

El Paso Independent School District

Chapin High School

2023-2024 Goals/Performance Objectives/Strategies

Accountability Rating: C



Mission Statement

Embodying the legacy of Captain John L Chapin and the men of Company E, the Chapin Community embraces the diversity of all students and prepares all students for a globally competitive future as responsible, life-long learners who are empowered to be successful contributors to society.

Vision

Collaboration, safety, and trust empower our school community to allow all students to achieve their full potential.

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Goals

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

Performance Objective 1: By June 2024, Chapin 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: Employee, student, and parent culture climate surveys, student attendance rate reports

Strategy 1 Details	Reviews			
Strategy 1: Chapin will conference with students who have academic, discipline, emotional, and attendance challenges. Strategy's Expected Result/Impact: Increase student attendance and graduation rate Staff Responsible for Monitoring: Teachers, Counselors, Administration, Graduation Coach, Alpha Title I: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Chapin will acknowledge and celebrate students' accomplishments. Strategy's Expected Result/Impact: Increase student morale, attendance, and graduation rate Staff Responsible for Monitoring: All campus stakeholders. Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Chapin will conduct check-ins with all students. Strategy's Expected Result/Impact: Increase student morale, attendance, and graduation rate Staff Responsible for Monitoring: All campus personnel Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Chapin will host a new student orientation in late July 2023. Strategy's Expected Result/Impact: Increase student belonging and awareness of campus Staff Responsible for Monitoring: Student Activities Manager Title I: 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: Chapin will provide opportunities for alumni to participate in school activities. Root Cause: Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+. Root Cause: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 2: By June 2024, Chapin will increase student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 2,390 to 2,510.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Chapin will offer three informational sessions about extracurricular activities before the first day of school. Strategy's Expected Result/Impact: Increase participation in extracurricular activities Staff Responsible for Monitoring: Student Activities Manager Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Clubs and teams will engage in recruitment activities throughout the school year. Strategy's Expected Result/Impact: Increase participation in extracurricular activities Staff Responsible for Monitoring: Sponsors and Coaches Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Chapin fine arts teachers will attend out-of-town professional development to obtain new knowledge and update best practices for fine arts programs. Strategy's Expected Result/Impact: Increase participation in fine arts and improve final standings at fine arts competitions Staff Responsible for Monitoring: PEIMS Clerk and Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Fine Arts Professional Development - 211 ESEA Title I Part A (Campus) - \$3,500		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Chapin will provide opportunities for alumni to participate in school activities. Root Cause: Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff. Root Cause: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

Performance Objective 3: By June 2024, Chapin will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by reduction of non attendance-related discipline referrals by 15% from 530 to 450.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Chapin will include SEL lessons during content instruction and during WIN (Whatever I Need) periods. Strategy's Expected Result/Impact: Increase student morale, attendance, and graduation rate Staff Responsible for Monitoring: Counselors, Teachers, SEL Administrator. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Administrators will hold coaching conversations with students when addressing discipline issues. Strategy's Expected Result/Impact: Reduce discipline issues and improve student morale Staff Responsible for Monitoring: Assistant Principals, Principal Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+. Root Cause: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 4: By June 2024, Chapin will provide relevant and challenging coursework through multiple pathways as measured by an increase percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP)/International Baccalaureate (IB) from 23% to 26%, On Ramps from 15% to 30%, or dual credit course from 35% to 47%.

- HB3 Goal**
- Evaluation Data Sources:** TEAL TEA Data File (Accountability), TAPR (final)
District Created Tableau dashboard

Strategy 1 Details	Reviews			
Strategy 1: Chapin will provide teachers with professional development and resources to increase students earning college credit. Strategy's Expected Result/Impact: Increase students earning college credit Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
Strategy 2: Chapin will hold a morning and evening parent information session to increase awareness of college credit classes and to review best practices for student success in college credit classes. Strategy's Expected Result/Impact: Increase students earning college credit. Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, College Readiness Coordinator, P-Tech Teacher Leader, Magnet Coordinator Title I: 2.5, 2.6, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Performance Objective 4 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 1: By June 2024, Chapin will 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 70% of all classrooms.

