

El Paso Independent School District

Don Haskins PK-8

2023-2024 Goals/Performance Objectives/Strategies

Accountability Rating: C



Mission Statement

We, the Don Haskins PK – 8 family, are dedicated to meeting the diverse educational needs of our students by offering optimal opportunities; cultivating their social, emotional, and academic development; and mentoring each to become successful, contributing members of our global society.

Vision

Our Don Haskins PK-8 family will empower students with determination, passion, and empathy resulting in strong, productive, and caring members of our global community who are creative problem solvers thirsting for knowledge.

Value Statement

We are committed to creating a school that knows no limits to the academic success of each student. Every staff member chooses to believe that:

1. There are NO EXCUSES for poor effort on the part of all stakeholders.
2. An intense commitment to the development of the character of our students has the ability to change their lives in mighty ways.
3. Each student is capable of meeting or exceeding academic standards in reading, writing and math.
4. Every special education student will meet or exceed every one of their IEP goals.
5. Our staff's commitment to this culture can neutralize the challenges students bring with them to campus.

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.	18
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	24
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	28

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, Don Haskins 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: Provide staff the opportunity to mentor students who are at risk. Prioritized Needs: Demographics 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will write 2 post cards per week to students to build relationships. Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Identify "Military Connected" students and hold special events for these identified students. Strategy's Expected Result/Impact: Increased sense of belonging measured on student surveys Staff Responsible for Monitoring: Principal, Counselors, Military Committee, MYP Teacher Leader	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Panorama Survey taken Winter of 2022 states that 36% of students have a sense of belonging. Root Cause: Campus can create additional opportunities to connect with students including SEL strategies, post cards, and increasing the number of students participating in clubs or activities.

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

Performance Objective 2: By June 2024, Don Haskins will increase PK-8th grade student participation in UIL, extra-curricular, co-curricular activities by 5%.

Evaluation Data Sources: Participation counts

Strategy 1 Details	Reviews			
Strategy 1: Provide funding to support staff who sponsor after school opportunities as well as 6th grade orientation before the school year begins. Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 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 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Attendance increase from 91% to 94% is needed. Many students have excessive absences impacting academics. Root Cause: Systems are not consistently used to give consequences to attendance issues such as Attendance Plans.

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

Performance Objective 3: By June 2024, Don Haskins will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing and maintaining the number of meaningful community and youth-based organizations in formal partnerships.





Evaluation Data Sources: District Tracking Tool

Strategy 1 Details	Reviews			
Strategy 1: Provide space for community partners to meet such as Young Rembrandts and Snapology.	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Don Haskins PK - 8 will provide students opportunities to visit our Feeder High Schools (gr. 8) , a local college/university (gr. 6 & 7), primary grade field trips (one per grade level) and Fine Arts recruiting trips to Feeder Elementary Schools. Work to build partnerships with UTEP, EPCC and NMSU. Strategy's Expected Result/Impact: Increased student interest in higher education and community resources. Staff Responsible for Monitoring: Principal, Assistant Principals, Teachers TEA Priorities: Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Don Haskins will work collaboratively with PTA to create a supportive environment where families, community, and staff provide enrichment opportunities for all students. Strategy's Expected Result/Impact: Increased PTA involvement Staff Responsible for Monitoring: Principal, PTA President	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Work with the military to involve soldiers in Science Fair, Literacy Fair, Thanksgiving Lunch, Veteran's Day Lunch and other events. Strategy's Expected Result/Impact: Increased achievement. Role Models. Staff Responsible for Monitoring: Principal, Military Outreach Committee	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: By June 2024, Don Haskins 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.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Counselors will have small group activities with At-Risk students once every 6 weeks focused on Study Skills, Test Taking Strategies and SEL Skills. Strategy's Expected Result/Impact: Increased engagement and achievement Staff Responsible for Monitoring: Principal, Counselors Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement SEL Strategies for Elementary and Middle School grades throughout the school day. Strategy's Expected Result/Impact: Increased student self-esteem and awareness Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teaching Coaches, PBIS/SEL Team	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize a Uniform Policy Violation tracking system to identify and support students who are missing instructional time. Strategy's Expected Result/Impact: Improved compliance with Uniform Policy Staff Responsible for Monitoring: Administration, Front office, teachers	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Interim assessments in Math show the least amount of growth (28-29) and the lowest scores when compared to Reading. Root Cause: Tutoring and/or other interventions needed to scaffold skills needed for grade level work.

