

**Bastrop Independent School District**  
**Colorado River Collegiate Academy**  
**2024-2025 Goals/Performance Objectives/Strategies**



**Colorado River Collegiate Academy**  
*Creating Ability Through Effort*

# Mission Statement

We provide all of our students with the opportunity and educational foundation to pave the path to university success by earning an associates degree upon graduation from high school.

## Vision

We envision a successful future in academia for all of our students, sustained by the foundation of an excellent high school education.

## Value Statement

•CRCA's core values:

- We will respect the learning process.
- We will exhibit professionalism at all times.
- We will encourage parental and community involvement.
- We will support the collaborative efforts of Bastrop ISD and Austin Community College.

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# Goals

**Goal 1: Student Success and Well-Being Goal:** We will support skill-building opportunities that encourage responsible choices and adaptable competence.


**Performance Objective 1:** By May 2025, increase the percentage of students at Meets Grade Level on STAAR math from (50% to 90%) and STAAR Reading from (94% to 95%)


**Evaluation Data Sources:** 2025 Accountability Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> All CRCA students are scheduled into Friday tutorial classes based on their academic needs. The Friday classes are intervention and extension support classes, tailored to the individual needs of the students.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p><b>Staff Responsible for Monitoring:</b> The principal creates each CRCA student's Friday schedule (based on testing data). The counselor loads the schedules into Skyward. The academic core teachers teach the classes.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> All CRCA teachers will enact a mandatory tutorial for students whose grades fall below an 80. English 1, English 2, Biology, Algebra 1 and US History teachers will require tutorials for students performing below the satisfactory mark on district assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p><b>Staff Responsible for Monitoring:</b> Academic core teachers will run the tutorials before and after school.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Ensure interventions and supports are provided and documented for students to address instructional gaps. A zero period RTI is built into every student's schedule. Zero period is 3:40 to 4:10 each day.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p><b>Staff Responsible for Monitoring:</b> The counselor has scheduled all of the students. Each teacher is on duty and has a section.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Goal 1:** Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.


**Performance Objective 2:** By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 85% fidelity.


**Evaluation Data Sources:** BISD Walkthrough Form, CBPL agendas, coaching cycles

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Train, support and monitor the fidelity of use of RBIS across disciplines at CRCA. The required training of teachers for evaluation and appraisal in TTESS will be conducted during the beginning of the year PD week. All CRCA teachers will participate in the goal setting, pre-conference, formal observation, lesson reflection, post and summative conference cycles of TTESS during the 2024-25 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will know the TTESS timeline, process and their responsibilities regarding the evaluation.</p> <p><b>Staff Responsible for Monitoring:</b> The campus will use the online TTESS training and documentation of teacher completion will be kept by the TTESS appraisers.</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> The CRCA 9th grade team will meet in PLC, Monday - Thursday, from 8:40 to 9:30. The PLC will determine student interventions, conduct parent contact, review assessment data and make recommendations to the school's administrative staff regarding the 9th grade students and their individual needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Domains 1-3 in the state accountability system will provide the documentation of whether the 9th grade PLC was successful.</p> <p><b>Staff Responsible for Monitoring:</b> The CRCA assistant principal will monitor the 9th grade PLC.</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> All 9th grade students will be scheduled into a TSIA2 prep course, taught by the English 2 and English 4 teachers. Students will be moved out of the course immediately upon meeting the college readiness standard of 945 in ELAR and a 5 on the essay. The English 2 teacher is ESL certified and will use explicit instruction in reading and writing.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of the Class of 2028 will meet the ELAR cut score by the end of the 1st semester.</p> <p><b>Staff Responsible for Monitoring:</b> The principal will monitor the conduct of the TSIA2 course. The counselor will be responsible for moving students out of the TSIA2 course immediately after the student masters the TSI reading and writing exams.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr

 No Progress

 Accomplished

 Continue/Modify

 Discontinue







**Goal 1: Student Success and Well-Being Goal:** We will support skill-building opportunities that encourage responsible choices and adaptable competence.

