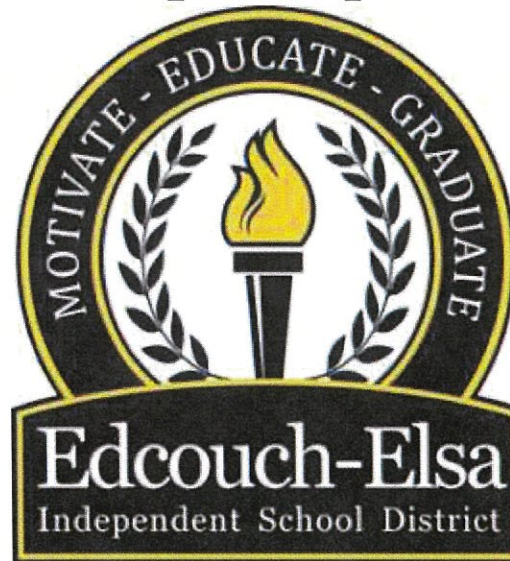


# **Edcouch-Elsa Independent School District**

## **Jorge R. Gutierrez Early Childhood**

### **2024-2025 Campus Improvement Plan**



# Mission Statement

## Mission Statement

**Our mission is to develop a strong foundation in language, literacy, academic skills, and in every students' physical and social-emotional development by collaborating with our families and community. We integrate cultural diversity, promote creativity, foster individuality and enable students with skills to become productive and successful scholars.**

# Vision

## Vision

**Jorge R. Gutierrez Early Childhood School's primary focus is to lay the foundation for education, stimulate early learning experiences, and nurture every child's natural desire to be a life-long learner. Our school is filled with discovery, exploration, excitement, and enthusiastic hands-on learning. Every student will be the focal point of all endeavors stressing academics, mental, emotional, physical and social development in a school climate where all feel supported, respected, appreciated and safe. We are committed to the students and the families we serve, providing support and encouragement.**

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# Value Statement

## Value Statement

- **We believe that early childhood education gives children a good foundation on which to build for their succeeding years in school.**
- **We believe that early childhood education provides a safe, stimulating, and developmentally appropriate learning environment for each student.**
- **We believe that early childhood education provides a quality educational curriculum that assists the social, emotional, physical, and intellectual growth of all children.**
- **We believe that students learn best when they are active participants in their own learning.**

# Goals

**Goal 1:** Jorge R. Gutierrez Early Childhood will build capacity in campus instructional leaders to ensure they have clear roles & responsibilities to develop, implement & monitor focused improvement plans that address campus academic performance.

**Performance Objective 1:** By May 2025, 100% of all Jorge R. Gutierrez Early Childhood and teacher leaders will participate in monthly, PLC development focused on best practices, adult learning, data analysis, lesson internalization, and observation and feedback cycles.

Strategy 1 Details	Reviews			
Strategy 1: Provide training and support to administration and leadership team on the effective facilitation of Professional Learning Communities (PLCs).	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Assist in building capacity with PLC Leads with training and support on their roles and responsibilities.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Participate in monthly PLC fidelity visits with campus administrative teams to collect data for progress of PLC best practices including use of agenda, assignment of tasks, established norms, and the use of student data and products for lesson adjustment, etc.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✕ Discontinue</div> </div>				

**Goal 1:** Jorge R. Gutierrez Early Childhood will build capacity in campus instructional leaders to ensure they have clear roles & responsibilities to develop, implement & monitor focused improvement plans that address campus academic performance.

**Performance Objective 2:** By May 2025, Jorge R. Gutierrez Early Childhood will provide continuous training and support for all campus leaders as they manage state and federal funds to ensure that school-level budgets address campus instructional needs.

Strategy 1 Details	Reviews			
Strategy 1: Provide training and support to administration on the connection between campus comprehensive needs assessment, campus improvement plans and state and federal funds (Local, Title I, SCE, BEA, ESSER).	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Meet monthly with campus administration to ensure that funds are being spent on vetted instructional resources and that expenditures have a direct connection to campus needs.	Formative			Summative
	Nov	Mar	May	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✕</div><div>Discontinue</div></div></div>				

**Goal 2:** Jorge R. Gutierrez Early Childhood will retain effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

**Performance Objective 1:** By May 2025, Jorge R. Gutierrez will provide ongoing training and support with a differentiated professional development plan for 100% teachers, with a strategic focus on "new to profession" employees.