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

Performance Objective 5: By June 2024, Don Haskins 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 from 166 ISS removals to 150 or less and less than 50 DAEP removals.





Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Create transition plan for students returning from off campus DAEP programs. Strategy's Expected Result/Impact: Increased achievement, no recidivism Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors	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>				

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

Performance Objective 1: By June 2024, Don Haskins 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.

Strategy 1 Details	Reviews			
Strategy 1: Provide teachers with planning time for improved lesson implementation as needed by having Guest Teachers for implementation. Strategy's Expected Result/Impact: Increase in students academic achievement Staff Responsible for Monitoring: Principal, Asst. Principals, Campus Teaching Coaches, CTC, MYP Teacher Leader, Dept. Chairs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L5 Equity by Design (Demographics) 2 Funding Sources: Substitutes for teachers - 185 SCE (Campus) - 185.11.6112.184.30.362.184 - \$27,100, Fringe for substitutes - 185 SCE (Campus) - \$422, Substitutes for teachers - 211 ESEA Title I Part A (Campus) - 211.11.6112.184.24.362.184 - \$7,178.39, Fringes for substitutes - 211 ESEA Title I Part A (Campus) - \$925	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: Don Haskins PK - 8 will purchase necessary materials for teachers and the librarian to support teaching and learning to include testing materials. Strategy's Expected Result/Impact: Teachers will have materials needed to support students. Staff Responsible for Monitoring: Principal, Assistant Principals, Secretary to the Principal Title I: 2.4 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 3 - L5 Equity by Design (Demographics) 2 Funding Sources: Reading materials for students - 185 SCE (Campus) - 185.11.6329.184.30.000.184 - \$2,000, Student instructional supplies - 185 SCE (Campus) - 185.11.6399.184.30.000.184 - \$10,527, Additional reading materials for library - 185 SCE (Campus) - 185.12.6329.184.30.000.184 - \$5,000, testing materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.184.24.801.184 - \$2,538.09, Instructional supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.184.24.801.184 - \$38,021.41, Additional reading materials for library - 211 ESEA Title I Part A (Campus) - 211.12.6329.184.24.801.184 - \$7,000, Supplies for library - 211 ESEA Title I Part A (Campus) - 211.12.6399.184.24.801.184 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Physical Education teachers will coordinate health education, including oral health education, physical education and physical activity, nutrition services, and parental involvement. Strategy's Expected Result/Impact: Student practice of healthy habits and decreased health issues for students Staff Responsible for Monitoring: Administration, Physical Education Teachers	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Interim assessments in Math show the least amount of growth (28-29) and the lowest scores when compared to Reading. Root Cause: Tutoring and/or other interventions needed to scaffold skills needed for grade level work.
L2 Academic Excellence (Student Achievement)
Prioritized Need 3: Special Education only 40% passed (44% Reading and 40% Math), Emergent Bilingual 60% passed STAAR (65% Reading, 61% Math) Root Cause: Campus teams need to monitor student achievement and provide appropriate services, scheduling, and intervention.

L5 Equity by Design (Demographics)

Prioritized Need 2: Campus did not meet State target for subgroups on STAAR Math resulting in a Domain 3 score of C. **Root Cause:** Teachers, PLC teams, and LPAC should consider the progress of subgroups when looking at data and monitoring student progress.

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

Performance Objective 2: By June 2024, Don Haskins 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.

