heads, Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund: Local, - 244 - Carl D. Perkins: Federal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3: 3.1.3 (T-PESS Indicator 5C)</b> Ennis High School will develop a campus budget that meets the needs of each department. The principal will seek input from department heads and will build the campus budget based on their request as appropriate. <b>Strategy's Expected Result/Impact:</b> Monthly account ledgers End of year Balance sheets for accounts <b>Staff Responsible for Monitoring:</b> Principal, Department Heads, CFO  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				



**District Goal 4:** Provide a safe and secure learning environment, cultivating character and high expectations.

Core Belief Four: We believe all students deserve to be educated in a safe and secure environment with high expectations for positive student behavior.

**Performance Objective 1:** Throughout the 2023-2024 school year, the district will provide a safe and secure learning environment with a discipline plan that is fair, honest, and open and has high expectations for student behavior by 100% compliant on all safety components.

**Evaluation Data Sources:** District Policy/Procedures and Safety Audit  
District PBIS  
Lion Pride Way  
Discipline data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 4.1.1 (T-PESS Indicator 3D. 4D) All staff will complete the compliance training modules on suicide prevention and recognition, Section 504 Training, and Cybersecurity training. <b>Strategy's Expected Result/Impact:</b> Staff completion rate of assigned modules. Increased staff awareness. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Superintendent for Curriculum and Instruction  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 4.1.2 Ennis High will conduct all essential drills associated with Standard Response Protocol - Staff will be given instructions and evacuation maps along with training from EISD PD Chief. Drills will be coordinated with Ennis ISD PD and Ennis High School administration staff. <b>Strategy's Expected Result/Impact:</b> Number of drills performed. After each drill, EISD PD and EHS Admin will conduct a complete de-briefing in order to identify areas of concern. Entire staff will be briefed on our performance. Copy of evacuation maps and shelter in place instructions in each classroom. Improved safety and preparation. <b>Staff Responsible for Monitoring:</b> Ennis ISD PD Chief, Principal, Assistant Principals, Teaching Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 4.1.3 (T-PESS Indicators 4A,B,D,E) EHS will continue to assign students to ISS, OSS, or DAEP when appropriate. The length of placements will be consistent and will reflect the severity of each offense. <b>Strategy's Expected Result/Impact:</b> PEIMS 425 Data Improved student behavior. <b>Staff Responsible for Monitoring:</b> EHS Administrators, DAEP Principal , PEIMS Discipline Secretary for EHS  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 4.1.4 (T-PESS Indicator 4E) Ennis High School administrative staff will review discipline data from PEIMS 425 records at the completion of each grading period in order to determine or identify any trends or other issues that may need correction. <b>Strategy's Expected Result/Impact:</b> Survey data, raw discipline data, individual teacher and student discipline data. Improved awareness. Improved student behavior. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Peims 425 clerk  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 4.1.5 EHS will continue the use of the Raptor Visitor Screening System and require all visitors to supply a driver's license or other form of identification prior to their being allowed to enter the building. <b>Strategy's Expected Result/Impact:</b> Raptor Data Improved campus safety. <b>Staff Responsible for Monitoring:</b> Office staff, EISD PD Officers, Admin Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> 4.1.6 EHS will conduct random drug and weapon searches of the parking lot and classrooms with trained detection canines an average of 2 times per month. <b>Strategy's Expected Result/Impact:</b> The number of searches conducted as well as the amount of contraband found. Reduced number of offenses. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> 4.1.7 (T-PESS Indicator 4D, 4E) Ennis High School will actively investigate claims of bullying, including bullying by electronic means. EHS administrators will utilize "cease and desist" documents in order to enforce directives to students regarding harassment and/or bullying issues. <b>Strategy's Expected Result/Impact:</b> Number of "cease and desist" documents signed during the 2023-24 school year.  Number of students disciplined for violating "cease and desist" directives. Reduced number of bullying cases <b>Staff Responsible for Monitoring:</b> Assistant Principals  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> 4.1.8 EHS Student Council will conduct a yearly 9th grade orientation (fish camp) to welcome incoming 9th graders to our campus in August 2023. <b>Strategy's Expected Result/Impact:</b> Communication Avenues used Pictures of the event Number of students in attendance. Ease of transition for Freshman students <b>Staff Responsible for Monitoring:</b> Student Council Sponsor  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> 4.1.9 Ennis High School Staff will be assigned duty stations either before or after school and in specific locations to provide an adult presence and to serve as a deterrent to inappropriate behavior. <b>Strategy's Expected Result/Impact:</b> 425 Records, Number of Incidents in common areas before and after school. Improved school safety. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals.  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> 4.1.10 Ennis ISD has added a Behavioral Specialist for the district. This person will be housed at Ennis High School. The Behavioral Specialist role is to actively monitor behavior management and follow-up to ensure appropriate support and resolution has been achieved. <b>Strategy's Expected Result/Impact:</b> Increased personnel to assist with "behavioral issues" on campus. <b>Staff Responsible for Monitoring:</b> Behavioral Specialist, Assistant Superintendent of Accountability & Operations  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> 4.1.11 One EHS Assistant Principal will be assigned to oversee all attendance related enforcement, Attendance Committee membership, and AC meeting schedules. <b>Strategy's Expected Result/Impact:</b> Attendance Rate for 2022-23. Reduction in credit loss due to attendance. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June

