



Targeted Improvement Plan

District Name:	The Excel Center	County District Number:	227828	Superintendent Name:	Traci Berry
Campus Name:	The Excel Center	Campus Number:	1	District Coordinator of School Improvement:	Theresa Terlik
PSP:	Lori Einfalt	Educational Service Center:	Region 13	School Principal:	Charles Moody

Vision: Generate a lifelong connection to work.

Problem Statement #1:	The annual Overall Dropout rate of our students, age 17-26, was 43.1% for the 2016/17 school year	Annual Goal #1:	Decrease dropout rate by 10% for the 2017-18 school year as compared to the 2016-17 school year.
Root Cause #1:	The campus has continued to grow exponentially during the first three years of operation, effective leadership, teacher quality, supportive enrollment and tracking systems were not established to ensure retention of students.	Strategy #1:	Implement the modified intake & school model (iExcel & iConnect - MAPS A & B - CTE Pathways) to provide wrap-around supports and increase options & supports to remain enrolled in lieu of dropping out.

Goal #1:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Implement modified intake programs of iExcel & iConnect	Aug-18	Dell Foundation Grant	Intake Coach & Life Coaches	70% of iExcel attendees will enroll		Select	
							Select	
							Select	
							Select	
Intermediate: (Implementation)	All incoming students will take MAPS A and B and select a career pathway	Aug-18	Teacher & Life Coach time	Life Coach	All students who complete MAPS A & B will have a higher success rate (greater than 60%) of staying enrolled.		Select	
							Select	
							Select	
							Select	
Long-Term: (Results)	Graduating students will complete a Career pathway sequence and earn at least 1 industry certification.	May-19	Teacher & Life Coach time Certification testing opportunities	Teachers Life Coaching Team Operations Team	75% of graduating students will graduate with an industry certification.		Select	
							Select	
							Select	
							Select	
Vision Status		Currently Monitoring		Vision Metrics		Decrease the overall annual dropout rate according to the expected outcomes.		

Vision:		Generate a lifelong connection to work.						
Problem Statement #2:		The annual ESL Dropout rate was 38.2% for the 2016/17 school year		Annual Goal #2:		Decrease dropout rate for ESL population by 10% for the 2017-18 school year.		
Root Cause #2:		The campus lacks in teacher recruiting and onboarding practice and ESL classes lack vertical alignment and do not effectively transition students to regular classes within the core curriculum.		Strategy #2:		Implement the newly developed ESL Academy that provides the scaffolding necessary for successful transition of ESL students into their core academic courses.		
Goal #2:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes <i>(Goal/Target)</i>	Results <i>(Outcomes/Data)</i>	Status	Next Steps
Short-Term: <i>(training, acquisition of new skills)</i>	Schedule students accordingly into the ESL Academy	Aug-18	Staff time	Intake Coach Life Coach ESL Dept Director of Special Programs	100% of ESL students with a proficiency level lower than fluent will take at least 3 ESL Academy courses.		Select	
							Select	
							Select	
Intermediate: <i>(Implementation)</i>	Monitor ESL student progress through the Academy	Jan-19	Staff time	Intake Coach Life Coach ESL Dept Director of Special Programs	100% of ESL students with a proficiency level lower than fluent will take at least 3 ESL Academy courses.		Select	
							Select	
							Select	
Long-Term: <i>(Results)</i>	Complete ESL Academy program review of student data (dropout rate, attendance, proficiency level gains)	May-19	Staff time	Director of Special Programs	Completed data analysis, program review, and next years recommendations		Select	
							Select	
Vision Status		Currently Monitoring		Vision Metrics		Decrease the ESL dropout rate according to the expected outcomes.		

Vision: Generate a lifelong connection to work.

