

**Laredo Independent School District**  
**Hector J. Garcia Early College High School**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

The Hector J. Garcia Early College High School develops a unique learning environment that represents community interests and student's needs. Through the integration of a rigorous and challenging curriculum that emulates college level courses, students will be prepared to be successful in university courses throughout their high school and college years.

1. Students have the opportunity to earn up to two years of transferable college credit while in high school.
2. Mastery and competence are rewarded with enrollment in college-level courses and the opportunity to earn two years of college credit for free.
3. The Hector J. Garcia Early College High School provides academic and social support that helps students succeed in a challenging course of study throughout their high school years through personalized learning to meet the demands of a rigorous college curriculum with extensive instructional support.
4. The physical and emotional transition between high school and college is minimized by providing a system of support throughout student's high school years with support and assistance in the college application process.

# Vision

The Hector J. Garcia Early College High School at Texas A&M International University believes that all students regardless of their economic and social background can acquire a college degree through a rigorous and challenging curriculum that will prepare them to earn 60+ university hours while earning a high school diploma.

# Value Statement

## Early College High School

### Value Statement

The Hector J. Garcia Early College High School core values encompass a school design that provides an opportunity for under represented student groups to earn a high school diploma and accumulate up to two years of university credit hours towards a bachelor's degree through a rigorous, college preparatory curriculum. By compressing the number of years to a college degree, GECHS will increase graduation rates for the targeted student population and improve college bound student rates.

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# Goals

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 1:** By the end of the 2021-2022 school year all GECHS students including economically disadvantaged, homeless, migrant, English learner, and special education students. will be at 80% or above meets standard level in all EOC assessment with the additional support of targeted tutorials (Remediation)

**Evaluation Data Sources:** TAPR  
School Report Card

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Targeted Instruction and Tutorials - Plan lesson based on approved curriculum; implement instructional strategies to help student comprehend content; use different resources to engage students. Using data gathered during instruction and different assessments (local and EOC), interventions to assist EL, Special Ed., at-risk population, and	Formative			Summative
	Nov	Mar	June	July

other students in need will be provided.

**Strategy's Expected Result/Impact:** All of our EL, at-risk students will be at the "Meets Level" performance standard in EOC assessments.

**Staff Responsible for Monitoring:** Principal

Master Teacher

Core Area Teachers

**Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **TEA Priorities:** Connect high school to career and college -

**ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Results Driven**

**Accountability**

**Funding Sources:** Extra Duty Pay- Tutorials - 199 - General Fund: SCE (PIC 30) -

199-11-6119-20-008-2-30-000 - \$4,000, Transportation - 199 - General Fund: Basic Instruction (PIC 11) -

199-11-6494-00-008-2-11-000 - \$1,700, Reading Materials - 199 - General Fund: SCE (PIC 30) -

199-11-6329-00-008-2-30-000 - \$1,416, General Supplies - 199 - General Fund: Bilingual (PIC 25) -

199-11-6399-00-008-2-25-000 - \$5,861, General Supplies - 199 - General Fund: SCE (PIC 30) -

199-11-6399-00-008-2-30-000 - \$25,000, Professional Salaries - Teachers - 199 - General Fund: Basic

Instruction (PIC 11) - 199-11-61XX-00-008-2-11-000 - \$1,301,006, Copier - Fixed Amount - 199 - General

Fund: Basic Instruction (PIC 11) - 199-11-6249-98-008-2-11-000 - \$2,619, Teacher Instructional Allocation

Start-Up General Supplies (\$188 p/teacher) - 199 - General Fund: Basic Instruction (PIC 11) -

199-11-6399-99-008-2-11-INS - \$3,760, Professional Salaries - BIL ESL Stipend - 199 - General Fund:

Bilingual (PIC 25) - 199-11-61XX-00-008-2-25-000 - \$4,623, Professional Salaries - ESL Strategist - 263 -

LEP Bilingual Program Fund - 263-11-61XX-00-008-2-25-000 - \$19,971, Supplies - Toner - 211 - ESEA