**Performance Objective 3:** By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by 10%.

**Evaluation Data Sources:** NWEA MAP Growth Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Six sections of TSIA2 math prep will be created in the master schedule. Each of the teachers will be certified in math. Students will be moved out of the course immediately upon meeting the college readiness standard of 950 on the math TSIA2. As students make the math cut score, their focus in the course will change to PSAT and SAT math. The math instructors will teach the course using resources from KNOWSYS.</p> <p><b>Strategy's Expected Result/Impact:</b> The 55 students (6 seniors, 12 juniors and 37 sophomores) that were not TSIA2 compliant in mathematics at the start of the 2024-25 school year, will be by the end of the first semester.</p> <p><b>Staff Responsible for Monitoring:</b> The principal will monitor the conduct of the TSIA2 course.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> All 9th grade students will be scheduled into a TSIA2 prep course, taught by the English 2 and English 4 teachers. Students will be moved out of the course immediately upon meeting the college readiness standard of 945 in ELAR and a 5 on the essay. The English 2 teacher is ESL certified and will use explicit instruction in reading and writing.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of the Class of 2028 will meet the ELAR cut score by the end of the 1st semester.</p> <p><b>Staff Responsible for Monitoring:</b> The principal will monitor the conduct of the TSIA2 course. The counselor will be responsible for moving students out of the TSIA2 course immediately after the student masters the TSI reading and writing exams.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> All CRCA students are scheduled into Friday tutorial classes based on their academic needs. The Friday classes are intervention and extension support classes, tailored to the individual needs of the students.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p>Maintain 85% completion rate in college level courses at ACC.</p> <p><b>Staff Responsible for Monitoring:</b> The principal creates each CRCA student's Friday schedule (based on testing data). The counselor loads the schedules into Skyward. The academic core teachers teach the classes.</p> <p><b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> Implement and monitor NWEA MAP Testing for grades 9-11 in mathematics and reading language arts.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase aggregate passing rates in TSIA2 RLA and Mathematics. Increase individual scores in PSAT and SAT.</p> <p><b>Staff Responsible for Monitoring:</b> CTC and Administration</p> <p><b>ESF Levels:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		Summative
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 1:** By May 2025, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.





Emergent Bilingual Math: 80.0%

Special Education: 79.7%

Economically Disadvantaged: 86.7%

**Evaluation Data Sources:** 2025 Accountability Data





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> English Learners and special education students attending CRCA access the same academic supports as the rest of the student body. These supports are augmented by their individual accommodations per their LPAC and IEP directives.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p><b>Staff Responsible for Monitoring:</b> The principal is the testing coordinator and insures that accommodations are provided for.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> In accordance with HB1416, CRCA will provide tutoring (small group instruction) and progress monitoring to the 9th grade students identified as being at risk of not approaching the standard on the E1, A1 and BI STAAR EOC exams.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>English 1 EOC - 100/95/25</p> <p>English 2 EOC - 100/95/25</p> <p>Algebra 1 EOC - 100/90/45</p> <p>Biology EOC - 100/90/45</p> <p>US History EOC - 100/90/60</p> <p><b>Staff Responsible for Monitoring:</b> The 9th Grade interdisciplinary PLC team is in charge of monitoring each of the 9th grader's progress toward the campus STAAR EOC goals.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Require all CRCA teachers to be ESL endorsed.</p> <p><b>Strategy's Expected Result/Impact:</b> The five CRCA teachers that are not ESL endorsed will earn their certification by the end of the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	Formative		Summative
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 2:** By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) to 100%.

**Evaluation Data Sources:** 2025 Accountability data, ECR/SCR data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Refine, support and monitor CRCA's content based ESL program.  <b>Strategy's Expected Result/Impact:</b> EB student success will increase.  <b>Staff Responsible for Monitoring:</b> LPAC, ELA Teachers</p> <p><b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> CRCA EB students will practice TELPAS by participating the TELPAS prep tutorials on Cambium.  <b>Strategy's Expected Result/Impact:</b> TELPAS scores will rise.  <b>Staff Responsible for Monitoring:</b> TELPAS testing coordinator (Assistant Principal)</p> <p><b>ESF Levers:</b>                      Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 2:** Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 3:** By May 2025, 85% of staff members engaged in BISD professional development sessions will be prepared to apply new learning in a short time frame.

