

**El Paso Independent School District**

**Delta Academy**

**2023-2024 Goals/Performance Objectives/Strategies**



**DELTA ACADEMY**

# **Mission Statement**

In order to become successful members of society, Delta Academy promotes the development of responsibility, independence, and discipline for all students.

## **Vision**

Delta Academy will promote the academic potential of each student by providing opportunities conducive to learning in order to facilitate each student's individual needs.

# Table of Contents

Goals	4
Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.	4
Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.	8
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	15
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	17
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	22

# 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, Delta Academy 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			
<b>Strategy 1:</b> The Employee, student, and parent culture climate survey will be promoted by the campus so that we have data to use for growth. <b>Strategy's Expected Result/Impact:</b> 80%parent participation in the survey <b>Staff Responsible for Monitoring:</b> Administration and PEL  <b>Title I:</b> 4.1 - <b>TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Back to school staff development will include the Classroom Expectations from all teachers. Expectations will be reviewed and adjusted to ensure a positive and consistent discipline process. <b>Strategy's Expected Result/Impact:</b> Increased classroom engagement and increased attendance <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L4 Culture of Accountability (Parent & Community Engagement) 2, 3	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 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Student daily attendance at Delta Academy must increase. <b>Root Cause:</b> State regulations prevent the El Paso County Juvenile Probation Department from enforcing compulsory attendance requirements.
<b>Prioritized Need 2:</b> Parental engagement and involvement must increase at Delta Academy. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations dictate the parental visits of students which effect parent engagement activities.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 2:</b> Delta Academy needs to leverage time that parents are able to attend meetings and has to adapt to their schedules. <b>Root Cause:</b> Many parents are working and unable to attend face to face meetings.
<b>Prioritized Need 3:</b> Delta Academy needs to use PEL and the programs she offers to increase parent involvement. <b>Root Cause:</b> Parents only attend when there are court hearings.

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

**Performance Objective 2:** By June 2024, Delta Academy will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended 9th-12th grade extended learning opportunities by not having Summer School Days to having Summer School Days.

**Evaluation Data Sources:** District tracking tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create and implement summer school at Delta Academy. <b>Strategy's Expected Result/Impact:</b> Students getting more credits towards graduation. <b>Staff Responsible for Monitoring:</b> Administration and counselor  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Summer School Teachers and supplies - 211 ESEA Title I, Part D - \$45,000	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:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.

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

**Performance Objective 3:** By June 2024, Delta Academy will build mindsets, healthy habits, and skills that strengthen students' academic competence by establishing schoolwide academic expectations, classrooms procedures and instruction, for student and staff awareness.

**Evaluation Data Sources:** District Developed Tracking Rubric

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher professional development at Delta Academy will focus on the new curriculum that EPISD has implemented. <b>Strategy's Expected Result/Impact:</b> Increased student engagement and grades <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will focus on Tier 1 instruction with the new EPISD curriculum that focus on the TEKS for an increase in the Meets and Masters level STAAR, <b>Strategy's Expected Result/Impact:</b> Increased Meets and Masters on the STAAR <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Materials needed to help improve the meets and masters STAAR - 211 ESEA Title I, Part D - \$10,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Performance Objective 3 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.</p> <p><b>Prioritized Need 2:</b> Lesson plans need to be aligned to new curriculum that is focused on tested TEKS. <b>Root Cause:</b> Administration is reviewing lesson plans to ensure TEKS alignment.</p> <p><b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.</p> <p><b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.</p>
<b>L3 Destination School (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<p><b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.</p>
<b>L5 Equity by Design (Demographics)</b>
<p><b>Prioritized Need 1:</b> Delta Academy must increase the daily student attendance percentage. <b>Root Cause:</b> Students that attend Delta Academy have attendance problems that need to be addressed by Alpha and Administration.</p>

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

**Performance Objective 1:** By June 2024, Delta Academy will implement a viable student-centered district curriculum establishing rigor, instructional model, and scope and sequence in reading language arts, math, science, and social studies instruction.