Title I: Improving Basic Program - 211-11-6399-99-008-2-30-000 - \$1,000, Extra Duty Pay - 211 - ESEA


Title I: Improving Basic Program - 211-11-6119-20-008-2-30-000 - \$1,238, Professional Salaries - Teachers

CTE - 199 - General Fund: CTE (PIC 22) - 199-11-61XX-00-008-2-22-000 - \$176,377, Professional Salaries

- Dean - 199 - General Fund: Basic Instruction (PIC 11) - 199-13-61XX-00-008-2-11-000 - \$99,110

 0% No Progress

 100% Accomplished





 Continue/Modify

 Discontinue

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** GECHS objective is to have 40% of Freshmen, 80% of Sophomores, 90% of Juniors, and 98% of Seniors TSI ready by the end of the 2021-2022 School year.

**Evaluation Data Sources:** Tutorial Sign-ins  
 TSI assessment reports  
 Internal TSI Tracking tool

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Targeted Instruction and Tutorials - Using previous performance scores and the results of the diagnostic test, TSI intervention teachers will design instruction and tutorials that will address students' weaknesses and provide test taking strategies to achieve the number of TSI ready students by grade level supporting their efforts with the Cambridge Preparation Guide.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the level of TSI success to increase the level of TSI ready students in all grades.</p> <p><b>Staff Responsible for Monitoring:</b> Principal                      Master Teacher                      Designated TSI Intervention Teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Extra Duty Pay - Tutorials - 199 - General Fund: SCE (PIC 30) - 199-11-6119-20-008-2-30-000 - \$3,000, Purchase TSI Vouchers - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6339-00-008-2-11-000 - \$1,436</p>	Formative			Summative
	Nov	Mar	June	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				







**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 3:** During the 2021-2022 School Year, GECHS will work to help students improve SAT & ACT scores from 1028 to 1150, and 18.7 to 21 respectively by preparing teachers on SAT & ACT content and test requirements/strategies. Also offer SAT prep course for students. Students will also be administered PSAT and AP exams.

**Evaluation Data Sources:** Staff Development Sessions for teachers  
College Board Results Report and ACT





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Prep. Sessions - Students that are eligible to take the SAT/ACT Test will be afforded the opportunity to attend study sessions prior to taking their SAT/ACT exams using the Cambridge Preparation Guide and Khan Academy as a resource. Khan Academy offers a customized learning path. Students will be enrolled in AP courses to prepare for exams.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will increase their average score in the respective tests.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Master Teacher, Prep. Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Extra Duty Pay - Tutorials - 199 - General Fund: SCE (PIC 30) - 199-11-6119-20-008-2-30-000 - \$1,000, General Supplies - 199 - General Fund: SCE (PIC 30) - 199-11-6399-00-008-2-30-000 - \$41,396</p>	Formative			Summative
	Nov	Mar	June	July

 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 4:** By the end of the 2021-2022 school year, GECHS will have an overall Student Achievement (Domain I) of 98% or higher and increase Academic Students Growth (Domain II) 90%.





**Evaluation Data Sources:** TAPR Reports -STAAR/EOC

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Instructional Strategies, PLC and Tutoring Sessions - Improve classroom instruction by developing a consistent PLC model where data is used to adjust instruction in the classroom, while designing prescriptive tutorials for all our students including eco. dis., homeless, migrants, and at-at (remediation and enrichment).</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in Student Achievement (Domain 1) and Student Progress (Domain 2).</p> <p><b>Staff Responsible for Monitoring:</b> Principal Master Teacher Core Area Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Extra Duty Pay - Tutorials - 199 - General Fund: SCE (PIC 30) - 199-11-6119-20-008-2-30-000 - \$2,000, General Supplies - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6399-00-008-2-11-000 - \$1,000, General Supplies - 199 - General Fund: Operating (PIC 99) - 199-23-6399-00-008-2-99-000 - \$1,200, Professional Salaries - Administration - 199 - General Fund: Operating (PIC 99) - 199-23-61XX-00-008-2-99-000 - \$316,894</p>	Formative			Summative
	Nov	Mar	June	July
	<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 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 5:** Garcia Early College will increase the number of students (percent) meeting EL progress (advancing a minimum of one English Language Proficiency Level on TELPAS) (Domain III). Increase percent of students advancing at least one proficiency level from in composite score from 44% in 2019 to 48% in 2022. (2020-2021 Covid year)