Strategy 1 Details		Reviews			
Strategy 1: RLA Teachers will provide explicit instruction that addresses the seven strands of RLA TEKS (English and Spanish) Strategy's Expected Result/Impact: Increased TELPAS scores and RLA STAAR Scores Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 2		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
				 Discontinue	





Performance Objective 2 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 2: Campus did not meet State target for subgroups on STAAR Math resulting in a Domain 3 score of C. Root Cause: Teachers, PLC teams, and LPAC should consider the progress of subgroups when looking at data and monitoring student progress.

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

Performance Objective 3: By June 2024, Don Haskins will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% (C) to 53%. (B).

Strategy 1 Details	Reviews			
Strategy 1: Provide guest teachers (substitutes) to cover classes so that teachers can assessments of student progress. Strategy's Expected Result/Impact: Authentic and useful data that allows for the administration of Tier 2 and Tier 3 interventions. Staff Responsible for Monitoring: Principal, Assistant Principal, Interventionist, Campus Teaching Coaches Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 1 Funding Sources: Substitute teachers for assessments - 211 ESEA Title I Part A (Campus) - 211.11.6112.184.24.362.184 - \$2,000, Fringe for substitutes - 211 ESEA Title I Part A (Campus) - \$392	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will provide timely interventions to include after school tutoring and in-school W.I.N time (What I Need) to students in need of assistance and enrichment. Strategy's Expected Result/Impact: Students meeting HB 4545 tutoring hours. Increase in grades and test scores. Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teaching Coaches, Teachers Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: Transportation for Students - 211 ESEA Title I Part A (Campus) - 211.11.6494.184.24.801.184 - \$11,447.45	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: The Leadership Team will hold weekly/bi-weekly PLCs to strengthen lesson plans and first teach strategies to increase student academic performance. Strategy's Expected Result/Impact: Teacher support in implementing new curriculum Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Assistant Principals will monitor grades of at-risk students after the 1st and 3rd nine weeks. Strategy's Expected Result/Impact: Increased academic achievement Staff Responsible for Monitoring: Principal, Assistant Principals, Attendance clerk, Registrar Prioritized Needs: L2 Academic Excellence (Student Achievement) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: PLC teams will monitor student progress on benchmark and other district tests. Strategy's Expected Result/Impact: Increased percentage of students passing benchmark tests and Social Studies STAAR test. Staff Responsible for Monitoring: Principal, Campus Teaching Coaches, Social Studies teachers Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Interim assessments in Math show the least amount of growth (28-29) and the lowest scores when compared to Reading. Root Cause: Tutoring and/or other interventions needed to scaffold skills needed for grade level work.
L2 Academic Excellence (Student Achievement)
Prioritized Need 3: Special Education only 40% passed (44% Reading and 40% Math), Emergent Bilingual 60% passed STAAR (65% Reading, 61% Math) Root Cause: Campus teams need to monitor student achievement and provide appropriate services, scheduling, and intervention.

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

Performance Objective 4: By June 2024, Don Haskins 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 49% to 55% with all student groups meeting board approved metrics. [HB3].
(Academics-Teaching and Learning)

HB3 Goal
Evaluation Data Sources: STAAR 2024 data

Strategy 1 Details	Reviews			
Strategy 1: Don Haskins PK - 8 ELAR classes will attend lessons in the library a minimum of 1 time every 6 weeks. Strategy's Expected Result/Impact: Academic success Staff Responsible for Monitoring: Principal and Librarian Title I: 2.4 - TEA Priorities: Build a foundation of reading and math	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>				





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

Performance Objective 5: By June 2024, Don Haskins 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]

Strategy 1 Details	Reviews			
Strategy 1: Utilize NWEA Map assessments to monitor student growth in math and to provide appropriate interventions Strategy's Expected Result/Impact: Early intervention and increased student achievement Staff Responsible for Monitoring: Principal, Assistant Principals, Interventionist	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>				

