

El Paso Independent School District
Aoy Elementary School
2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

We encourage all student to overcome challenges, set goals and make smart choices by providing them academic excellence and social emotional learning.

Vision

Aoy students will become productive citizens and make a meaningful contribution in the 21st century.

Value Statement

Excellence for all.

Table of Contents

Goals	4
Goal 1: WHOLE CHILD DEVELOPMENT Aoy 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.	9
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	17
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	21
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	26





Goals

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

Performance Objective 1: By June 2024, Aoy 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: Have Student Exhibition Nights to draw parental engagement. Strategy's Expected Result/Impact: Increase attendance and school culture. Staff Responsible for Monitoring: Principal Title I: 4.2 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 1 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.
L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs.

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

Performance Objective 2: By June 2024, Aoy will increase PK-5th grade student participation in UIL, extra-curricular, and co-curricular activities at all levels by 5% from 160 to 168.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Each grade level will sponsor a multiage club. Strategy's Expected Result/Impact: Increase attendance. 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, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Advertise offerings in ClassDojo, flyers, Social Media to secure participation Strategy's Expected Result/Impact: Improved parental engagement in the school. Staff Responsible for Monitoring: Principal, Assistant principal Title I: 2.4, 2.5, 2.6, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Purchase necessary supplies to ensure that the extracurricular activities are well stocked. Strategy's Expected Result/Impact: Improved school attendance and performance Staff Responsible for Monitoring: Mary Arnold Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: Supplies - 211 ESEA Title I Part A (Campus) - \$6,000	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.
L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs.

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

Performance Objective 3: By June 2024, Aoy will continue an integrated system of school support, extended learning opportunities, and community partnerships by increasing extended PK - 5 extended learning opportunities. Aoy is an Afterschool Learning Site.

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Maintain 1:18 ratio for before and after school Learning site. Strategy's Expected Result/Impact: Increase attendance. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs.

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

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

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: After school and Enrichment along with Class Dojo dances, and Caught Being Good Coupons. Strategy's Expected Result/Impact: Improved student behavior, attendance, and academic growth. Staff Responsible for Monitoring: School Counselor Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, 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) 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.

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

Performance Objective 5: By June 2024, Aoy will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by the Reduction of all ISS, and OSS, and reduce the overall number of disciplinary removals from 17% to 15%

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Reflection & Next Steps in the Library for repeat offenders (Restorative Discipline) Strategy's Expected Result/Impact: Decrease discipline referrals. Staff Responsible for Monitoring: Campus Culture and Climate Team members Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs.





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

Performance Objective 1: By June 2024, Aoy Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 70% of all classrooms.

Evaluation Data Sources: Fidelity walks

Strategy 1 Details		Reviews			
Strategy 1: Curriculum integration during Professional Learning Communities every other week on Wednesdays beginning on August 9, 2023. Strategy's Expected Result/Impact: Teachers will internalize the new curriculum. (Amplify, Eureka) 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, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Purchase necessary materials for classroom instruction. Strategy's Expected Result/Impact: Improve academic performance Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: supplies - 185 SCE (Campus) - \$3,000, Textbooks - 199 General Fund - 199.11.6321 - \$1,600, General supplies - instructional - 199 General Fund - 199.11.6399 - \$3,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Professional Development training for teachers Strategy's Expected Result/Impact: Improved academic performance K-5 grades. 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, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 Funding Sources: PD Inservices - 185 SCE (Campus) - \$1,913, Professional Development - 211 ESEA Title I Part A (Campus) - 211.11.6299 - \$6,300, Professional Development - 211 ESEA Title I Part A (Campus) - 211.13.6499 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide substitutes for teacher trainings, inservices and professional development Strategy's Expected Result/Impact: Improved student academic performance. 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, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 Funding Sources: Substitutes - 199 General Fund - 199.11.6112 - \$3,900	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details		Reviews			
Strategy 5: Provide necessary services and supplies needed to support the daily activities of administration to meet the educational needs of all students. Strategy's Expected Result/Impact: Improved student academic performance. Staff Responsible for Monitoring: Principal Title I: 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Copier Rental - 199 General Fund - 199.11.6269 - \$2,880, Shredding Services - 199 General Fund - 199.23.6299 - \$200, Admin supplies - 199 General Fund - 199.23.6399 - \$1,000, Nurse supplies - 199 General Fund - 199.33.6399 - \$500		Formative			Summative
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Mini Symposiums for students to focus on learned material Root Cause: Students forget what they have learned throughout the school year. Prioritized Need 2: Teachers need to examine individual student data on Ellevation, STAAR, EDL/DRA, MAPS, STEMscopes Root Cause: Teachers do not have enough staff development days to examine student data thoroughly.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Integrate 21st Century learning and innovation skills by implementing instructional technology. Root Cause: Students do not have access to State of the Art Permetheon Boards for classroom learning.