**Evaluation Data Sources:** TELPAS Results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement the District Language Proficiency Plan to improve all language skills.  <b>Strategy's Expected Result/Impact:</b> Students will improve language skills in listening, speaking, reading and writing. Advance at least 1 proficiency level in the TELPAS Composite score.  <b>Staff Responsible for Monitoring:</b> Teachers                      Principal                      ESL Strategist  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b>  <b>Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Mar</b>	<b>June</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement FLIPGRID to have students practice their listening and speaking skills.  <b>Strategy's Expected Result/Impact:</b> Students will improve language skills in listening, and speaking. Advance at least 1 proficiency level in the TELPAS Composite score or maintain the Advanced High Level.  <b>Staff Responsible for Monitoring:</b> Teachers                      Principal                      ESL Strategist  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b>  <b>Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Mar</b>	<b>June</b>	<b>July</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will have students improve their reading and writing skills by having students read and answer questions and write daily journals. The reading and writing will be TELPAS format.  <b>Strategy's Expected Result/Impact:</b> Students will improve language skills in reading and writing, and advance at least 1 proficiency level in the TELPAS Composite score or maintain the Advanced High Level.  <b>Staff Responsible for Monitoring:</b> Teachers                      Principal                      ESL Strategist  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF</b>  <b>Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Mar</b>	<b>June</b>	<b>July</b>
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 6:** During the 2021-2022 school year, GECHS students will achieve Master Level on EOC tested areas by the following percentages: ELA I from 16% (2019) to 20%, Engl II from 28% (2019) to 30%, Alg I from 90% (2019) to 92%, U.S. History from 75% (2019) to 77%, Biology from 68% (2019) to 70%.

**Evaluation Data Sources:** Local Campus Based Assessments Report  
 District's CBA's and Benchmark Reports  
 TAPR Report  
 Tutorials Sign-Ins and Instructional Materials  
 PLCs





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Enrichment Projects &amp; Tutorials - GECHS will offer Super Saturday using "Sirius" academic resources. Enriched learning through creating projects like participation in science fair.</p> <p>Data will also be used to identify students that can maintain or meet "Master Grade Level" in EOC assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the percentage of students that meet the "Masters Grade Level" of achievement in all EOC assessments.                      Project-Based Products</p> <p><b>Staff Responsible for Monitoring:</b> Principal                      Master Teacher                      Core Area Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> General Supplies GT - 199 - General Fund: GT (PIC 21) - 199-11-6399-00-008-2-21-000 - \$1,592, Transportation - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6494-00-008-2-11-000 - \$300</p>	Formative			Summative
	Nov	Mar	June	July
	<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 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 7:** During the 2021-2022 school year, GECHS counselors will guide individual students to help them align courses with their career pathway. This allows the alignment of the TEA endorsements and the degrees offered by our Institution of Higher Education (IHE) partner (TAMIU) while observing the academic planning guide of our district and keep our graduation rate at 100%.