Evaluation Data Sources: 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

Strategy 1 Details	Reviews			
Strategy 1: Chapin administrators, Instructional Leadership Team, and EPISD academic support team will conduct curriculum fidelity walks throughout the school year. Strategy's Expected Result/Impact: Ensure teachers are using District-mandated curriculum Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes. Root Cause: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 2: By June 2024, Chapin will 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: rincipal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition

Strategy 1 Details	Reviews			
Strategy 1: Chapin administrators will each conduct five walkthroughs, including curriculum fidelity walks, weekly. Strategy's Expected Result/Impact: Ensure teachers are using District-mandated curriculum, increased student achievement Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, 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: Chapin will increase parent/guardian communication to increase pass rates in all classes. Root Cause: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 3: By June 2024, Chapin will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 77% to 80%.

Evaluation Data Sources: Tableau, OnPoint

Strategy 1 Details	Reviews			
Strategy 1: Chapin will provide instructional materials, reading materials, equipment, furniture, technology, and other instructional materials to increase student achievement. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Teachers, Secretary to the Principal, PEIMS Clerk, Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: General Supplies - 185 SCE (Campus) - \$47,710, Reading Materials - 211 ESEA Title I Part A (Campus) - \$3,000, Instructional Technology - 211 ESEA Title I Part A (Campus) - \$21,000, Classroom Furniture & Equipment - 211 ESEA Title I Part A (Campus) - \$4,000, General Supplies - 211 ESEA Title I Part A (Campus) - \$77,232	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Teachers will provide before and after school tutoring opportunities. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Teachers, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: Tutoring & Fringes - 185 SCE (Campus) - \$6,240, Tutoring & Fringes - 211 ESEA Title I Part A (Campus) - \$6,768	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Chapin will implement an advisory period to provide additional opportunities for those in need of EOC support. Root Cause: All students cannot attend before or after school tutoring to receive EOC support.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes. Root Cause: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 4: By June 2024, Chapin will increase 4-year graduation rate from 97% to 98% with SPED student group increasing from 74% to 76% and Emer. Bil student group increasing from 88% to 90%.

Evaluation Data Sources: TAPR, Tableau, OnPoint

Strategy 1 Details	Reviews			
Strategy 1: Chapin will conduct cross audits and hold BOY and MOY Senior meetings. Strategy's Expected Result/Impact: Increase graduation rate Staff Responsible for Monitoring: Counselors Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Chapin will ensure parents and students are notified of failing grades and opportunities to improve grades. Strategy's Expected Result/Impact: Increase graduation rate Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Chapin will increase Edgenuity course offerings. Strategy's Expected Result/Impact: Increase 4-year graduation rate Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes. Root Cause: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 5: By June 2024, Chapin will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 68% to 90% with all student groups meeting board approved metrics .

Evaluation Data Sources: OnPoint

Strategy 1 Details		Reviews			
Strategy 1: Chapin will market all CCMR opportunities to students and parents. Strategy's Expected Result/Impact: Increase students receiving CCMR indicator Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, College Readiness Coordinator. Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Performance Objective 5 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 6: By June 2024, Chapin will ensure all students graduate prepared for college as measured by increase the percent of 9th-12th grade students completing TSIA2 from 26% to 40% .

Evaluation Data Sources: OnPoint

Strategy 1 Details	Reviews			
Strategy 1: Chapin will TSI test all students. Strategy's Expected Result/Impact: Increase dual credit opportunities for students, increase students receiving CCMR indicator Staff Responsible for Monitoring: College Readiness Coordinator Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
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Performance Objective 6 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 7: By June 2024, Chapin will ensure all students graduate prepared for college as measured by increase students average SAT score from 954 to 991.

Evaluation Data Sources: SAT Data report

Strategy 1 Details	Reviews			
Strategy 1: Chapin will incorporate SAT prep into Advisory/WIN (Whatever I Need) periods. Strategy's Expected Result/Impact: Increase students' SAT scores Staff Responsible for Monitoring: College Readiness Coordinator, SAT Prep WIN Teachers Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 7 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 8: By June 2024, Chapin will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5% from 84% all students, 62% Eco Dis students, and 65% .

Evaluation Data Sources: OnPoint

Strategy 1 Details	Reviews			
Strategy 1: Chapin will incorporate TSI and SAT prep into Advisory/WIN (Whatever I Need) periods. Strategy's Expected Result/Impact: Increase students' SAT scores and college readiness opportunities Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 8 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 9: By June 2024, Chapin will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by earning an industry certification in an aligned program of study from 6% to 10%.