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





Performance Objective 6: By June 2024, Don Haskins will increase student achievement outcomes in Reading "All students" from 48% to 53% Meets and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 13% - 17%, & EB from 29% - 40%)

Strategy 1 Details	Reviews			
Strategy 1: Administration will support instructional practices by conducting targeted walk throughs and provide teacher feedback. Campus Teaching Coaches will assist with feedback and strategies. Strategy's Expected Result/Impact: Teacher feedback and support result in increased Reading Scores Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide training on inclusion strategies for teachers in PLCs Strategy's Expected Result/Impact: Increased achievement for Special education students Staff Responsible for Monitoring: Principal, Campus Teaching Coaches, Special Education Coach Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize ESL strategies in classrooms and include ESL strategies in PLCs Strategy's Expected Result/Impact: Increased achievement of EB students Staff Responsible for Monitoring: Principal, Assistant Principals ESL and Dual Language teachers. Title I: 2.6 - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 7: By June 2024, Don Haskins will increase student achievement outcomes in Math "All students" (Meets 36%-40%) and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (Special Education students from 13% to 17%, Emergent Bilingual from 28% - 33%)

Evaluation Data Sources: STAAR 2024

Strategy 1 Details	Reviews			
Strategy 1: Create a list of Special Education students to be monitored by Regular Ed and Special Education teachers and designate a PLC each nine weeks. Teachers will check progress in Math and Reading and develop a plan. Strategy's Expected Result/Impact: Increased achievement on benchmark assessments and STAAR Math Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teaching Coaches, Special Education Coach, Department Chairs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Master Schedule includes co-teach schedules to meet the needs of students as outlined in IEPs. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors, Special Education Coach	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: By June 2024, Don Haskins will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 67% (live and attend Elementary) and 72% (live and attend Middle School) to 68% and 73%

Strategy 1 Details	Reviews			
Strategy 1: Don Haskins PK - 8 will visit local elementary schools and strategically promote Don Haskins PK - 8 programs. Strategy's Expected Result/Impact: Increased live and attend enrollment in Middle School grades Staff Responsible for Monitoring: Principal, Asst. Principals, Counselors, ALL, MYP Teacher Leader	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>				

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





Performance Objective 2: By June 2024, Don Haskins 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%.

Strategy 1 Details	Reviews			
Strategy 1: Attend UTEP Job Fair and EPISD Transfer Fair recruiting qualified teachers. Strategy's Expected Result/Impact: Hiring of teachers Staff Responsible for Monitoring: Principal, Assistant Principals	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>				

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

Performance Objective 3: By June 2024, Don Haskins PK-8 will grow top talent by implementing a Comprehensive Professional Development Plan

Strategy 1 Details	Reviews			
Strategy 1: Don Haskins PK - 8 will pay stipends to teachers for creating innovative learning opportunities for students and prepare for the upcoming school year. Strategy's Expected Result/Impact: Curriculum implemented with fidelity reflected in lesson plans and student outcomes Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teacher Coaches TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Stipends for teachers - 185 SCE (Campus) - 185.11.6117.184.30.362.184 - \$2,000, fringes - 185 SCE (Campus) - \$51	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Don Haskins PK-8 will provide guest speakers to support teaching and learning Strategy's Expected Result/Impact: Improved academics, desire for post secondary learning Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teaching Coaches Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools Funding Sources: Guest speaker - 211 ESEA Title I Part A (Campus) - 211.11.6299.184.24.801.184 - \$10,000	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Don Haskins PK - 8 will provide teachers, librarian, administrators, and counselors with the opportunity to attend Professional Development on and off campus. Strategy's Expected Result/Impact: Internalization of curriculum components and new strategies documented in walk through data, meeting agendas, Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Substitutes for teachers to attend training - 211 ESEA Title I Part A (Campus) - 211.11.6112.184.24.362.184 - \$1,000, Fringes for substitutes - 211 ESEA Title I Part A (Campus) - \$146.32, Travel expenses librarian - 211 ESEA Title I Part A (Campus) - 211.12.6411.184.24.801.184 - \$1,657.55, Reading materials for teacher professional development - 211 ESEA Title I Part A (Campus) - 211.13.6329.184.24.801.184 - \$4,001.43, Travel expenses teachers - 211 ESEA Title I Part A (Campus) - 211.13.6411.184.24.801.184 - \$15,267.58, Registration fees - 211 ESEA Title I Part A (Campus) - 211.13.6499.184.24.801.184 - \$4,000, Travel expenses administrator - 211 ESEA Title I Part A (Campus) - 211.23.6411.184.24.801.184 - \$7,627.31, Travel expenses counselor - 211 ESEA Title I Part A (Campus) - 211.31.6411.184.24.801.184 - \$1,903.59		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Campus did not meet walk through goal of 5 per week per administrator. Root Cause: Calendar scheduling is needed because the large campus makes it difficult to provide personalized feedback to individual teachers.