**Evaluation Data Sources:** Arm Services Vocational Aptitude Battery (ASVAB)  
 Pathway development documents  
 Academic Planning Guide  
 TEA approved endorsements  
 TAMIU Catalog





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Development of career pathways - In order to comply with TEA's Early College Blueprint expectation of students graduating with 42+ college hours and align endorsements with the degrees offered by our IHE partner (TAMIU) to maintain our graduation rate of 100%.</p> <p><b>Strategy's Expected Result/Impact:</b> Compliance with ECHS blueprint and more efficient use of monetary resources in relation to student benefit.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Textbooks - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6321-99-008-2011-000 - \$45,000, General Supplies - Counselor - 211 - ESEA Title I: Improving Basic Program - 211-31-6399-00-008-2-30-000 - \$300, Student Tuition - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6223-00-008-2-11-000 - \$950,471, Professional Salaries - Counselors - 199 - General Fund: CCMR (PIC 38) - 199-31-61XX-00-008-2-38-000 - \$130,463, Miscellaneous Operating Costs - Graduation - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6499-99-008-2-11-000 - \$6,044, Professional Salaries - Social Worker - 199 - General Fund: Special Education (PIC 23) - 199-32-61XX-00-008-2-23-000 - \$3,762, Contracted Main. &amp; Repair - Student Online Textbooks - Fixed Cost - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6249-99-008-2-11-000 - \$49,000, Payroll-TRS on behalf - 199 - General Fund: Operating (PIC 99) - 199-31-61XX-00-008-2-99-000 - \$6,009, Payroll-TRS on behalf - 199 - General Fund: Operating (PIC 99) - 199-32-61XX-00-008-2-99-000 - \$225</p>	Formative			Summative
	Nov	Mar	June	July

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Help students become aware and inform them of different opportunities through technological skills, college readiness, military, and work force that align with their interests.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are better informed in choosing career pathways based on ASVAB results.</p> <p><b>Staff Responsible for Monitoring:</b> School Counselor Principal Teachers IHE</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> General Supplies CTE - 199 - General Fund: CTE (PIC 22) - 199-11-6399-00-008-2-22-000 - \$5,420</p>	Formative			Summative
	Nov	Mar	June	July
<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 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 8:** In 2021-2022, GECHS will recruit, support, and retain quality teachers so they can provide effective instruction for all students and develop strategies to address EL, SPED, Economically Disadvantaged, homeless, migrant and At-Risk Students.





**Evaluation Data Sources:** Texas Academic Performance Reports  
 College Board for PSAT/SAT/AP Results  
 Accuplacer for TSI  
 Student Report Cards

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide teachers with support and trainings through mentorship for new teachers, and ongoing Professional Learning Communities, Staff Development Sessions, Conferences, and consultants.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher Low Turnover Rate; Few to no teachers on growth plans; Students meet/exceed state standards in PSAT, SAT, ACT, AP, TSI, TELPAS; Students meet/exceed minimum grades required for graduation.</p> <p><b>Staff Responsible for Monitoring:</b> Principal                      Dean of Instruction                      Master Teacher</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Mar	June	July
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 1:** Laredo ISD establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 9:** By the end of 2021-2022, GECHS will increase the number of students who graduate with college readiness distinctions by 5%.

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





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Usage of FUSE Curriculum for CTE career readiness. <b>Strategy's Expected Result/Impact:</b> College Readiness Distinction <b>Staff Responsible for Monitoring:</b> CTE Teachers Principal <b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF</b> <b>Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Nov	Mar	June	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 1:** During the 2021-2022 school year, GECHS will provide a comprehensive support program while working with our IHE partner (TAMIU) to help our students acquire better emotional tools to cope with the challenge of being a university student right after they graduate from middle school and continue striving for success during their high school career at GECHS.

**Evaluation Data Sources:** Attendance reports  
 Withdrawals report  
 College Support Teachers  
 Counseling Support  
 Cohort beginning and ending numbers (4 Years)





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Development of Personal Leadership Program - A comprehensive strategy to assist student growth in their emotional intelligence, leadership skills, and academic and professional careers.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the number of students that withdraw from our ECHS program; develop school identity, and increase academic performance in both high school and university courses</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselors CIS Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Miscellaneous Operating Costs - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6499-00-008-2-11-000 - \$4,500, Superintendent Student Advisory Transportation - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6494-00-008-11-000 - \$1,000</p>	Formative			Summative
	Nov	Mar	June	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 2:** During the 2021-2022 school year, GECHS will work to implement a PBIS plan to promote good character, drug free environment, and maintain low disciplinary incidents. Also increase attendance to 98.8% from 98.6%, and reduce academic failure to less than 2%.