Strategy 12 Details	Reviews			
<b>Strategy 12:</b> 4.1.12 Ennis High School Assistant Principals will review student attendance monthly. Students will be addressed if in jeopardy of violating the 90% rule. <b>Strategy's Expected Result/Impact:</b> Increased ADA. Access to Skyward Attendance Report. Saturday School Attendance. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
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**District Goal 5:** Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.





Core Belief Five: We believe that maintaining a positive two-way partnership with our community will enhance and strengthen our school systems appeal.

**Performance Objective 1:** For the 2023-2024 school year, using multiple media sources, the District will improve communication with and to parents, community members, and all other potential stakeholders to build relationships that will work to improve and strengthen the quality of our schools by actively and consistently improving our social media presence and website traffic.

**Evaluation Data Sources:** Number of hits and number of followers  
Community feedback.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 5.1.1 EHS administration and counseling staff will conduct a face to face meeting with all parents of students that are in danger of not graduating due to not passing their STAAR Tests. <b>Strategy's Expected Result/Impact:</b> Number of meetings with parents. Increased student/parent awareness. Increased effort of student. Improved student academic success. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, 12th grade counselor  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 5.1.2 Ennis High School will hold an Open House (Fish Camp) for Freshmen students in August of 2023. <b>Strategy's Expected Result/Impact:</b> Number of students in attendance. Improved transition of Freshmen students. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals, Counseling Staff, Teachers, Student Services  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 5.1.3 Ennis High School will participate in the County Wide College Fair that will be held at the Waxahachie Civic Center in September 2023. <b>Strategy's Expected Result/Impact:</b> Number of students in attendance. Number of organizations in attendance at the fair. AVID students will be transported by school bus. <b>Staff Responsible for Monitoring:</b> Counseling Staff, Admin Staff, Student Services Director  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 5.1.4 (T-PESS Indicator 4C) Ennis High School Principal will work with the community in order to promote EHS and foster a positive relationship with all stakeholders. <b>Strategy's Expected Result/Impact:</b> Social Media Involvement Community engagement events <b>Staff Responsible for Monitoring:</b> Principal  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 5.1.5 (T-PESS Indicator 5D) The principal will attend scheduled administrative meetings and actively participate in the creation, interpretation, and implementation of district policies and practices. <b>Strategy's Expected Result/Impact:</b> Meeting attendance, drafts and revisions of policy or practices. <b>Staff Responsible for Monitoring:</b> Principal  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details		Reviews			
<b>Strategy 6:</b> 5.1.6 (T-PESS Indicator 3C) EHS will maintain a campus Facebook and Twitter page to communicate with staff, students, parents, and the community. <b>Strategy's Expected Result/Impact:</b> Number of posts, number of tweets, number of people reached by the posts. Community feedback. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
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**District Goal 6:** Provide high-quality facilities with an instructional focus.

Core Belief Six: We believe our facilities should be of the highest quality and well maintained to meet the needs of all stakeholders of the district.

**Performance Objective 1:** During the 2023-2024 school year, the district's facilities and grounds crews will provide excellent facilities for students and staff and will follow a maintenance plan that assesses and monitors work order response rate.

**Evaluation Data Sources:** Maximo System Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 6.1.1 Ennis ISD will use Maximo software to report physical plant work orders. Ennis High School will send work tickets through the office of its administrative staff. <b>Strategy's Expected Result/Impact:</b> Amount of time that lapses between when an issue is reported and when the issue is corrected or repaired. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Sodexo General Manager  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 6.2.1 Ennis High School administration will conduct daily checks/inspections of locations on campus and report or immediately correct vandalism or tagging. <b>Strategy's Expected Result/Impact:</b> Appearance of the building and facilities will demonstrate success. <b>Staff Responsible for Monitoring:</b> Administrative staff, custodial staff  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 6.3.1 Ennis High School will assign a member of the custodial staff to monitor the outside grounds every day. <b>Strategy's Expected Result/Impact:</b> Well maintained and clean exterior of the building. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Custodial Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> 6.4.1 Ennis High School administration will conduct a monthly meeting with the Sodexo General Manager to discuss building use and cleaning for the upcoming week. <b>Strategy's Expected Result/Impact:</b> Cleanliness of the building and grounds as well as the number of instances requiring remediation. <b>Staff Responsible for Monitoring:</b> Principal, Sodexo General Manager  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund: Local	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 6.5.1 Ennis ISD PD and campus administration will conduct daily exterior door checks and report maintenance issues as needed. <b>Strategy's Expected Result/Impact:</b> Decreased security issues related to open exit doors. Improved campus safety. <b>Staff Responsible for Monitoring:</b> EISD PD, Principal, Assistant Principals  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Glen Tolar	College Ready Teacher- Position #1003597	General Instruction	1.0
Logan Gaddy	Instructional Coach- Position #1001297	Admin. Other	1.0
Tia Hensley	Instructional Coach- Position #1001426	Admin. Other	1.0

