

El Paso Independent School District

Bobby Joe Hill PK-8

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

We will provide Bobby Joe Hill Ph-8th school with a safe and creative environment, that devleops lifelong learners to positively impact our world.

Vision

Bobby Joe Hill Pk-8th school will empower students to become confident motivated thinkers resulting in successful well rounded individuals.

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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Bobby Joe Hill Pk-8 fosters learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Bobby Joe Hill Pk-8 will create a culture where each student is supported by caring adults as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Bobby Joe Hill Pk-8 will host monthly events that build community. Strategy's Expected Result/Impact: Create a deeper impact and connection between the campus and the school community by hosting events that build community amongst stakeholders. Staff Responsible for Monitoring: Parent Engagement (PEL) & Principal/AP's (Leadership Team) Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Back to school staff development with an emphasis on daily classroom routines and rituals. Strategy's Expected Result/Impact: Increased classroom engagement; decreased classroom disruption. Staff Responsible for Monitoring: Principal, APs, CTCs, Department Chairs Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Monthly faculty meetings to celebrate teacher success, teacher attendance, and provide on going campus staff development to teachers and staff revolving around Tier 1 instruction and classroom culture and routines. Strategy's Expected Result/Impact: Increased celebration of campus success, knowledge of campus events, and on-going campus PD. Staff Responsible for Monitoring: Principal, Asst. Principal, CTCs. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: PBIS Prizes and incentives for students who meet the campus behavior expectations. Strategy's Expected Result/Impact: Decreased campus discipline referrals and positive impact for all students. Staff Responsible for Monitoring: PBIS Committee, Asst. Principals, Principal. Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Increase opportunity for extracurriculars. Root Cause: A centralized tool that allows for the gathering of survey data.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Classroom management and routines training for new teachers, and teachers who are struggling. Root Cause: High referral rates on level 1 classroom management behaviors .

Goal 1: WHOLE CHILD DEVELOPMENT Bobby Joe Hill Pk-8 fosters learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Bobby Joe Hill Pk-8 will increase participation in UIL, extra-curricular, co-curricular activities by adding additional opportunities.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Offer intramural activities to all 6th grade students throughout the 2023-2024 school year. Strategy's Expected Result/Impact: Increased participation in extracurricular activities. Staff Responsible for Monitoring: Principal, Athletic Coordinator, Intramurals Coordinator Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Provide a monthly calendar (digital and hard copy) to parents with upcoming events, activities, and tryouts to ensure that all stakeholders are informed of all extra-curricular opportunities throughout the 2023-2024 school year. Strategy's Expected Result/Impact: Increased awareness of ongoing events; increased participation in extra-curricular activities. Staff Responsible for Monitoring: Principal, APs, Parent Engagement Liaison ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Increase opportunity for extracurriculars. Root Cause: A centralized tool that allows for the gathering of survey data.

Goal 1: WHOLE CHILD DEVELOPMENT Bobby Joe Hill Pk-8 fosters learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Bobby Joe Hill Pk-8 will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 8 extended learning opportunities through programs like Steamtastic.

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Bobby Joe Hill Pk-8 will host on campus, monthly parent engagement activities for families and the community. Strategy's Expected Result/Impact: Increase campus and community engagement. Staff Responsible for Monitoring: PEL & Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$2,500	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: 1 Campus event per month to bring community and parent engagement to the campus. Root Cause: Build relationships between campus and parents.

Goal 1: WHOLE CHILD DEVELOPMENT Bobby Joe Hill Pk-8 fosters learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Bobby Joe Hill Pk-8 will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 70% of all classrooms.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Counselors will develop a calendar to meet with students and provide classroom guidance lessons monthly. Strategy's Expected Result/Impact: Increase student social, emotional, and academic wellness. Staff Responsible for Monitoring: Principal, Counselors Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Counselors will work with the PBIS Team to ensure that at-risk students needs are identified and met during the 23-24 school year. Strategy's Expected Result/Impact: Increase student social, emotional, and academic wellness Staff Responsible for Monitoring: Principal, Counselors Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Increase opportunity for extracurriculars. Root Cause: A centralized tool that allows for the gathering of survey data.