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

Performance Objective 2: By June 2024, Aoy Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by the 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.

Strategy 1 Details		Reviews			
Strategy 1: Provide planning time during 90 minute Professional Learning Communities to internalize the new District Curriculum. Strategy's Expected Result/Impact: Improved academic 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, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June

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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization. Prioritized Need 3: Frequent walkthroughs. Root Cause: The need for timely feedback for teaching practices.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Teachers need to examine individual student data on Ellevation, STAAR, EDL/DRA, MAPS, STEMscopes Root Cause: Teachers do not have enough staff development days to examine student data thoroughly.

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

Performance Objective 3: By June 2024, Aoy Elementary will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 64% Approaches, 29% Meets and 9% Masters to 75% Approaches, 35 % Meets and 15% Masters or and overall of 34% to 42% increase.

Evaluation Data Sources: STAAR Accountability data

Strategy 1 Details	Reviews			
Strategy 1: Afterschool tutoring in Kinder -5th grades until 4:15 PM Strategy's Expected Result/Impact: Increased Domain 1 in STAAR scores 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, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Teacher Tutors - 185 SCE (Campus) - \$6,237	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase a poster maker to align strategies in the classroom by producing TEK aligned anchor charts. Strategy's Expected Result/Impact: TEK alignment Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Mar	June

<p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- 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</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 3</p>				
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Mini Symposiums for students to focus on learned material Root Cause: Students forget what they have learned throughout the school year.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.

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

Performance Objective 4: By June 2024, Aoy Elementary will Increase student achievement outcomes as measured by the percentage of 3rd-grade students that score "Meets" Grade level or above on STAAR reading will increase from 37% to 63% with all student groups meeting board-approved metrics.

HB3 Goal
Evaluation Data Sources: STAAR Accountability Data

Strategy 1 Details		Reviews			
Strategy 1: Purchase testing and reading material for after-school tutoring. Strategy's Expected Result/Impact: Improved STAAR scores. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, 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 Prioritized Needs: L2 Academic Excellence (Student Achievement) 2 Funding Sources: Testing materials - 185 SCE (Campus) - \$2,000, Reading materials - 211 ESEA Title I Part A (Campus) - \$12,000, Reading materials - 199 General Fund - 199.12.6329 - \$1,000		Formative			Summative
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Performance Objective 4 Prioritized Needs:





L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Teachers need to examine individual student data on Ellevation, STAAR, EDL/DRA, MAPS, STEMscopes Root Cause: Teachers do not have enough staff development days to examine student data thoroughly.

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

Performance Objective 5: By June 2024, Aoy Elementary will increase student achievement outcomes as measured by the percentage of 3rd-grade students that score "Meets" grade level or above on STAAR math will increase from 37% to 63% with all student groups meeting board-approved metrics.

HB3 Goal

Evaluation Data Sources: STAAR Accountability Data

Strategy 1 Details		Reviews			
Strategy 1: Teachers will analyze student data bi-monthly to target specific learning gaps on a timely basis. Strategy's Expected Result/Impact: Improved academic performance. (Growth in Tier 2 and 3 Students) Staff Responsible for Monitoring: 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, Improve low-performing schools - 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: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Teachers need to examine individual student data on Ellevation, STAAR, EDL/DRA, MAPS, STEMscopes Root Cause: Teachers do not have enough staff development days to examine student data thoroughly.

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

Performance Objective 1: By June 2024, EPISD will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 286 to 289.

Evaluation Data Sources: Tableau, OnPoint Data Suite

Strategy 1 Details	Reviews			
Strategy 1: Work with the counselor to retrieve leavers. Strategy's Expected Result/Impact: Increased enrollment Staff Responsible for Monitoring: Counselor, PEIMS Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: 100% Class Dojo enrollment Root Cause: Parents do not know how to enroll and use as a communication tool. Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.
L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs.

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

Performance Objective 2: By June 2024, EPISD 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: Creating a wholesome campus culture that welcomes employees as family members by providing tangible incentives on their birthdays. Strategy's Expected Result/Impact: Retention year after year Staff Responsible for Monitoring: Leadership Team Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2, 3		Formative			Summative
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Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: 100% Class Dojo enrollment Root Cause: Parents do not know how to enroll and use as a communication tool.
Prioritized Need 2: Parent participation in afterschool activities. Root Cause: Parents are not incentivized to come and participate with their students outside of school hours.
Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.