**Evaluation Data Sources:** Professional Learning Plan evaluation data gathered at district- or campus-based professional learning sessions.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Train, support and monitor the fidelity of use of RBIS across disciplines at CRCA. The required training of teachers for evaluation and appraisal in TTESS will be conducted during the beginning of the year PD week. All CRCA teachers will participate in the goal setting, pre-conference, formal observation, lesson reflection, post and summative conference cycles of TTESS during the 2024-25 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will know the TTESS timeline, process and their responsibilities regarding the evaluation.</p> <p><b>Staff Responsible for Monitoring:</b> The campus will use the online TTESS training and documentation of teacher completion will be kept by the TTESS appraisers.</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> CRCA teachers will incorporate AI in the classroom, including but not limited to MagicSchool and ChatGPT.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will learn the appropriate way to use AI in the classroom.</p> <p><b>Staff Responsible for Monitoring:</b> CRCA Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> CRCA will continue to increase the number of students taking AP exams in World History, US History, Spanish Language, English Language, English Literature and AB Calculus. New AP classes and tests this year include AP Comparative Government, AP Human Geography and AP Precalculus.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the number of qualifying AP scores</p> <p><b>Staff Responsible for Monitoring:</b> AP Teachers</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**Goal 3:** Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 1:** By May 2025, increase student attendance from (96% to 98%).

**Evaluation Data Sources:** PEIMS Attendance Data





Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> CRCA administration and attendance clerk will monitor and implement attendance protocols and procedures to increase attendance rates.</p> <p><b>Strategy's Expected Result/Impact:</b> EoY ADA will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Attendance Clerk</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> The importance of attendance will be explained to students and parents in our parent meetings and weekly announcements. Perfect attendance will be celebrated in CRCA's academic pep rallies.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased ADA</p> <p><b>Staff Responsible for Monitoring:</b> Attendance Clerk and Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> CRCA will hold an academic pep rally at the beginning of each semester. Registration for school clubs, activities and events will occur during the pep rally. Celebrations of academic achievement will occur during the spring semester pep rally.</p> <p><b>Strategy's Expected Result/Impact:</b> CRCA student life will improve.</p> <p><b>Staff Responsible for Monitoring:</b> The College Access Specialist will organize the pep rallies.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 3:** Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 2:** By May 2025, the percentage of students who receive disciplinary actions resulting in loss of classroom time will decrease by 5%.





**Evaluation Data Sources:** Skyward Discipline Reports

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Work with all community, campus and district partners (ACC advisers, social workers, parent liaisons, truancy officers, SROs, etc.) to ensure student needs are met.</p> <p><b>Strategy's Expected Result/Impact:</b> Enrollment at CRCA will increase and discipline infractions will decrease.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Teachers</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> CRCA Counselor and College Access Specialist will provide ongoing SEL lessons and support for all CRCA students.</p> <p><b>Strategy's Expected Result/Impact:</b> CRCA's low disciplinary referral rate will continue unabated.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor and College Access Specialist</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> CRCA will establish common campus expectations through an active PBIS committee.</p> <p><b>Strategy's Expected Result/Impact:</b> Student behavior expectations will be consistent across classrooms and teacher at CRCA.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
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**Goal 3:** Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 3:** By May 2025, 80% of classrooms will regularly use at least three district-approved educational technology tools.





**Evaluation Data Sources:** Digital Learning aligned walkthrough data, BISD Walkthrough Form, CBPL Agendas

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> CRCA teachers will use a variety of apps to communicate with students and conduct instruction. These apps include (but are not limited to) Google Classroom, School Status and Blackboard.</p> <p><b>Strategy's Expected Result/Impact:</b> CRCA students will experience blended instruction and learning on a regular basis.</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>ESF Levels:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> All CRCA students will be issued a district owned Chromebook and will use the computer daily in class.</p> <p><b>Strategy's Expected Result/Impact:</b> CRCA students will experience blended instruction and learning on a regular basis.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>ESF Levels:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
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**Goal 4:** Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 1:** By May 2025, reduce teacher turnover to 0%.

