

El Paso Independent School District
Bliss Elementary School
2023-2024 Formative Review



Board Approval Date: October 17, 2023

Mission Statement

Teachers will differentiate instruction to meet the unique needs of all students. Teachers will lead a mutually respectful and collaborative class and will actively engage all learners which will lead to students to mastery.

Vision

Teachers and staff will be culturally and linguistically aware in order to serve and be responsive to a diverse academic audience. Teachers will have high expectations for all students and provide excellent and effective instruction everyday.

Value Statement

1. Develop positive Teacher-Student/Parent relationships.
2. Provide highly effective instruction to students every day.
3. Demonstrate high expectations, high accountability, and high work environment for all students.
4. High performance and mastery on MAPS, Benchmarks, and STAAR.

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Goals







Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Bliss will create a culture where each student is supported by caring adults as measured by an employee, student, and parent culture climate survey.

High Priority

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Increase communication effectiveness and opportunities for parents and the community. Strategy's Expected Result/Impact: Parental and student engagement will increase. Staff Responsible for Monitoring: CIT, PEL, Military Liaison, Admin Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase the number of opportunities for student to engage in real-life word experiences within the school and in the greater community. Strategy's Expected Result/Impact: student engagement Staff Responsible for Monitoring: CIT, campus leadership Title I: 4.1, 4.2 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Field trips - 199 General Fund - 199.11.6499 - \$7,000, transportation - 199 General Fund - 199.11.6494 - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 3 Details	Reviews			
Strategy 3: Monitor the implementation of SEL strategies embedded within the classroom. Strategy's Expected Result/Impact: Safe and welcoming classroom and school environment Staff Responsible for Monitoring: Admin, Counselor, Campus leadership Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2, 3	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Bliss will increase Pre-k-5 student participation in UIL, extra-curricular, co-curricular activities at all a levels by 5% from 50 participants to 300.

High Priority







Evaluation Data Sources: After school participation sign in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Bliss will implement an after school "Twilight" program to increase the number of enrichment opportunities. Each grade level will host one club, to include robotics, History Day, Science Fair, Film Festival, GT Night, UIL and Literacy/Math Night. Strategy's Expected Result/Impact: Increase in student participation. Students will feel connected to their school. Staff Responsible for Monitoring: CTC, Interventionists, Admin, PEL, Military Liaison, Department Chairs. Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: Student materials for programs, materials for after school programs - 199 General Fund - 199.11.6399 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Bliss will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 7% to 6% and reduce the overall number of disciplinary removals.



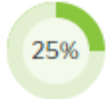







High Priority
Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details		Reviews			
Strategy 1: Bliss will implement a PBIS/SEL program to include reflection and restorative practices to address Bliss behavior expectations. A transparent system of documentation and parent communication will be implemented as part of the discipline plan. Utilize character reflection opportunities to include restorative practices for negative student behavior to include counseling services. Strategy's Expected Result/Impact: Increase in positive student behavior. Staff Responsible for Monitoring: Admin, Discipline committee, counselor. Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 3 Funding Sources: Materials for PBIS/SEL - 211 Title I, 1003 School Improvement Grant (SIG) - 211.31.6499 - \$614		Formative			Summative
		Oct	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Bliss will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 53% to 58%.

High Priority
Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Teachers will receive feedback and professional development on the implementation of the new HQIM. Teachers will follow the scope and sequence to ensure fidelity of the curriculum. Teachers will map out each 9 weeks. Strategy's Expected Result/Impact: Increase scores in Domain 1 student achievement to 58% Staff Responsible for Monitoring: Admin, CTCs, department chairs. Title I: 2.4 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 3 Funding Sources: Student materials for HQIM - 211 Title I, 1003 School Improvement Grant (SIG) - 211.11.6339 - \$6,909.84	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase attendance rate by educating parents on the benefits of having students at school everyday. Implement Attendance incentive plan. Strategy's Expected Result/Impact: Increase in attendance Staff Responsible for Monitoring: Admin, Teachers, CTCs Title I: 2.4, 2.5 Prioritized Needs: L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Bliss will implement a school-wide reading program to support literacy skills. Strategy's Expected Result/Impact: Increase in reading STAAR scores. Staff Responsible for Monitoring: Librarian, admin Title I: 2.4, 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: reading materials - 211 Title I, 1003 School Improvement Grant (SIG) - 211.12.6329 - \$614	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Bliss will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 57% to 60% with all student groups meeting board approved metrics. [HB3].

High Priority

HB3 Goal

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details		Reviews			
Strategy 1: Teachers will receive feedback on the implementation of the new HQIM. Teachers will follow the scope and sequence to ensure fidelity of the curriculum. Teachers will map out each 9 weeks. WIN time will be used to provide small group intervention. Strategy's Expected Result/Impact: Increase in STAAR scores. Staff Responsible for Monitoring: Admin, CTCs, department chairs, interventionists. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 3 Funding Sources: Degreed reading tutor - 185 SCE (Campus) - 185.11.6126 - \$11,828, Fringe tutor - 185 SCE (Campus) - 185.11.6141 - \$172		Formative			Summative
		Oct	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					







Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Bliss will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 41% to 46% with all student groups meeting board approved metrics.