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

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

Evaluation Data Sources: Digital Citizenship

Strategy 1 Details	Reviews			
Strategy 1: Use Promethean boards for excellent 1st teach Strategy's Expected Result/Impact: Improved academic performance 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, Improve low-performing schools - 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: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Updated desk tops, laptops and printers for administration Strategy's Expected Result/Impact: Improved academic performance 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, Improve low-performing schools - ESF Levers: 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) 2 Funding Sources: Technology - 199 General Fund - 199.23.6395 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Effectively plan lessons with the rigor of the test in mind. Root Cause: Supervise lesson plan/curriculum internalization.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Mini Symposiums for students to focus on learned material Root Cause: Students forget what they have learned throughout the school year.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Integrate 21st Century learning and innovation skills by implementing instructional technology. Root Cause: Students do not have access to State of the Art Permetheon Boards for classroom learning.
Prioritized Need 2: Updated technology for school office use to support students. Root Cause: Outdated office computers make the necessary work difficult to accomplish due to incompatible or dated programs.

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

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

Evaluation Data Sources: Increased attendance

Strategy 1 Details	Reviews			
Strategy 1: Conduct safety checks 3 times per week and document one in Navigate 360 Strategy's Expected Result/Impact: A safe environment where students may thrive free from worry. Staff Responsible for Monitoring: Principal, Assistant Principal. Custodian Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Custodians will work overtime yo assure the cleanliness and safety of campus classrooms and school grounds. Strategy's Expected Result/Impact: Improve academic performance in a clean, safe and welcoming environment. Staff Responsible for Monitoring: Head custodian, Principal, Assistant principal Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Custodial Overtime - 199 General Fund - 199.51.6121 - \$4,000	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Space and time for students to reflect on their emotions and actions. Root Cause: Students are not equipped to self-regulate their emotions throughout the day.

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 ensuring 100% of schools offer all required community events.

Evaluation Data Sources: Crate

Strategy 1 Details	Reviews			
Strategy 1: PEL will provide healthy snacks and drinks to parents participating in educational classes on campus. Strategy's Expected Result/Impact: Improved parental involvement and student attendance Staff Responsible for Monitoring: PEL, Principal Title I: 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2, 3 Funding Sources: Snacks - food supplies - 211 ESEA Title I Part A (Campus) - 211.61.6499 - \$700	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: PEL will provide parents with materials and supplies needed for instruction. PEL will build a library of educational books for parent use on campus. Strategy's Expected Result/Impact: Building community and parent capacity. Title I: 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399 - \$300, Reading Materials - 211 ESEA Title I Part A (Campus) - 211.61.6329 - \$300	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)

Prioritized Need 2: Parent participation in afterschool activities. **Root Cause:** Parents are not incentivized to come and participate with their students outside of school hours.





Prioritized Need 3: Communicate early and often with families when events are coming up. **Root Cause:** Communication goes out too late for families to plan ahead to be involved in school activities.

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

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

Evaluation Data Sources: Surveys and Coffee with the Principal

Strategy 1 Details	Reviews			
Strategy 1: Schedule monthly parent meetings to engage families with the school. Strategy's Expected Result/Impact: Improved academic performance and attendance. Staff Responsible for Monitoring: PEL, Principal, Assistant Principal Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2, 3 - L5 Equity by Design (Demographics) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue





Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: 100% Class Dojo enrollment Root Cause: Parents do not know how to enroll and use as a communication tool. Prioritized Need 2: Parent participation in afterschool activities. Root Cause: Parents are not incentivized to come and participate with their students outside of school hours. Prioritized Need 3: Communicate early and often with families when events are coming up. Root Cause: Communication goes out too late for families to plan ahead to be involved in school activities.
L5 Equity by Design (Demographics)
Prioritized Need 1: Effective efforts are not in place to engage parents in strategies and programs to improve academic outcomes. Root Cause: Not enough positive communication is made to parents regarding their child's academic successes and needs. Prioritized Need 2: Develop proactive procedures to respond to excused/unexcused absences and tardies to improve attendance. Root Cause: Adequate explicit instruction is not given to parents and students at the beginning of the school year the rewards we have in place for good attendance as well as parents understanding the two attendance accountabilities (before 10am and after 10am).

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

Performance Objective 1: 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 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7% [RDA]

Evaluation Data Sources: Ellevation

Strategy 1 Details		Reviews			
Strategy 1: The campus personnel have committed to speaking in English in common areas such as playgrounds, hallways, and announcements. Strategy's Expected Result/Impact: Students speaking in English in simple, common phrases. Staff Responsible for Monitoring: Aoy faculty and staff Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 2 - L5 Equity by Design (Demographics) 3		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 3: Frequent walkthroughs. Root Cause: The need for timely feedback for teaching practices.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Teachers need to examine individual student data on Ellevation, STAAR, EDL/DRA, MAPS, STEMscopes Root Cause: Teachers do not have enough staff development days to examine student data thoroughly.
L5 Equity by Design (Demographics)
Prioritized Need 3: Students are not making a year's progress in TELPAS year to year. Root Cause: Students are not given multiple opportunities to speak, read, and write in English on a daily basis.