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

Performance Objective 4: By June 2024, Don Haskins will effectively market and communicate information to the district's public resulting in Improving the district's image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

Strategy 1 Details		Reviews			
Strategy 1: Don Haskins PK - 8 will showcase school activities via social media. Strategy's Expected Result/Impact: increased student enrollment, increased public awareness of Don Haskins PK - 8 Staff Responsible for Monitoring: Webmaster, Principal, Asst. Principal, ALL, MYP Teacher Leader		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>					

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

Performance Objective 5: By June 2024, Don Haskins will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Strategy 1 Details	Reviews			
Strategy 1: Don Haskins PK - 8 will improve opportunities for students and continue to teach students how to responsibly interact and use various forms of technology . Strategy's Expected Result/Impact: Increased student engagement in class activities Staff Responsible for Monitoring: Principal, Assistant Principals	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>				

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

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

Strategy 1 Details	Reviews			
Strategy 1: Recognize students each nine weeks for Perfect Attendance and Improved Student Attendance Strategy's Expected Result/Impact: Increased attendance, increased student achievement. Students take pride in being recognized. Staff Responsible for Monitoring: Principal, Assistant Principals, Attendance Clerk, Prioritized Needs: 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>				





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

Performance Objective 2: By June 2024, Don Haskins 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 all required community events are offered.

Strategy 1 Details	Reviews			
Strategy 1: Don Haskins will collaborate with parents and distribute relevant information to parents including Parent engagement policy (fall distribution and spring review), School and Parent compact (fall distribution and spring review), Title 1 plan, school accountability information, and other required meetings. Strategy's Expected Result/Impact: Parents aware of Title 1 policies. Staff Responsible for Monitoring: Principal, Parent Engagement	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Don Haskins will provide supplies and refreshments for parent meetings, events, and training. Strategy's Expected Result/Impact: Increase in parent involvement on campus Staff Responsible for Monitoring: Principal, Parent Engagement personnel, Secretary to the Principal Title I: 4.1, 4.2 Funding Sources: supplies for parent involvement - 211 ESEA Title I Part A (Campus) - 211.61.6399.184.24.801.184 - \$2,538.12, refreshments and other costs for parent involvement - 211 ESEA Title I Part A (Campus) - 211.61.6499.184.24.801.184 - \$2,538.12	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Send out communication in both English and Spanish. The school will communicate via fliers, School Messenger, Social Media (Facebook) and the marquee. Strategy's Expected Result/Impact: Increase parent participation Staff Responsible for Monitoring: Parent engagement staff, Principal, Assistant Principals	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				





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

Performance Objective 3: By June 2024, Don Haskins 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).