**Evaluation Data Sources:** Walk through data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> District PD meetings will focus on Tier 1 instruction for teachers. <b>Strategy's Expected Result/Impact:</b> Strengthening of Tier 1 instruction <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Performance Objective 1 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.

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

**Performance Objective 2:** By June 2024, Delta Academy will implement a viable student-centered district curriculum establishing rigor, instructional model, and scope and sequence in emergent-bilingual reading language arts, math, science, and social studies instruction.

**Evaluation Data Sources:** Walk through data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Classroom instruction must focus on strengthening Tier 1 instruction that supports on the emergent-bilingual student by using some additional supplemental materials. <b>Strategy's Expected Result/Impact:</b> All students more engaged in the areas reading language arts, math, science, and social studies <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 <b>Funding Sources:</b> Instructional materials, to include supplies, and any necessary resources to ensure student success - 185 SCE (Campus) - \$2,750, Instructional materials, to include supplies, and any necessary resources to ensure student success - 211 ESEA Title I Part A (Campus) - \$2,520, Instructional materials, to include supplies, and any necessary resources to ensure student success - 211 ESEA Title I, Part D - \$31,246.09		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>					

**Performance Objective 2 Prioritized Needs:**





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
<b>Prioritized Need 2:</b> Lesson plans need to be aligned to new curriculum that is focused on tested TEKS. <b>Root Cause:</b> Administration is reviewing lesson plans to ensure TEKS alignment.
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.

<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.
<b>L3 Destination School (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.
<b>L3 Destination School (Perceptions, Facilities, Programs, Technology)</b>
<b>Prioritized Need 1:</b> Technology needs to continue being updated to be able to compete with other similar programs. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations limit technology that is available to students.

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

**Performance Objective 3:** By June 2024, Delta Academy will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 40% to 60%.

**Evaluation Data Sources:** Tableau, Eduphoria,  
TAPR

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Teachers will create lesson plans that align to the TEKS. <b>Strategy's Expected Result/Impact:</b> Improve Tier 1 instruction and Domain 1 STAAR results <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					





**Performance Objective 3 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
<b>Prioritized Need 2:</b> Lesson plans need to be aligned to new curriculum that is focused on tested TEKS. <b>Root Cause:</b> Administration is reviewing lesson plans to ensure TEKS alignment.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.

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

**Performance Objective 4:** By June 2024, Delta Academy 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			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Students enrolled at Delta will show at least .5 to 1 year increase (equivalent to 1/2 or one grade level growth) in reading skills <b>Strategy's Expected Result/Impact:</b> Increased reading skills for all students <b>Staff Responsible for Monitoring:</b> Teachers/Administration  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2 <b>Funding Sources:</b> Reading materials to increase reading comprehension and skills for students - 211 ESEA Title I Part A (Campus) - 211.11.6329.025.24.801.025 - \$380				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





**Performance Objective 4 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
<b>Prioritized Need 2:</b> Lesson plans need to be aligned to new curriculum that is focused on tested TEKS. <b>Root Cause:</b> Administration is reviewing lesson plans to ensure TEKS alignment.
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.

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

**Performance Objective 5:** By June 2024, Delta Academy 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			
<b>Strategy 1:</b> Teachers will analyze assessment data and data information to better understand High Quality Tier 1 instruction. <b>Strategy's Expected Result/Impact:</b> Increase Tier 1 instruction and increase student performance in math scores to the meet and Masters Level <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Purchase software to assist teachers and Administration with analyzing student data - 211 ESEA Title I, Part D - \$10,000		Formative			Summative
		Oct	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Performance Objective 5 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
<b>Prioritized Need 2:</b> Lesson plans need to be aligned to new curriculum that is focused on tested TEKS. <b>Root Cause:</b> Administration is reviewing lesson plans to ensure TEKS alignment.
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.

<b>L3 Destination School (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.

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

**Performance Objective 1:** By June 2024, Delta Academy will retain top talent by implementing an employee 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			
<b>Strategy 1:</b> Administration team will create a survey to ensure that a positive culture and climate by using new technology. <b>Strategy's Expected Result/Impact:</b> Retaining top talent and purchasing new technology <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> 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)
<b>Prioritized Need 1:</b> Technology needs to continue being updated to be able to compete with other similar programs. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations limit technology that is available to students.