# Campus Funding Summary

199 - General Fund: Local					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2			\$0.00
1	1	3			\$0.00
1	1	4			\$0.00
1	1	8			\$0.00
1	1	9			\$0.00
1	1	10			\$0.00
1	1	11			\$0.00
1	1	12			\$0.00
1	1	14			\$0.00
1	3	2			\$0.00
1	3	3			\$0.00
1	3	4			\$0.00
1	3	8			\$0.00
1	3	9			\$0.00
1	3	10			\$0.00
1	3	11			\$0.00
1	3	12			\$0.00
1	3	13			\$0.00
1	3	14			\$0.00
1	3	15			\$0.00
1	5	2			\$0.00
1	5	3			\$0.00
1	5	4			\$0.00
1	5	9			\$0.00
1	5	10			\$0.00
1	5	11			\$0.00

199 - General Fund: Local					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	12			\$0.00
1	5	13			\$0.00
1	5	14			\$0.00
1	5	15			\$0.00
1	5	17			\$0.00
1	7	2			\$0.00
1	7	3			\$0.00
1	7	4			\$0.00
1	7	9			\$0.00
1	7	10			\$0.00
1	7	11			\$0.00
1	7	12			\$0.00
1	7	13			\$0.00
1	7	14			\$0.00
1	7	15			\$0.00
1	7	17			\$0.00
2	1	1			\$0.00
2	1	2			\$0.00
2	1	3			\$0.00
2	1	4			\$0.00
2	1	5			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
4	1	4			\$0.00
4	1	5			\$0.00
4	1	6			\$0.00
4	1	7			\$0.00

199 - General Fund: Local					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	8			\$0.00
5	1	1			\$0.00
5	1	2			\$0.00
5	1	3			\$0.00
5	1	4			\$0.00
5	1	5			\$0.00
6	1	1			\$0.00
6	1	2			\$0.00
6	1	3			\$0.00
6	1	4			\$0.00
Sub-Total					\$0.00
199 - State Compensatory Ed (SCE): State					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	1	5			\$0.00
1	1	16			\$0.00
1	3	1			\$0.00
1	3	5			\$0.00
1	3	17			\$0.00
1	5	1			\$0.00
1	5	5			\$0.00
1	5	20			\$0.00
1	7	1			\$0.00
1	7	5			\$0.00
1	7	20			\$0.00
Sub-Total					\$0.00
199 - Special Education: State					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6			\$0.00
1	3	6			\$0.00

199 - Special Education: State					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	6			\$0.00
1	5	7			\$0.00
1	7	6			\$0.00
1	7	7			\$0.00
Sub-Total					\$0.00
206 - TEXSHEP McKinney-Vento (Homeless)					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	6			\$0.00
1	7	6			\$0.00
Sub-Total					\$0.00
211 - Title I, Part A Improving Basic Program					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	13	Virtual PD for Digital online data tracker of student progress with reading and writing learning gaps.	211 E 13 6499 00 002 3 30 000	\$500.00
1	1	13	Digital online data tracker of student progress with reading and writing learning gaps.	211 E 11 6399 00 002 3 30 000	\$6,000.00
1	5	6			\$0.00
1	7	6			\$0.00
Sub-Total					\$6,500.00
224 - IDEA B, Formula (SpEd)					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	6			\$0.00
1	7	6			\$0.00
Sub-Total					\$0.00
244 - Carl D. Perkins: Federal					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2			\$0.00
Sub-Total					\$0.00

289 - Title IV, Part A					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	16	Digital software to support career exploration and track courses	289E 31 6399 00 002 3 24 000	\$3,750.00
Sub-Total					\$3,750.00
289 - Title IV Part A					
District Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	13	Digital online data tracker of student progress with reading and writing learning gaps.	289 E 11 6399 00 002 3 24 000	\$5,000.00
Sub-Total					\$5,000.00