

Project: **READY 2 ExCel**

Weekly Updates

READY 2 ExCel:

The objective of the project is to increase all students' academic achievement through establishing an effective human capital management system (HCMS) and performance based compensation system (PBCS) at each target school to: ensure highly effective educators are apparent and retained; foster development of educators who are eager to advance; and recruit and retain high-quality educators eager to learn and teach.



Fort Worth Can Academy Lancaster

GRANT TECHNICAL ASSISTANCE VISIT

We received our first visit from our grant technical assistance team on February 17 -18, 2017. Rita Ghazal from American Research Institute, Jenna Scott and Shanya Dean from Westat, and our grant team discussed details of our timeline and future outcomes for the grant.

Visit results

Thank you again to our READY 2 ExCel team and Texans Can staff members for all the hard work to make our first technical visit a success.

We identified these key points to work on before the beginning of school year 2017-18:

1. Data Validation:

- Collect baseline data which is then validated with teachers.
- Establish guidelines and process workflow for data validation.
- Deliverables.

2. Acquisition of Human Capital Management System (HCMS).

- Ensure that system contains all metrics and variables that automatically calculate teacher performance including rewards.

3. Establish communication mechanism.

4. Utilize a Project Manager Application.

5. Create a professional development program and feedback tools that will allow us to evaluate the success of the program.

Questions? Visit us at:

www.texanscanstaff.org/grants

TEAM ACCOMPLISHMENTS

Human Capital Management System

We have interviewed different companies for the acquisition of the software that will be implemented throughout the entire organization. We have selected People Admin as the company that will provide the solution for our HCMS.



Our Students

Contact Us

Project team

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Joseph Mena: Lead Master

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STUDENT MANAGEMENT SYSTEM

The services that our campuses provided to our students can be collected now in our Student Management System solution. Advisors can now collect all the data in one place. As an advisor you can access the application now by visiting our intranet site (texanscanstaff.org) and clicking specialty sites.

ELA READING COACH

Welcome our new addition to the team Mrs. Maria Castillo. She is our new ELA/Reading Coach as of February 1st, 2017.

ADVISOR PERFORMANCE PLAN

On February 09, 2017, principals received the guidelines for the student advisors performance plan.

OUR GRADUATES

Texans Can Academies will be reaching out to our graduates in March, 2017 to collect information on their current college enrollment. A system solution will be established to keep connected with our graduates.

PATHWAYS TO TEACHING

On January 25, 2017 we held an event in our corporate office with different education entities with the objective of demonstrating all the benefits for teachers who work at Texans Can Academies. Our consultant, Dr. Rudy Rodriguez organized this very successful event.

PROJECT TEAM

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