Goal 1: WHOLE CHILD DEVELOPMENT Bobby Joe Hill Pk-8 fosters learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Bobby Joe Hill Pk-8 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.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Roll out campus SEL expectations and routines for the 23-24 School Year. Strategy's Expected Result/Impact: Increase SEL awareness Staff Responsible for Monitoring: Principal, Counselors, PBIS Team Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Weekly Elementary and daily Middle School PLCs to model effective SEL and PBIS practices. Staff will be allocated one planning day per semester to dive deeper into the curriculum and instruction to support and close instructional gaps. Strategy's Expected Result/Impact: Increase teacher awareness of PBIS and SEL. Model instruction for teachers. Staff Responsible for Monitoring: Principal, Asst. Principals, CTCs, Dept. Chairs. Title I: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$10,000	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Increase opportunity for extracurriculars. Root Cause: A centralized tool that allows for the gathering of survey data.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Campus perception still shows growth in reputation, scores, and culture/climate Root Cause: Several years of discipline, low scores, low morale.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Bobby Joe Hill Pk-8 will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 98% of classrooms.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Elementary weekly and Middle School daily PLCs for teachers to plan meaningful lessons with rigorous daily objectives and outcomes. CIP updated 9/18/23 to reduce the amount of sub planning days to increase the amount of materials purchased to support at-risk students. Strategy's Expected Result/Impact: Increased student learning. Staff Responsible for Monitoring: Principal, Asst. Principal, CTCs, Dept. Chairs. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Subs - 185 SCE (Campus) - \$11,250, supplies - 185 SCE (Campus) - \$8,800	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Offer a well stocked library that is open to all learners. Students will be exposed to a variety of reading levels, topics, and materials. Strategy's Expected Result/Impact: Increased Student Literacy Staff Responsible for Monitoring: Librarian, Admin Title I: 2.4 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$3,500	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: The campus continues to focus on rigorous & aligned instruction to attain student achievement. Root Cause: Students continue to need academic support and strong Tier 1 instruction to reach higher student achievement levels.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Bobby Joe Hill Pk-8 will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of all classrooms with a dual language program.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Ensure that all Dual Language teachers are meeting the district requirement of 6 hour update for Dual Language training for the 23-24 SY. Strategy's Expected Result/Impact: Increase fidelity in the Dual Language Program. Staff Responsible for Monitoring: Admin & Counselors Title I: 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Student Achievement)
Prioritized Need 1: The campus continues to focus on rigorous & aligned instruction to attain student achievement. Root Cause: Students continue to need academic support and strong Tier 1 instruction to reach higher student achievement levels.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Bobby Joe Hill Pk-8 will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% to 48%.

Evaluation Data Sources: Tableau, Eduphoria,
TAPR

Strategy 1 Details	Reviews			
Strategy 1: Provide instructional materials to support at-risk students and increase classroom hands on activities. Strategy's Expected Result/Impact: Increased hands on engaging lessons Staff Responsible for Monitoring: Principal, Asst. Principals, CTCs, Dept. Chairs Title I: 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$15,000, - 185 SCE (Campus) - \$5,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide STAAR workbooks to support tutoring groups to reduce the number of at-risk students. Strategy's Expected Result/Impact: Provide tutoring materials. Staff Responsible for Monitoring: CTCs, Dept. Chair Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$2,500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Purchase instructional technology for students. Strategy's Expected Result/Impact: Increased literacy and numeracy knowledge. Staff Responsible for Monitoring: Admin Title I: 2.4 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 211 Title I, 1003 School Improvement Grant (SIG) - \$5,000	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: The campus continues to focus on rigorous & aligned instruction to attain student achievement. Root Cause: Students continue to need academic support and strong Tier 1 instruction to reach higher student achievement levels.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Bobby Joe Hill Pk-8 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 52% to 58% with all student groups meeting board approved metrics.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Purchase supplies for PLC planning and training for teachers to increase content knowledge. Strategy's Expected Result/Impact: Increase planning and content knowledge for teachers. Staff Responsible for Monitoring: Principals, APs, CTCs, Dept. Chairs. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use Assessment Data to provide High Quality Tier 1 instruction while providing High Quality differentiation strategies. Strategy's Expected Result/Impact: High Quality first teach and increased student performance. Staff Responsible for Monitoring: CTCs, Admin, Teachers. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, Bobby Joe Hill Pk-8 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 42% to 54% with all student groups meeting board approved metrics.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Provide instructional supplies to support student learning and tutoring to close instructional gaps. Strategy's Expected Result/Impact: Increase student growth Staff Responsible for Monitoring: Principal, Asst. Principal, CTCs Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data analysis to provide high quality tier 1 instruction to support all students with differentiated instruction. Strategy's Expected Result/Impact: Increase teacher awareness of students needs while increasing student performance. Staff Responsible for Monitoring: Teachers, Admin, CTCs. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 6: By June 2024, Bobby Joe Hill Pk-8 will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 14% - 17%, & EB from 32% - 40%)