Strategy 1 Details	Reviews			
Strategy 1: August professional learning with annual district Professional Learning days will support teachers with district teaching and learning initiatives by grade-level and subject area (HQIM, Tier 1 Behavior, Vocabulary Development to build structured academic conversations to enhance reading comprehension, district initiatives: Lead4Ward, student groups, 7 steps of vocabulary, and structured academic conversations, and quaver music ed, makemusic.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: New teacher orientation and ongoing monthly check-ins will support teachers in classroom management, district initiatives, and establishing high academic expectations.	Formative			Summative
	Nov	Mar	May	June
<div><div><div></div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✕</div><div>Discontinue</div></div></div>				

**Goal 2:** Jorge R. Gutierrez Early Childhood will retain effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.




**Performance Objective 2:** By May 2025 JRG will provide professional learning opportunities for teacher leaders (PLC leads) focused on research based instructional strategies (RBIS), data analysis, lesson internalization, and observation and feedback cycles.

Strategy 1 Details	Reviews			
Strategy 1: Conduct professional learning for all PLC leads on leading effective PLCs with strategies to support grade level and department teams.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Provide professional learning for teachers on district and campus walkthrough forms and provide opportunities to engage in learning walks, and have campus leadership share monthly trends and progress monitoring.	Formative			Summative
	Nov	Mar	May	June
<div><div><div></div><div>No Progress</div></div><div><div></div><div>Accomplished</div></div><div><div></div><div>Continue/Modify</div></div><div><div></div><div>Discontinue</div></div></div>				

**Goal 2:** Jorge R. Gutierrez Early Childhood will retain effective, well-supported teachers by strategically recruiting, selecting, assigning, and building the capacity of teachers so that all students have access to high-quality educators.

**Performance Objective 3:** By May 2025, JRG will increase the recruitment and retention of highly qualified staff.

Strategy 1 Details	Reviews			
Strategy 1: Develop a recruitment team to include district, secondary, and elementary administration	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Attend Region One recruitment fairs	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Plan and conduct EEISD Recruitment/Job Fair by March 2025.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: Develop and conduct new employee orientation and review district policies and procedures.	Formative			Summative
	Nov	Mar	May	June
Strategy 5 Details	Reviews			
Strategy 5: Conduct follow-up TTESS calibration for campus administration.	Formative			Summative
	Nov	Mar	May	June
Strategy 6 Details	Reviews			
Strategy 6: Review salary schedules of districts in Region One by February 2025 to ensure that salaries, benefits, and incentives remain competitive	Formative			Summative
	Nov	Mar	May	June

Strategy 7 Details	Reviews			
Strategy 7: Plan and conduct EEISD Employee College Fair by April 2025.	Formative			Summative
	Nov	Mar	May	June
Strategy 8 Details	Reviews			
Strategy 8: Review EEISD Exit Interview data to improve recruitment and retention practices	Formative			Summative
	Nov	Mar	May	June
Strategy 9 Details	Reviews			
Strategy 9: Continue planning and implementation of Teacher Incentive Allotment to recognize and retain effective teachers.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

**Goal 3:** Jorge R. Gutierrez Early Childhood will create a positive school culture through an aligned vision & mission, explicit behavioral expectations, proactive & responsive student support services, and involved families & community.

**Performance Objective 1:** By May 2025, Jorge R. Gutierrez will reduce exclusionary placements by at least 5% to impact campus culture & climate.

Strategy 1 Details	Reviews			
Strategy 1: August and ongoing professional development on district-wide Multi Tiered Systems of Support practices including: ongoing classroom management, PBIS, and trauma-informed care on how grief and trauma affects student learning and behavior, and reporting and prevention of child abuse and human trafficking.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Provide ongoing Social Emotional Learning lessons and support for all students PK-12.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Tier one and Tier two behavior systems will be implemented and monitored for district-wide fidelity.	Formative			Summative
	Nov	Mar	May	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✕</div><div>Discontinue</div></div></div>				

**Goal 3:** Jorge R. Gutierrez Early Childhood will create a positive school culture through an aligned vision & mission, explicit behavioral expectations, proactive & responsive student support services, and involved families & community.

**Performance Objective 2:** By May 2025, Jorge R. Gutierrez will expand the number of needs-driven responsive & proactive student support systems by 10%.