Strategy 1 Details	Reviews			
Strategy 1: Host "Coffee with the Principal", "Cookies with the Counselor", "Apples with the Asst. Principal", type events at least once a month for parents and guardians. Strategy's Expected Result/Impact: Increased family engagement, parent information input. Staff Responsible for Monitoring: Admin Team, Parent Engagement staff, Counselors	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Host various educational opportunities for parents. Topics based on campus needs and parent survey of interest and may include Parent Portal, Homework Help, Gifted and Talented Information, Science Fair, Literacy/Math Night, Magnet Nights and Dual Language Showcase. Strategy's Expected Result/Impact: Increased parent involvement as educational partners. Staff Responsible for Monitoring: Principal, Assistant Principals, Parent Engagement Staff, Committee Chairs.	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Each teacher will reach out to 3 parents of at-risk students, personally inviting them to Open House and Parent-Teacher Conference Day. Strategy's Expected Result/Impact: Increased family attendance Staff Responsible for Monitoring: Principal, parent engagement staff, teachers	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: By June 2024, Don Haskins 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 ensuring quality program implementation and strategic investments in Federal programs and Increasing the annual percentage of entitlement program expenditures

Strategy 1 Details	Reviews			
Strategy 1: Campus will evaluate use of planning days through agendas and classroom implementation. Strategy's Expected Result/Impact: Ensure that expenditures are appropriate and result in desired outcome. Staff Responsible for Monitoring: Principal, Assistant Principals, Campus Teaching Coaches, Grade Level and Department Chairs	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Campus leadership will monitor implementation of the IB Programme through Unit Planning Templates. Strategy's Expected Result/Impact: Full implementation of the IB Programme and increased number of students continuing after MYP. Staff Responsible for Monitoring: Principal, MYP Teacher Leader	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Conduct a yearly book/technology audit to ascertain lost books/technology and charge families accordingly. Replacements will be ordered with funds to ensure that materials are available for all students. Strategy's Expected Result/Impact: Books and technology accounted for properly Staff Responsible for Monitoring: Principal, Assistant Principals, Book room Clerk, Secretary to the Principal.	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: By June 2024, Don Haskins 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.

Emergent. Bilingual. Algebra. 1 (16%)





Emergent Bilingual. LOTE (50%)

Emergent Bilingual Other (87%)

SPED Algebra 1 (6%)

SPED LOTE (30%)





SPED Other (82%)

Strategy 1 Details	Reviews			
Strategy 1: Continue participation in the No Excuses University Network of schools to include attendance at National Convention. Strategy's Expected Result/Impact: Increased student desire to attend post secondary education and to build credits towards that goal Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Prioritize scheduling of Special Education students who also receive DRD services. Strategy's Expected Result/Impact: Reading scores and achievement will increase because students benefit from both programs Staff Responsible for Monitoring: Special Education Coach, AP, Case managers.	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Hold a Career Fair to showcase various careers and educational opportunities. Strategy's Expected Result/Impact: Principal, NEU/Career Day Committee, Parent/Community engagement staff, Counselors.	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Don Haskins will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals (6+ years) Achieving Beg/Int on TELPAS Composite from 37% (80 students) to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 10% to 7%

Evaluation Data Sources: TELPAS Scores 2024

Strategy 1 Details	Reviews			
Strategy 1: LPAC will meet quarterly to monitor grades, attendance, and behavior of EL/EB students. Strategy's Expected Result/Impact: Increased student engagement and achievement Staff Responsible for Monitoring: LPAC administrators, LPAC Clerks, LPAC committee	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Encourage teachers to attain ESL certification to be able to provide strategies for students. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Monitor TELPAS scores to support students with differentiated instruction focusing on the Reading and Writing Domain Strategy's Expected Result/Impact: Student growth as measured by TELPAS Staff Responsible for Monitoring: Principal, LPAC administrators, DL teachers	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: By June 2024, Don Haskins will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility.

Strategy 1 Details		Reviews			
Strategy 1: Continue to build culture and climate of campus to retain staff on campus Strategy's Expected Result/Impact: Low turnover rates Staff Responsible for Monitoring: Principal, Assistant Principals		Formative			Summative
		Oct	Jan	Mar	June
		<div><div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div><div></div><div></div></div><div>Discontinue</div></div></div></div></div></div></div>			