**Evaluation Data Sources:** Human Resources and Texas Performance Reporting System (TPRS) retention data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> New CRCA teachers will be paired with an experienced mentor within their discipline.  <b>Strategy's Expected Result/Impact:</b> New CRCA teachers will have a mentor to assist them in teaching and navigating campus and district procedures.  <b>Staff Responsible for Monitoring:</b> Assistant Principal and Mentor Teacher</p> <p><b>ESF Levers:</b>                      Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> All CRCA faculty members will meet in a weekly Friday PLC.  <b>Strategy's Expected Result/Impact:</b> Teacher leadership will be enhanced.  <b>Staff Responsible for Monitoring:</b> CRCA Teachers</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice.  <b>Strategy's Expected Result/Impact:</b> Increased effectiveness in TTESS appraisals.  <b>Staff Responsible for Monitoring:</b> Principal and Assistant Principal</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
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**Goal 4: Collaborative Partnerships Goal:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.


**Performance Objective 2:** By May 2025, survey data will show an 5% increase in participation of parent and family engagement opportunities.

**Evaluation Data Sources:** Volunteer platform registration, campus sign-in sheets

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Grade level parent meetings will be scheduled, advertised and held by September 27, 2024. The fall meetings will cover the campus handbook, SAP and dealing with student stress.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parent involvement at CRCA.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Parent recruitment meetings will be held following the presentations at BMS and CCMS. The parent recruitment meetings will be held at CRCA and conducted in both English and Spanish.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased enrollment at CRCA</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor and College Access Specialist</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> The CRCA PTA goals for the year will be:</p> <ol style="list-style-type: none"> <li>1. increase the number of monthly meetings</li> <li>2. increase membership</li> <li>3. increase fundraising</li> <li>4. increase CRCA faculty participation</li> <li>5. Award three \$500.00 scholarships to graduating Seniors</li> </ol> <p><b>Strategy's Expected Result/Impact:</b> Increased parent involvement at CRCA.</p> <p><b>Staff Responsible for Monitoring:</b> The PTA officers are charged with operating the organization. The CRCA principal, a member of the PTA board, will facilitate the group's efforts to meet their goals.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

 No Progress

 Accomplished

 Continue/Modify

 Discontinue





**Goal 4: Collaborative Partnerships Goal:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 3:** By May 2025, CRCA will maintain the percentage of graduates that are college, career, and/or military ready (CCMR). Currently, 100% of our graduates are CCMR ready.

**Evaluation Data Sources:** CCMR Data

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> All CRCA 11th grade students will take a US History course at CRCA that mirrors HIST 1301/1302 at ACC. The instructor for ACC HIST 1301 and 1302 will be a CRCA teacher who will also run the Friday intervention on campus. CRCA 11th grade students take HIST 1301/1302 at ACC Elgin.</p> <p><b>Strategy's Expected Result/Impact:</b> Our defined specific, measurable targets for the percentage of students approaching, meeting and mastering grade level expectations on the EOC exams are:</p> <p>US History EOC - 100/90/60</p> <p>Maintain 85% completion rate in college level courses at ACC.</p> <p><b>Staff Responsible for Monitoring:</b> The 11th grade social studies teacher is responsible for teaching the course. The principal schedules the students in the course.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> TSIA2 testing will occur in three tiers. 9th grade students will be tested August 1-3 and September 15, 22 and 29. The TSIA2 will be given on Fridays for students who need to make the cut. Additional testing dates will be scheduled in the spring semester, on Saturdays, if they are needed.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of the Class of 2028 will meet the ELAR cut score by the end of the 1st semester.</p> <p><b>Staff Responsible for Monitoring:</b> The principal, assistant principal, counselor and college access specialist will be trained as proctors and conduct all testing.</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		Summative
	Nov	Feb	Apr

Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> All 9th grade students who are TSIA2 compliant in ELAR by the start of the Spring Semester will be enrolled in the EDUC 1300 course. The course is designed to teach study skills and those 'soft' skills students require to be successful in a college course.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of the enrolled students will complete the course with an A, B or C grade.</p> <p><b>Staff Responsible for Monitoring:</b> EDUC 1300 instructor will teach the course and the assistant principal will monitor it.</p> <p><b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> All 10th and 11th grade students will be placed in a College Prep Advisory class. Lessons for the class will be orchestrated by the College Access Specialist and disseminated to the section teachers. Section teachers will employ an electronic grade check/reflection system designed by CRCA teachers. College Prep Advisory teachers are empowered to assign students to tutorials for ACC courses where the grade is below an 80. Input from ACC (Early Alert System) will also be used to track students in academic trouble.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of the ACC courses taken by CRCA students will have a grade of A, B or C by the end of each semester.</p> <p><b>Staff Responsible for Monitoring:</b> The College Access Specialist and College Prep Advisory Teachers conduct this support class. The CRCA Counselor monitors the Early Alert program the instructors from ACC are supposed to interact with.</p> <p><b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews		
<p><b>Strategy 5:</b> Provide support for dual credit attainment. All 10th grade ACC students will be assigned to a SPAN 1411 and SPAN 1412 tutorial at CRCA. The tutorial class is taught by the CRCA Spanish teacher and is a support class.</p> <p><b>Strategy's Expected Result/Impact:</b> All CRCA 10th graders taking Spanish 1411 will earn a grade of C or higher, enabling them to enroll in SPAN 1412 in the Spring. All CRCA 10th graders in ACC SPAN 1412 will earn a C or higher allowing them to use the course in their associate's plan.</p> <p><b>Staff Responsible for Monitoring:</b> The CRCA Spanish teacher will run the support class.</p> <p><b>ESF Levels:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 6 Details	Reviews		
<p><b>Strategy 6:</b> 11th grade ACC students taking MATH 1314 or 1414/2412 will take Algebra 2 or Pre-Calculus at CRCA. They will also be placed in an RTI tutorial period with their CRCA math teacher. 12th grade students taking an ACC math course for their associates will take either MATH 1314 or MATH 1332.</p> <p><b>Strategy's Expected Result/Impact:</b> All students in MATH 1314, 1414/2412 and 1332 will earn a C or higher in the courses.</p> <p><b>Staff Responsible for Monitoring:</b> The Algebra 2/Pre-Calculus teacher is responsible for the support of the MATH 1314/1414-2412/1332 students.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews		
<p><b>Strategy 7:</b> 11th grade ACC students will take a Friday ENGL 1301 and 1302 tutorial class on Fridays. This tutorial is a support class, taught by the ACC adjunct, for Comp 1 and 2.</p> <p><b>Strategy's Expected Result/Impact:</b> All CRCA 11th grade students will earn a C or higher for ENGL 1301 and ENGL 1302.</p> <p><b>Staff Responsible for Monitoring:</b> ACC ENGL 1301/1302 adjunct is also an ELA teacher for CRCA. He will conduct the support class.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 8 Details	Reviews		
<p><b>Strategy 8:</b> Teachers who are SACS (Southern Association of Colleges and Schools) certified are given preference in staffing positions at CRCA. SACS certified teachers are motivated to apply at ACC. ACC is very receptive to accepting our teachers. All who have gone through the process have become adjuncts.</p> <p><b>Strategy's Expected Result/Impact:</b> At the end of the 2024-25 school year, CRCA will have the following adjuncts on staff:</p> <ol style="list-style-type: none"> <li>1. One EDUC 1300 instructor</li> <li>2. One BIOL 1408 instructor</li> <li>3. Two ENGL 1301/1302 instructors</li> <li>4. Two ENGL 2322 instructor</li> <li>5. One HIST 1301/1302 instructor</li> <li>6. One SPAN 1411/1412 instructor</li> </ol> <p><b>Staff Responsible for Monitoring:</b> The principal and IHE liaison are responsible for guiding teachers through the process.</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>			