**Evaluation Data Sources:** Discipline Reports  
TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> PBIS Plan - GECHS will work to implement PBIS intervention plan in order to promote good choices among students and avoid placements AEC that includes an incentive program to recognized good academic performance, attendance, and behavior at school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased academic and better behavioral choices while developing a strong sense of school identity and community leadership.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselors CIS Designee Parent Liaison</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Misc Operating-Student Incentives - 199 - General Fund: Basic Instruction (PIC 11) - 199-11-6499-44-008-2-11-000 - \$1,500</p>	Formative			Summative
	Nov	Mar	June	July





 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 3:** Garcia ECHS will establish a secure, safe and healthy environment for all.

**Evaluation Data Sources:** Flu Clinics  
Wellness Checks  
Hygiene tips  
First-Aid





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Nurse will train staff on CPR, Blood Born Pathogens, lead AED Responds Team. Educate students and staff on illness prevention. Nurse will respond to student injuries/health risks on campus. Nurse will attend training/conferences to stay up to date with health topics.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will maintain healthy habits and help other stay healthy. Promote a healthy/safe environment Prevent absenteeism Emergency preparedness</p> <p><b>Staff Responsible for Monitoring:</b> Nurse Counselor Office Staff Principal Teacher</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> General Supplies - Nurse - 211 - ESEA Title I: Improving Basic Program - 211-33-6399-00-008-2-30-000 - \$500, Professional Salaries - Nurse - 199 - General Fund: Operating (PIC 99) - 199-33-61XX-00-008-2-99-000 - \$83,307, Travel - Nurse - 211 - ESEA Title I: Improving Basic Program - 211-33-6411-00-008-2-30-000 - \$500</p>	Formative			Summative
	Nov	Mar	June	July

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Assigned personnel such as Student Service Specialist and Security will screen visitors using the Raptor System, conduct monthly fire drills, and monitor cameras and campus for safety. Custodial personnel will maintain a clean and hazard free physical environment including measures to help prevent spread of Covid-19.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe &amp; secure physical environment, and no incident reports on disturbances.</p> <p><b>Staff Responsible for Monitoring:</b> Student Service Specialist Security Principal Teachers &amp; Staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Janitorial Supplies-FLU - 199 - General Fund: Operating (PIC 99) - 199-51-6317-99-008-2-99-FLU - \$1,871, General Supplies - Raptor - 211 - ESEA Title I: Improving Basic Program - 211-52-6399-00-008-2-30-000, Para-professional Salaries - Custodians - 199 - General Fund: Operating (PIC 99) - 199-51-61XX-00-008-2-99-000 - \$79,902</p>	Formative			Summative
	Nov	Mar	June	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Laredo ISD provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 4:** Engage more students to participate in extra curricular activates, organizations, clubs.





**Evaluation Data Sources:** Number and type of and extra-curricular clubs/organizations.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Club sponsors will promote and recruit their organizations and enrollment through posters, flyers, videos, etc.                      Support and encourage students wanting to create new clubs/organizations, such as UIL, National Honor Society, Robotics, Student Advisory, Chess, Spanish National Honor Society.                      Showcase clubs at parent nights and open house.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation in activity                      Positive behavior and improved academic achievement (no pass/no play)</p> <p><b>Staff Responsible for Monitoring:</b> Principal                      Dean of Instruction                      Counselors                      Teachers                      Club sponsors</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Student Travel-UIL - 199 - General Fund: Operating (PIC 99) - 199-36-6412-00-008-2-99-000 - \$12,510, Transportation-non instructional - 199 - General Fund: Operating (PIC 99) - 199-36-6494-00-008-2-99-000 - \$1,916, UIL District Dues - 199 - General Fund: Operating (PIC 99) - 199-36-6495-00-008-2-99-000 - \$7,050, General Supplies UIL Materials, Exams - 199 - General Fund: Operating (PIC 99) - 199-36-6399-00-008-2-99-000 - \$1,000, Employee Travel Fees - 199 - General Fund: Operating (PIC 99) - 199-36-6411-00-008-2-99-000 - \$3,000, Professional Salaries - Extracurricular - 199 - General Fund: Operating (PIC 99) - 199-36-61XX-00-008-2-99-000 - \$36,627</p>	Formative			Summative
	Nov	Mar	June	July
	<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:** Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 1:** By the end of the 2021-2022, GECHS in conjunction with C.I.S. will conduct at least 3 recruitment sessions during the year to increase the number of at-risk students applying to our institution in order to reduce the gap of the at-risk students enrollment between the district and GECHS and be in compliance with Benchmark 1 of TEA's Early College High School Blueprint.