Evaluation Data Sources: OnPoint, CTE reports

Strategy 1 Details	Reviews			
Strategy 1: Counselors will advise students on programs of study (POS) and schedule them to meet POS requirements when possible. Strategy's Expected Result/Impact: Increase number of students completing a POS Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, and Magnet Coordinator, Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 9 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 1: By June 2024, Chapin will stabilize enrollment by increasing the number of new students to the District by 30.

Evaluation Data Sources: EPISD registration report

Strategy 1 Details	Reviews			
Strategy 1: Chapin will participate in District registration drives and initiatives. Strategy's Expected Result/Impact: Increase student enrollment Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Chapin will host registration assistance and campus tours during the summer of 2023. Strategy's Expected Result/Impact: Increase student enrollment Staff Responsible for Monitoring: Administration, Registrar Title I: 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+. Root Cause: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 2: By August 31, 2023, Chapin will attract and retain top talent by implementing an employee recruiting plan designed to have no teacher vacancies on the first day of school.

Evaluation Data Sources: EOY vacancy report

Strategy 1 Details	Reviews			
Strategy 1: Chapin will participate in all District teacher recruitment events. Strategy's Expected Result/Impact: Recruit top talent Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff. Root Cause: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

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

Evaluation Data Sources: instructional technology campus support plan

Strategy 1 Details	Reviews			
Strategy 1: Chapin will offer instructional technology professional development at least once a month. Strategy's Expected Result/Impact: Retain current teachers, improve student achievement Staff Responsible for Monitoring: Campus Teaching Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff. Root Cause: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

Performance Objective 1: By June 2024, Chapin will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 90% to 94%.

Evaluation Data Sources: EPISD Student attendance reports

Strategy 1 Details	Reviews			
Strategy 1: Chapin will adhere to state and District safety expectations, including locked and closed door requirements, fire drills, and lockdown/lockout/hold drills. Strategy's Expected Result/Impact: Increase student student and staff safety Staff Responsible for Monitoring: All campus personnel. Title I: 2.4, 2.6, 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture 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: Chapin will increase student enroll to 1800+. Root Cause: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 2: By June 2024, EPISD will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by offering all required community events.

Evaluation Data Sources: Family and community survey, family and community events monthly calendars

Strategy 1 Details		Reviews			
Strategy 1: Chapin will host at minimum one parental engagement activity per month and provide monthly parent reading materials. Strategy's Expected Result/Impact: Increase opportunities for parental and community engagement Staff Responsible for Monitoring: Parental Engagement Liaison Title I: 2.4, 2.5, 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Parental Engagement Supplies & Resources - 211 ESEA Title I Part A (Campus) - \$1,200		Formative			Summative
		Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 3: By June 2024, Chapin 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 by the Let's Talk Platform (customer satisfaction rating from N/A to 10 and response rate from 1.6 days to 1 day).

Evaluation Data Sources: Campus/stakeholder communication plan

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Chapin will use phone conversations, call outs, emails, in-person conversations, parent/community meetings, and Let's Talk to engage with families and the community. Strategy's Expected Result/Impact: Increase parental and community engagement Staff Responsible for Monitoring: All campus personnel. Title I: 2.4, 2.5, 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1				
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div>				

Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 1: By June 2024, Chapin will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit).
Emer. Bil from 2.2% to 4%
SPED from 2.5% to 4%

Evaluation Data Sources: EPISD advanced academics reports, OnPoint

Strategy 1 Details	Reviews			
Strategy 1: Teachers, counselors, and College Readiness Coordinator will recommend students, including EB and SPED students, for advanced academic courses. Strategy's Expected Result/Impact: Increase student participation in advanced academics Staff Responsible for Monitoring: Teachers, Counselors, and College Readiness Coordinator Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 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:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. Root Cause: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 2: By June 2024, EPISD 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 36% to 30% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 11% to 7%.

Evaluation Data Sources: TELPAS reports

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Chapin will host EB parent events which will include; EB students, teachers, LPAC Clerk, and LPAC Administrator. Strategy's Expected Result/Impact: Provide equitable access to opportunities and eliminate barriers for students Staff Responsible for Monitoring: LPAC Clerk and LPAC Administrator Title I: 2.4, 2.5, 2.6, 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1				
<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 1: Chapin will implement a system to solicit feedback from parents/guardians. Root Cause: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.