High Priority

HB3 Goal

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Teachers will receive feedback on the implementation of the new HQIM. Teachers will follow the scope and sequence to ensure fidelity of the curriculum. Teachers will map out each 9 weeks. WIN time will be used to provide small group intervention. Strategy's Expected Result/Impact: Increase in STAAR scores. Staff Responsible for Monitoring: Admin, CTCs, department chairs, interventionists. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 3 Funding Sources: Math Tutor - 211 Title I, 1003 School Improvement Grant (SIG) - 211.11.6117 - \$18,562.16				
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 4: Bu June 2024, Bliss will increase student achievement by providing student and teacher materials to engage in learning.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR scores

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Bliss will provide the required materials needed for students and teachers to implement and engage in the HQIM and learning required to increase scores. Strategy's Expected Result/Impact: Provide materials needed for student learning. Staff Responsible for Monitoring: Admin Title I: 2.4, 2.5 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 3 Funding Sources: Classroom supplies - 211 Title I, 1003 School Improvement Grant (SIG) - 211.11.6399 - \$1,302.71 , Classroom supplies - 199 General Fund - 199.11.6399 - \$6,271.20				

0%

No Progress

100%

Accomplished

Continue/Modify

Discontinue

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 1: By June 2024, Bliss will grow top talent by implementing a Comprehensive Professional Development Plan

High Priority

Evaluation Data Sources: Professional Development Plan Success Metrics

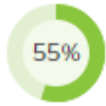





Strategy 1 Details	Reviews			
Strategy 1: Identify needs of the faculty. Identify professional development to meet teacher learning needs. Strategy's Expected Result/Impact: Teachers who have growth in knowledge and skill in the classroom. Staff Responsible for Monitoring: Admin, CTCs, department chair. Title I: 2.4, 2.5 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1, 2 Funding Sources: Professional development resources, subs, PD courses or opportunities - 199 General Fund - 199.13.6499 - \$2,000, Substitutes for teachers - 199 General Fund - 199.11.6122 - \$10,000	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div><div>20%</div></div>	<div><div></div><div>60%</div></div>		
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, Bliss will effectively market and communicate information to the campus stakeholders resulting in Improving the campus's image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

High Priority

Evaluation Data Sources: Communication Platform data

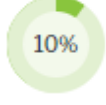





Strategy 1 Details		Reviews			
Strategy 1: Send out consistent messaging to parents with the use of weekly newsletters, Blackboard call outs, class DOJO, and social media. Strategy's Expected Result/Impact: Improvement in campus's image. Staff Responsible for Monitoring: Admin, CTCs, Department chair. Title I: 4.1, 4.2 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 3: By June 2024, Bliss will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

High Priority







Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details		Reviews			
Strategy 1: Provide technology PD for teachers to use with students and apple computers. Strategy's Expected Result/Impact: Increase in technological strategies and student engagement. Staff Responsible for Monitoring: Admin, CTCs, department chair Title I: 2.5, 2.6 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 3		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Bliss will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring Bliss offers all required community events.







High Priority
Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Provide a monthly calendar with required events to engage parents and families with a focus on academics. Strategy's Expected Result/Impact: Supported families and community. Staff Responsible for Monitoring: Admin, PEL, Military Liaison Title I: 4.1, 4.2 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Services for community events - 199 General Fund - 199.23.6299 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Bliss will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days).

High Priority
Evaluation Data Sources: Thought Exchange and Let's Talk


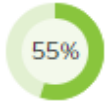




Strategy 1 Details		Reviews			
Strategy 1: Admin will provide opportunities for parents to communicate with leadership such as the feedback, coffee with the principal, and other parent engagement events. Strategy's Expected Result/Impact: Increase number and quality of parent engagement Staff Responsible for Monitoring: Admin, PEL, Military Liaison Title I: 4.2 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Materials for parent engagement and food items - 211 Title I, 1003 School Improvement Grant (SIG) - 211.61.6399 - \$1,000		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Bliss will foster equitable access to opportunities by eliminating barriers for all students by developing and implementing a Comprehensive Equity Plan designed to address system equity disparities based on the result of an equity audit.

High Priority

Evaluation Data Sources: Equity Study

Strategy 1 Details		Reviews			
Strategy 1: Review process to identify GT, SPED, dyslexia, and 504 students. Ensure all students have the opportunity to be identified as GT and that at risk students are being monitored. Improve GT program and other opportunities for students. Strategy's Expected Result/Impact: Improved systems to eliminate barriers for students to receive services needed. Staff Responsible for Monitoring: Admin, CTCs, SPED team, counselor Title I: 2.4, 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L5 Equity by Design (Demographics) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 2: By June 2024, Bliss will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 53% to 46% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 12% to 7% [RDA]


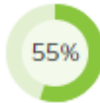




High Priority
Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
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Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 3: By June 2024, Bliss will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs.

High Priority
Evaluation Data Sources: Tableau, TAPR, Teacher Profile Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Utilize TTESS and walkthrough format to determine teacher instructional needs, and supports Strategy's Expected Result/Impact: Improved instruction and curriculum fidelity. Staff Responsible for Monitoring: Admin, CTCS Title I: 2.4, 2.6 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				