Problem Statement #3:	The average ADA for the 2017/18 school year was 140 with an average enrollment of 400. Attendance is the greatest factor associated with long-term success in our program and daily attendance must be improved.	Annual Goal #3:	Increase average ADA to 155 for the 18/19 school year
Root Cause #3:	The school climate and culture allow a high degree of flexibility for students to address the challenges and barriers to regularly attending school are presented to our students daily.	Strategy #3:	Implement a campus-wide approach to promoting daily attendance at school and in each classroom.

Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Provide weekly and term attendance reports by life coach and teacher	Sep-18	Staff time	Life Coach Director of Student Supports Director of Operations	Weekly & term attendance reports		Select	
	Recognize Life Coaches & Teachers with highest attendance percentage	Sep-18	Local funds	Director of Student Supports Director of Operations VP of Education	Life Coach & Teacher recognition		Select	
	Recognize student "best attenders" each week & following each term	Sep-18	Local funds	Life Coach team	Students receive certificates		Select	
							Select	
Intermediate: (Implementation)	Integrate Teacher/Class attendance into Teacher performance evaluation	Oct-18	Crystal Reports Staff time	Team Leads Campus Director	Teachers will utilize strategies to increase student attendance in		Select	
	Monitor model progress via staff Solution Circles	Jan-18	Staff time	Director of Operations Director of Student Supports VP of Education	70% of staff will participate in solution circles to discuss program progress.		Select	
Long-Term: (Results)	Recognize graduates with perfect attendance & honor roll at the end of the school year.	May-18	Local funds Staff time	Life Coach Director of Student Supports Director of Operations	Students with perfect attendance & on honor roll will participate in a Honor Ceremony Dinner		Select	
							Select	
Vision Status		Currently Monitoring		Vision Metrics		Increase iExcel attendees and retention of new students according to the expected outcomes.		

Vision: Generate a lifelong connection to work.									
Problem Statement #4:		Overall 2017/18 STAAR passing rates were below 70% in the approaches grade level, below 30% in the meets grade level area, and at 10% for masters grade level.		Annual Goal #4:		Increase the percentage of students who Approach Grade Level standard or above for English Language Arts to 50% and Mathematics to 70%.			
Root Cause #4:		Leadership effectiveness with clearly defined roles has not been present, and teacher quality has been reduced as a result of recruitment and onboarding. The campus does not have TEKS aligned curriculum with scope and sequence and pacing guides to guide teachers on what they should be teaching and when.		Strategy #4:		Establish clearly defined leadership roles and responsibility and develop a Curriculum and Instruction Department that will develop TEKS aligned curriculum, scope and sequence, and pacing guides for instructional staff.			
Goal #4:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps	
Short-Term: (training, acquisition of new skills)	Hire a Director of Curriculum & Instruction	Aug-18	Staff time	Superintendent	Select, hire, and on-board a Director of Curriculum & Instruction.	This position has been filled.	On Track to Meet Goal	None	
	Redevelop instructional lead structure.	Sep-18	Staff time Local funds	Superintendent Cabinet	Clear and focused job duties for instructional leads.	Job descriptions have been revised and reviewed with leads.	On Track to Meet Goal	None	
	Create initial instructional development plans and review regularly.	Oct-18	Staff time Local funds	Director of Curriculum & Instruction.	Instructional development plans for each teacher	All teachers have clear instructional development plans.	Select		
							Select		
Intermediate: (Implementation)	Develop intensive instructional development plans for English Language Arts and Mathematics teachers that utilize data analysis for gaps in student mastery.	Jan-19	Staff time Local funds	Director of Curriculum & Instruction	Instructional development plans for each teacher	The ELA and Math departments have clear instructional development plans.	Select		
							Select		
Long-Term: (Results)	Establish a clearly defined leadership structure for the campus and district.	May-19	Staff time Local funds	Superintendent Cabinet	Stabilized district and campus leadership structure.	Established district and campus leadership structure and growth plans.	Select		
							Select		
Vision Status		Currently Monitoring		Vision Metrics		Increase STAAR met grade level results according to the expected outcomes.			