Strategy 1 Details	Reviews			
Strategy 1: Address needs-based wrap around services to support students socially & emotionally through mental health, health services and behavioral supports (drugs/alcohol counseling).	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Provide additional resources and supports for Other Special Population (OSP) to include students in foster care, experiencing homelessness, migrant, or military-connected based on need.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Support for students to build healthy habits and support student learning, including physical, socioemotional, nutritional and medical support.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: Provide opportunities for students to participate in "real world" experiences (college, career, military, educational learning).	Formative			Summative
	Nov	Mar	May	June
Strategy 5 Details	Reviews			
Strategy 5: Fine Arts programs will support campuses to improve behavior, attendance, promotion rates, graduation rates, and enable students to learn sequential course content and make applications using hands-on experiences. Through creative and critical thinking and artistic problem solving, students interpret and internalize meaning, interact with others, and produce original works.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 3:** Jorge R. Gutierrez Early Childhood will create a positive school culture through an aligned vision & mission, explicit behavioral expectations, proactive & responsive student support services, and involved families & community.

**Performance Objective 3:** By May 2025, Jorge R. Gutierrez Early Childhood will increase district attendance rate to 98% by partnering with families & community to engage all stakeholders in the critical aspects of student learning.

Strategy 1 Details	Reviews			
Strategy 1: District will audit current parent resources to align with ESFs best practices and tools for engaging families (i.e., online communication structures, parent/student surveys, translation support).	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize truancy officers and Parent Family Engagement Specialists (PFEs) to monitor and implement Tier 3 attendance protocols and procedures to increase districtwide attendance rates and reduce dropout rate.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: JRG will provide activities to support programs like, Cheer, Dance and educational field trips. We will also provide activities for events and holidays.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: District and campus administration will work together to ensure that the new Campus Attendance Intervention Process is being implemented with fidelity to ensure increased districtwide attendance rates.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✕ Discontinue</div> </div>				

**Goal 3:** Jorge R. Gutierrez Early Childhood will create a positive school culture through an aligned vision & mission, explicit behavioral expectations, proactive & responsive student support services, and involved families & community.

**Performance Objective 4:** By May 2025, JRG will increase parental engagement by 5% using systems to communicate about district wide, school wide, and student specific performance.

Strategy 1 Details	Reviews			
Strategy 1: Parent and Family engagement specialists will participate in professional learning focused on fostering parental relationships to strengthen the home-school connection.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Parent and Family engagement specialists will participate in monthly professional learning opportunities to develop plans for increasing outreach and parent/family participation.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: District and campuses will establish Parent Round Tables to solicit parental feedback on district/campus initiatives.	Formative			Summative
	Nov	Mar	May	June
<div><div><div></div><div>0%</div><div>No Progress</div></div><div><div></div><div>100%</div><div>Accomplished</div></div><div><div></div><div></div><div>Continue/Modify</div></div><div><div></div><div></div><div>Discontinue</div></div></div>				

**Goal 4:** Jorge R. Gutierrez Early Childhood will ensure that all students engage daily with TEKS-aligned, high-quality instructional materials (HQIM), and assessments that support learning at appropriate levels of rigor.

**Performance Objective 1:** By May 2025, all Reading and Language Arts (RLA) teachers will receive professional learning on the instructional delivery of High Quality Instructional Materials and 90% of Reading Language Arts teachers will be implementing adopted and district initiatives with fidelity to increase performance (All) by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Focus on RLA-Tier I instruction through the implementation of HQIM (PK-12; Frogstreet, Amplify, ODeLL) used to meet the needs of ALL student groups utilizing district initiatives.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Campus instructional leaders frequently review how teachers use, lesson internalization documents, providing feedback and lesson planning support regarding alignment to the scope and sequence, the standards, and expected level of rigor.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Focused learning walks are in place to monitor fidelity of implementation and district initiatives, capture trends and track progress over time, and measure student engagement.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: Assessments are at the appropriate level of rigor and data is analyzed during PLC to plan for corrective instruction and acceleration.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 4:** Jorge R. Gutierrez Early Childhood will ensure that all students engage daily with TEKS-aligned, high-quality instructional materials (HQIM), and assessments that support learning at appropriate levels of rigor.

**Performance Objective 2:** By May 2025, Jorge R. Gutierrez Early Childhood all teachers will receive professional learning on the implementation of High Quality Instructional Materials and 90% of Math teachers will be implementing adopted curriculum with fidelity to increase performance by 5%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Focus on Math-Tier I instruction through the adoption and implementation of HQIM (6-8, Carnegie) and existing Math curriculum (PK-5, 9-12) used to meet the needs of ALL student groups. (A year long professional learning plan is in place to provide implementation support.)	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus instructional leaders frequently review how teachers use, internalize, and modify lesson plans, providing feedback and lesson planning support regarding alignment to the scope and sequence, the standards, and expected level of rigor.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Focused learning walks are in place to monitor fidelity of implementation, RBIS 1-4 and district initiatives, capture trends and track progress over time, and measure student engagement.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Assessments are at the appropriate level of rigor and data is analyzed during team PLC to plan for corrective instruction and acceleration.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✕ Discontinue</div> </div>				

**Goal 4:** Jorge R. Gutierrez Early Childhood will ensure that all students engage daily with TEKS-aligned, high-quality instructional materials (HQIM), and assessments that support learning at appropriate levels of rigor.