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

**Performance Objective 2:** By June 2024, Delta Academy 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			
<b>Strategy 1:</b> Utilize campus funds to purchase campus technology <b>Strategy's Expected Result/Impact:</b> Increase student engagement <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 <b>Funding Sources:</b> Purchase necessary technology for instructional use - 211 ESEA Title I, Part D - \$27,100		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
		 Discontinue			

**Performance Objective 2 Prioritized Needs:**

L2 Academic Excellence (Student Achievement)	
<b>Prioritized Need 1:</b> EOC scores must improve for the campus. <b>Root Cause:</b> Tier 1 instruction needs to improve for students at Delta Academy.	
<b>Prioritized Need 2:</b> All EOC scores must increase in the Meets and Masters level. <b>Root Cause:</b> Tier 1 instruction needs to improve for all teachers.	
L3 Destination School (Perceptions, Facilities, Programs, Technology)	
<b>Prioritized Need 1:</b> Technology needs to continue being updated to be able to compete with other similar programs. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations limit technology that is available to students.	

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

**Performance Objective 1:** By June 2024, Delta Academy will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance.

**Evaluation Data Sources:** Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Delta Academy will promote the importance of attending school. <b>Strategy's Expected Result/Impact:</b> Increase daily attendance <b>Staff Responsible for Monitoring:</b> Administration and teachers  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - 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:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Student daily attendance at Delta Academy must increase. <b>Root Cause:</b> State regulations prevent the El Paso County Juvenile Probation Department from enforcing compulsory attendance requirements.
L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> Delta Academy must increase the daily student attendance percentage. <b>Root Cause:</b> Students that attend Delta Academy have attendance problems that need to be addressed by Alpha and Administration.

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

**Performance Objective 2:** By June 2024, Delta Academy 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			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Delta Academy will utilize the PEL to provide activities that will support students and parents. <b>Strategy's Expected Result/Impact:</b> Increase parental engagement on campus <b>Staff Responsible for Monitoring:</b> Administration and PEL  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2, 3 <b>Funding Sources:</b> Necessary resources to assist the FCL in providing support to the parents of Delta students - 211 ESEA Title I, Part D - \$1,000				
<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:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Parental engagement and involvement must increase at Delta Academy. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations dictate the parental visits of students which effect parent engagement activities.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Increase involvement of parents at Delta Academy. <b>Root Cause:</b> Students arrive from all areas of El Paso and are registered by the El Paso County Juvenile Probation Department. <b>Prioritized Need 2:</b> Delta Academy needs to leverage time that parents are able to attend meetings and has to adapt to their schedules. <b>Root Cause:</b> Many parents are working and unable to attend face to face meetings. <b>Prioritized Need 3:</b> Delta Academy needs to use PEL and the programs she offers to increase parent involvement. <b>Root Cause:</b> Parents only attend when there are court hearings.

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

**Performance Objective 3:** By June 2024, Delta Academy will plan opportunities to engage, inform, train, and gather input from family and community stakeholders.

**Evaluation Data Sources:** Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The PEL will offer programs and classes to increase parental involvement. <b>Strategy's Expected Result/Impact:</b> Increased parental involvement <b>Staff Responsible for Monitoring:</b> Administration and PEL  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2, 3 <b>Funding Sources:</b> Necessary resources to increase parental involvement - 211 ESEA Title I Part A (Campus) - \$1,000	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:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Parental engagement and involvement must increase at Delta Academy. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations dictate the parental visits of students which effect parent engagement activities.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Increase involvement of parents at Delta Academy. <b>Root Cause:</b> Students arrive from all areas of El Paso and are registered by the El Paso County Juvenile Probation Department.
<b>Prioritized Need 2:</b> Delta Academy needs to leverage time that parents are able to attend meetings and has to adapt to their schedules. <b>Root Cause:</b> Many parents are working and unable to attend face to face meetings.
<b>Prioritized Need 3:</b> Delta Academy needs to use PEL and the programs she offers to increase parent involvement. <b>Root Cause:</b> Parents only attend when there are court hearings.