**Evaluation Data Sources:** Session Sign-In and Agenda  
Skyward's At-Risk Report





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Middle school visits, Parent Nights, and Open House Recruitment are held to showcase our school and promote enrollment at GECHS and increase the number of At-Risk students applying to GECHS.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase number of At-Risk students applying to our school.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselors CIS Designee Parent Liaison Club Sponsors</p> <p><b>Title I Schoolwide Elements:</b> 2.6, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Mar	June	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 2:** During the 2021-2022 school year, GECHS will have at least two meetings with to discuss and present school performance and improvement plan.

**Evaluation Data Sources:** Sign-Ins  
Agendas  
Meetings Minutes

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Informative Meetings will be held to increase the understanding and align collaboration efforts between our education and non-education committee members. Review and present Parent Compact and Parent and Family Engagement Policy as well as present funding and curriculum/assessment plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased understanding of the mission, vision and plans to continue to improve student academic, social, and emotional well-being.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselors Master Teacher Teachers Parents Business Community Members Administrative Personnel</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Mar	June	July

 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

**Goal 3:** Laredo ISD develops and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

**Performance Objective 3:** Garcia ECHS, Parent Liaison, and Communities In Schools (CIS) Coordinator will work with teachers, counselors, staff, community organizations, and administration to connect the home and school in a positive, respectful, and welcoming manner. Parent Liaison will facilitate and coordinate parent involvement activities on campus.

**Evaluation Data Sources:** Number of parent volunteers  
 Sign-in sheets for campus parent activities  
 Calendar of events for parents  
 C.I.S. activities, events, collaboration with community organizations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Showcasing our school and its mission. Events will be scheduled throughout the morning, day and evening to provide more opportunities for attendance. Host meetings throughout the year to inform parents on different topics.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent/community engagement            Positive school environment            Support from parents and community</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison            Communities In School Coordinator            Counselor            Teachers            Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> General Supplies - Parental Involvement - 211 - ESEA Title I: Improving Basic Program - 211-61-6399-00-008-2-30-000 - \$500, Para-professional Salaries - Title I Parent Liason - 211 - ESEA Title I: Improving Basic Program - 211-61-61XX-00-008-2-30-000 - \$26,293</p>	Formative			Summative
	Nov	Mar	June	July



Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Connect and inform parents/families about school activities and events.            CIS coordinating with community organizations to make presentations to students and parents.            Provide social service resources for students/parents/family that are in need due to economic constrains and homelessness.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent/community engagement            Positive school environment            Support from parents and community</p> <p><b>Staff Responsible for Monitoring:</b> Parent Liaison            Communities In School Coordinator            Counselor            Teachers            Principal</p> <p><b>Title I Schoolwide Elements:</b> 3.1, 3.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Communities In Schools - 199 - General Fund: SCE (PIC 30) - 199-32-6499-00-008-2-30-CIS - \$25,000</p>	Formative			Summative
	Nov	Mar	June	July



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 1:** During the 2021-2022 school year, GECHS will promote a positive organizational culture that values customer service and the use of technology throughout the delivery of staff development for teachers, counselors and support staff.