**Performance Objective 3:** By May 2025, Jorge R. Gutierrez Early Childhood will ensure that 100% of staff have received ongoing training on all required & recommended materials, resources & instructional platforms (computer programs). This also includes instructional carpets for the classroom for social interaction for student achievement.

Strategy 1 Details	Reviews			
Strategy 1: Elem: Fidelity, training, and monitoring of balanced literacy and guided math components (and computer programs). This also includes instructional carpets for the classroom for social interaction for student achievement.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to vet existing resources/programs throughout the school year by monitoring campus implementation by minutes and evidence of usage in classroom walkthroughs.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Provide programming and compliance support for the implementation of Bilingual and English as a Second Language programs.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: Provide campus guidance and classroom instructional support for the provision of appropriate Emergent Bilingual and newcomer services.	Formative			Summative
	Nov	Mar	May	June
Strategy 5 Details	Reviews			
Strategy 5: Provide campus with technology resources and materials for all students and staff to utilize throughout the school year including IPADS, computers, software, phones, radios or any electronic devices.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Goal 5:** Jorge R. Gutierrez Early Childhood will ensure that teachers have access to the time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Performance Objective 1:** By May 2025, Jorge R. Gutierrez Early Childhood will increase growth Circle Progress Monitoring measures in all subjects by 5%.

Strategy 1 Details	Reviews			
Strategy 1: District administrators will provide professional learning for campus instructional coaches on how to effectively implement and model HQIM and research based instructional strategies best, including engaging in observation and feedback cycles, and differentiating for all student groups.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Instructional coaches will provide training for implementation on district initiatives.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: Focused learning walks to monitor fidelity of implementation and district initiatives, capture trends and track progress over time, and measure student engagement and progress.	Formative			Summative
	Nov	Mar	May	June
Strategy 4 Details	Reviews			
Strategy 4: Provide access to online HQIM and integrate technology to increase learner engagement.	Formative			Summative
	Nov	Mar	May	June
Strategy 5 Details	Reviews			
Strategy 5: Student-driven data tracking system based on standards to monitor individual student progress.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✕ Discontinue</div> </div>				

**Goal 5:** Jorge R. Gutierrez Early Childhood will ensure that teachers have access to the time and data needed to reflect, adjust, and deliver instruction that meets the needs of all students.

**Performance Objective 2:** By May 2025, Jorge R. Gutierrez Early Childhood will increase the number of students receiving additional intervention support to address learning gaps by 20%.

Strategy 1 Details	Reviews			
Strategy 1: Ensure interventions and supports are provided and documented for students to address instructional gaps and RtI intervention and high-impact tutorials.	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
Strategy 2: Student-driven data tracking system based on standards to monitor individual student progress.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
Strategy 3: District & Campus leaders will visit classrooms and look for programmatic practices that incorporate instructional strategies and attend data meetings to ensure data-driven response to student outcomes.	Formative			Summative
	Nov	Mar	May	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✕</div><div>Discontinue</div></div></div>				

**Goal 6:** Jorge R. Gutierrez will establish a safe and secure environment for all students, staff, and visitors and ensure the school district is prepared to effectively respond to emergencies that might affect safety or security of students and staff.

**Performance Objective 1:** By August 2025, JRG will train all staff and implement safety plans and procedures district-wide. Training and implementation will continue throughout the school year to ensure clear and consistent safety and security across all campuses.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Training and Safety Awareness for all staff: District Safety & Security Procedures Threat Assessment Teams- all required TX Safety Center & TEA NIMS 700/800, ICS 100/200/300/400 Campus Emergency Plans Multi-Hazard Emergency Operations Plan Tertiary Safety & Security	Formative			Summative
	Nov	Mar	May	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor and audit safety plans, drills and processes and collaborate with city/county officials. Campuses will also report all drills in Raptor Emergency Management System.	Formative			Summative
	Nov	Mar	May	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Procure all necessary resources to be compliant with all updated safety standards (personnel and equipment) Raptor Emergency Management System Safety vests, radios, software, additional equipment needed for security force Upgrades to fencing and security camera, resistant film on glass windows Onboard additional manpower to support legislative mandates for safety officers/armed guards and necessary training.	Formative			Summative
	Nov	Mar	May	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✕ Discontinue</div> </div>				