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

**Performance Objective 4:** By June 2024, Delta Academy will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by increasing the annual percentage of state allotment expenditures for Bilingual and State Compensatory Education.

**Evaluation Data Sources:** Tableau Dashboard and Financial Reports





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Delta Academy will follow all EPISD financial policies and guidelines to ensure full compliance. <b>Strategy's Expected Result/Impact:</b> Full transparency of EPISD financial policies and guidelines  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 4 Prioritized Needs:**

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> Technology needs to continue being updated to be able to compete with other similar programs. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations limit technology that is available to students.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 2:</b> Delta Academy needs to leverage time that parents are able to attend meetings and has to adapt to their schedules. <b>Root Cause:</b> Many parents are working and unable to attend face to face meetings.

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

**Performance Objective 5:** Provide excellent, timely and efficient customer service and manage operations in an environment that fosters teamwork to achieve high levels of fiscal and programmatic compliance through a framework for continuous improvement.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> All EPISD employees will follow all EPISD customer service policies and guidelines to ensure compliance to create a welcoming atmosphere <b>Strategy's Expected Result/Impact:</b> Full transparency of EPISD customer service policies and guidelines  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

**Performance Objective 5 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Parental engagement and involvement must increase at Delta Academy. <b>Root Cause:</b> El Paso County Juvenile Probation Department regulations dictate the parental visits of students which effect parent engagement activities.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Increase involvement of parents at Delta Academy. <b>Root Cause:</b> Students arrive from all areas of El Paso and are registered by the El Paso County Juvenile Probation Department. <b>Prioritized Need 2:</b> Delta Academy needs to leverage time that parents are able to attend meetings and has to adapt to their schedules. <b>Root Cause:</b> Many parents are working and unable to attend face to face meetings. <b>Prioritized Need 3:</b> Delta Academy needs to use PEL and the programs she offers to increase parent involvement. <b>Root Cause:</b> Parents only attend when there are court hearings.

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

**Performance Objective 1:** By June 2024, Delta Academy will foster equitable access to opportunities an increase in the percent of special education and emergent bilingual middle school students who complete high school credits.

**Evaluation Data Sources:** Frontline Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Delta Academy will provide training to best practices for ED and SPED students. <b>Strategy's Expected Result/Impact:</b> Improve teacher instructional strategies to support EB's and SPED  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Necessary trainings for SPED/Resource teachers - 211 ESEA Title I Part A (Campus) - \$1,000		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:**





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.

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

**Performance Objective 2:** By June 2024, Delta Academy will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of special education and emergent bilingual high school student groups in advanced academic courses.

**Evaluation Data Sources:** Frontline Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Delta Academy will continue to provide CLEP courses to qualified students as well as GED preperation and testing. <b>Strategy's Expected Result/Impact:</b> Equitable access to opportunities for SPED and EB students  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Resources needed to continue providing CLEP and GED classes - 211 ESEA Title I, Part D - \$15,000		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Performance Objective 2 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested. <b>Prioritized Need 3:</b> Classroom instruction needs to focus on increasing and strengthening Tier 1 instruction. <b>Root Cause:</b> Teachers are being trained on new curriculum.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.

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

**Performance Objective 3:** By June 2024, Delta Academy will foster equitable access to opportunities and eliminating barriers to increase the number of Emergent Bilinguals Achieving Advance High on TELPAS.

**Evaluation Data Sources:** TELPAS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Delta teachers will continue to focus on Tier 1 instruction to support EB students <b>Strategy's Expected Result/Impact:</b> EB students will achieve Advanced High on TELPAS  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 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 3 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> New curriculum that has been adopted by EPISD in year O of implementation and teachers in core areas are adapting to it. <b>Root Cause:</b> Teachers are re-creating pacing calendars for EOC courses that are focused on readiness TEKS that are tested.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
<b>Prioritized Need 1:</b> Delta Academy faculty needs specialized staff development to support Tier I instruction that is occurring during the school year. <b>Root Cause:</b> Delta Academy is one of the few campuses that has very high mobility needs that require EPISD to make necessary adjustments.