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Ensure that all teachers are using the HQIMs to support lessons and rigor of Grade Level TEKs and instruction. Strategy's Expected Result/Impact: Increased student performance and teaching practices. Staff Responsible for Monitoring: Teachers, CTCs, Principal, APs. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide PLCs to support EB and SPED strategies to support students instruction. Strategy's Expected Result/Impact: Increased knowledge for teachers of student performance. Staff Responsible for Monitoring: Admin, CTCs, Teachers. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
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Performance Objective 6 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.

Goal 2: ACADEMIC EXCELLENCE Bobby Joe Hill Pk-8 empowers all learners to excel in current and future pursuits.

Performance Objective 7: By June 2024, Bobby Joe Hill Pk-8 will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 7% - 13%, & EB from 21% - 26%)

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Math Interventionist will identify and work with bottom 5% of all students to close instructional gaps and growth. Strategy's Expected Result/Impact: Increased student performance Staff Responsible for Monitoring: Interventionist, CTCs, Principal Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure Math Curriculum is being utilized and supported in the classrooms. Strategy's Expected Result/Impact: Increased student growth Staff Responsible for Monitoring: Interventionist, CTCs, Principal Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Math Intervention program will be utilized in the Math Intervention courses to close instructional gaps for students who failed STAAR. Strategy's Expected Result/Impact: Increased student performance. Staff Responsible for Monitoring: Principal, Asst. Principal, CTCs, Interventionist. Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
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Performance Objective 7 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: The campus continues to focus on rigorous & aligned instruction to attain student achievement. Root Cause: Students continue to need academic support and strong Tier 1 instruction to reach higher student achievement levels.

Goal 3: DESTINATION DISTRICT Bobby Joe Hill Pk-8 solidifies its position as El Paso's destination district.

Performance Objective 1: By June 2024, Bobby Joe Hill Pk-8 will stabilize enrollment by increasing the number of new students enrolling or transferring back to Bobby Joe Hill Pk-8 by 5% from 700 to 735.

Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau

Strategy 1 Details	Reviews			
Strategy 1: Improve the public image of Bobby Joe Hill Pk-8 by hosting monthly coffee with the principal, sending weekly messages, social media posts, and community events that will be hosted monthly at the campus. Strategy's Expected Result/Impact: Increased student enrollment Staff Responsible for Monitoring: Principal, Asst. Principal, CTCs Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Campus perception still shows growth in reputation, scores, and culture/climate Root Cause: Several years of discipline, low scores, low morale. Prioritized Need 3: Middle School gym, where parents go to watch sporting events is deteriorating and in poor condition. Root Cause: EPISD Bond did not cover Middle School gym renovations.

Goal 3: DESTINATION DISTRICT Bobby Joe Hill Pk-8 solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, Bobby Joe Hill Pk-8 will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 91% to 93%.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Hire 100% certified employees as vacancies open. Strategy's Expected Result/Impact: Staff ready and prepared to support students. Staff Responsible for Monitoring: Principal Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: Classroom management and routines training for new teachers, and teachers who are struggling. Root Cause: High referral rates on level 1 classroom management behaviors .

Goal 3: DESTINATION DISTRICT Bobby Joe Hill Pk-8 solidifies its position as El Paso's destination district.