**Evaluation Data Sources:** 20 hours of technology training completed by all teachers. Technology Department report of hours completed by each teacher. Campus staff development agendas and sign-ins

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Targeted Training - Increase the use of technology among teachers , administrative support personnel, and administration to facilitate their respective professional duties and also implement effective customer service when dealing with parents, community members, and any person that needs to be serviced by our school's administration, teachers, and administrative support personnel.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased use of technology resources provided by the district, increased professional productivity (efficiency and effectiveness) and decrease number of possible complains from the people that our personnel interacts with.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Secretary to the Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Staff Development -Counselor - 211 - ESEA Title I: Improving Basic Program - 211-31-6239-00-008-2-30-000 - \$500, Professional Salaries-.30 DLS - 211 - ESEA Title I: Improving Basic Program - 211-11-61XX-00-008-2-30-000 - \$24,850, Staff Development-Administrative - 211 - ESEA Title I: Improving Basic Program - 211-23-6239-00-008-2-30-000 - \$500, Travel - Admin - 199 - General Fund: Operating (PIC 99) - 199-23-6411-00-008-2-99-000 - \$1,000, Teacher Staff Dev. Region One - 211 - ESEA Title I: Improving Basic Program - 211-13-6239-00-008-2-30-000 - \$500</p>	Formative			Summative
	Nov	Mar	June	July
	<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 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** During the 2021-2022 school year, GECHS will continue to use all budgetary resources in a responsible financial way to support and achieve positive student and employee performance outcomes while complying with the district's timelines to develop a Campus Improvement Plan.





**Evaluation Data Sources:** Financial Reports  
 Campus Needs Assessment Report  
 Campus Improvement Plan creation and monitoring  
 Well Distributed and balanced budget

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Financial Reports Review Meetings - In order to set timelines to delineate efficient and timely expenditures, identify new financial needs on time, reduce financial inefficiency.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased financial efficiency and effectiveness</p> <p><b>Staff Responsible for Monitoring:</b> Principal            Secretary to The Principal            UIL Coordinator            Master Teacher            Book Keeper</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Water &amp; Sewage - Fixed Amount - 199 - General Fund: Operating (PIC 99) - 199-51-6255-00-008-2-99-000 - \$11,854, Janitorial Dust/Wet Mop Services Fixed Amount - 199 - General Fund: Operating (PIC 99) - 199-51-6249-99-008-2-99-000 - \$581, Sanitation Services Fixed Amount - 199 - General Fund: Operating (PIC 99) - 199-51-6255-01-008-2-99-000 - \$3,437, Electricity Fixed Amount - 199 - General Fund: Operating (PIC 99) - 199-51-6259-00-008-2-99-000 - \$108,621, Janitorial Dust/Wet Mop Supplies - 199 - General Fund: Operating (PIC 99) - 199-51-6317-90-008-2-99-000 - \$42, Janitorial Supplies Fixed Based on Sq. Ft. - 199 - General Fund: Operating (PIC 99) - 199-51-6317-99-008-2-99-000 - \$6,800</p>	Formative			Summative
	Nov	Mar	June	July
<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 4:** Laredo ISD establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 3:** During the 2021-2022 school year, GECHS, teachers, counselors, and CIS will increase student engagement in school and community projects and events, while helping our students develop a sense of identity and belonging (Phoenix Spirit) creating at least 1 campus wide community project.

**Evaluation Data Sources:** Membership reports  
Community agencies recognitions

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> School organizations will work with community agencies to provide our students with opportunities to volunteer and develop their leadership skills, help in the community and promote GECHS as a community partner.</p> <p><b>Strategy's Expected Result/Impact:</b> Students are engaged in extra curricular activities like clubs, organizations, community service in order to represent and promote Garcia ECHS in our community.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselors CIS Designee Parent Liaison Student Council Sponsor NHS Sponsor Spanish NHS Sponsor Chess Sponsor Club Sponsors</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Mar	June	July
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				