Performance Objective 3: By June 2024, Bobby Joe Hill Pk-8 will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: ILT will conduct walkthroughs and learning walks while implementing coaching conversations to discuss growth opportunities for teachers in their classrooms. Strategy's Expected Result/Impact: Increased teacher growth and student engagement Staff Responsible for Monitoring: Principals and APs. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Planning time to support the role out and implementation of new curriculum with integrity. Root Cause: EPISD has adopted a new curriculum in all core classes.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Classroom management and routines training for new teachers, and teachers who are struggling. Root Cause: High referral rates on level 1 classroom management behaviors .

Goal 4: CULTURE OF ACCOUNTABILITY Bobby Joe Hill Pk-8 cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Bobby Joe Hill Pk-8 will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Conduct parent notification of students missing school, provide education on the importance of attending school through Parent Classes, Social Media, and call outs. Strategy's Expected Result/Impact: Increased daily attendance Staff Responsible for Monitoring: Principal, Asst. Principal, Attendance Clerk, PEL Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Counselors will meet with students with chronic absences to offer support and resources. Strategy's Expected Result/Impact: Increased student attendance. Staff Responsible for Monitoring: Principal, AP, Counselors, Attendance Secretary Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Campus needs to increased Daily Attendance from 90.3% to 93% Root Cause: Structuring classrooms to engage and increase daily attendance.

Goal 4: CULTURE OF ACCOUNTABILITY Bobby Joe Hill Pk-8 cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Bobby Joe Hill Pk-8 will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events.

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Offer a minimum of 2 community events per month on campus. Strategy's Expected Result/Impact: Increased parent engagement on campus Staff Responsible for Monitoring: PEL, Principal, Dept. Chairs Title I: 4.1 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: 1 Campus event per month to bring community and parent engagement to the campus. Root Cause: Build relationships between campus and parents.

Goal 4: CULTURE OF ACCOUNTABILITY Bobby Joe Hill Pk-8 cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Bobby Joe Hill Pk-8 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).

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing updates to faculty and staff of the status of campus budget and expenditures during the 23-24 School Year. Strategy's Expected Result/Impact: Awareness of bBudget and Transparency Staff Responsible for Monitoring: Principal Secretary Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: 1 Campus event per month to bring community and parent engagement to the campus. Root Cause: Build relationships between campus and parents.

Goal 5: EQUITY BY DESIGN Bobby Joe Hill Pk-8 champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Bobby Joe Hill Pk-8 will foster equitable access to opportunities as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits. (Academics-Connecting Languages, & Specialized Learning)

Emer.. Bil... Alg. 1 (14% to 16%)
Emer. Bil... LOTE (50% to 60%)
Emer. Bil.. Other (87% to 90%)
SPED Alg 1 (6% to 10%)
SPED LOTE (30% to 35%)

Evaluation Data Sources: Frontline Data

Strategy 1 Details		Reviews			
Strategy 1: Ensure that students and parents are aware of High School credit opportunities at the middle school level through magnet nights, HB5 nights, and parent informational sessions. Strategy's Expected Result/Impact: Increased awareness Staff Responsible for Monitoring: Counselors, Dept. Chairs, Asst. Principals Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					





Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: In 2022-2023, TELPAS % data shows a need to decrease Beginning/INT data and number of exiting EB students need to increase. Root Cause: Due to low percent of EB students meeting requirements, the campus will strengthen language supports and access needed in the classroom.

Goal 5: EQUITY BY DESIGN Bobby Joe Hill Pk-8 champions a targeted approach to universal access and system equity.

Performance Objective 2: By June 2024, Bobby Joe Hill Pk-8 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 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7% [RDA]

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Provide training of best practices for EB and Sped students in PLCs while integrating HQIM materials to all students. Strategy's Expected Result/Impact: Increased training and support for EB and Sped students Staff Responsible for Monitoring: CTCs, Dept Chairs, and Asst. Principals Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide training on Differentiation, Accommodations, and Modifications to support and accurately differentiate for students. Strategy's Expected Result/Impact: Increased knowledge for teachers, appropriate accommodations for students Staff Responsible for Monitoring: SPED Coach, CTCs Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: In 2022-2023, TELPAS % data shows a need to decrease Beginning/INT data and number of exiting EB students need to increase. Root Cause: Due to low percent of EB students meeting requirements, the campus will strengthen language supports and access needed in the classroom.