

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

**Accountability Rating: C**



# **Mission Statement**

Educate, Empower, and Enrich the lives of students.

## **Vision**

Create caring and compassionate life-long learners.

## **Core Beliefs**

Barron Pioneers have P.R.I.D.E

P-POSITIVE

R-RESPECTFUL

I-INVOLVED

D-DETERMINED

E-EXCELLENT

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# Goals

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

**Performance Objective 1:** By June 2024, Barron Elementary School 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			
<p><b>Strategy 1:</b> All staff members will make customer service a priority and will receive ongoing training in SEL practices to ensure that we are addressing all needs of all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Annual Climate surveys will show data that indicate that students feel supported and that parents believe their children are safe and cared for.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselor Campus Culture and Climate Team (CCCT)</p> <p><b>Title I:</b> 2.6</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> General supplies-admin - 199 General Fund - 199.23.6399.165.99.100.165 - \$2,000, Misc. supplies - 199 General Fund - 199.23.6499.165.99.100.165 - \$2,500</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Barron will provide a health care monitoring for students and staff through the use of the campus nurse. <b>Strategy's Expected Result/Impact:</b> Students will feel cared for when health or physical needs arise. <b>Staff Responsible for Monitoring:</b> Principal Nurse  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> General Supplies and Materials - Nurse - 199 General Fund - 199.33.6399.165.99.100.165 - \$460, Substitute Nurse - 199 General Fund - 199.33.6112 - \$285, Substitute Fringe - 199 General Fund - 199.33.614X - \$5		Formative			Summative
		Oct	Jan	Mar	June
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**Goal 1: WHOLE CHILD DEVELOPMENT** Barron Elementary School foster learning environments for the whole child to thrive.


**Performance Objective 2:** By June 2024, Barron Elementary School will increase PK-5th grade student participation in UIL and extra-curricular activities at all levels by 5% from 135 participants to 156.


**Evaluation Data Sources:** Survey results


Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Give a Student Interest Inventory. <b>Strategy's Expected Result/Impact:</b> Ensure the activities offered are of high interest to students. <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I:</b> 2.5, 2.6 <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Survey staff members about interests and special skills they have to share with students. <b>Strategy's Expected Result/Impact:</b> Identify innovative extracurricular offerings for students. <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 2: Strategic Staffing <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Barron will participate in the Scripts Spelling Bee. <b>Strategy's Expected Result/Impact:</b> Provide an extra-curricular opportunity for students that is tied to academic enrichment.	Formative			Summative
	Oct	Jan	Mar	June

<p><b>Staff Responsible for Monitoring:</b> Literacy CTC Reading Interventionist</p> <p><b>Title I:</b> 2.5</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>				


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Performance Objective 2 Prioritized Needs:

L5 Equity by Design (Demographics)
<p><b>Prioritized Need 1:</b> The enrollment has dropped over the years and is below 400, forcing the campus to operate with a reduction in personnel. <b>Root Cause:</b> Students are moving to other school options in the area, outside of the district.</p>

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

**Performance Objective 3:** By June 2024, Barron Elementary School will create an integrated system of school support, extended learning opportunities, and community partnerships by increasing extended PK - 5 extended learning opportunities from five After school Learning activities to seven.

**Evaluation Data Sources:** Campus tracking tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Reach out to additional community groups about sponsoring activities such as Girl Scouts, Boy Scouts, etc. <b>Strategy's Expected Result/Impact:</b> Ability to provide additional extra-curricular activities to students. <b>Staff Responsible for Monitoring:</b> Parent Engagement Liaison  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Barron will provide field trip opportunities for all students Pre-K through 5th grades. <b>Strategy's Expected Result/Impact:</b> To provide extended learning opportunities <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Secretary  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Transportation-Field trips - 211 ESEA Title I Part A (Campus) - 211.11.6494.165.24.801.165 - \$2,000, Misc Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6499.165.24.801.165 - \$1,500, Transportation-Field trips - 199 General Fund - 199.11.6494.165.11.199.165 - \$1,000	<b>Formative</b>			<b>Summative</b>
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**Goal 1: WHOLE CHILD DEVELOPMENT** Barron Elementary School foster learning environments for the whole child to thrive.

**Performance Objective 4:** By June 2024, Barron Elementary School 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:** Campus Tracking Rubric

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create and post posters showing PBIS expectations for various areas on the campus. (restrooms, hallway, cafeteria, gym, etc.) <b>Strategy's Expected Result/Impact:</b> PBIS expectations will be clearly established and visible to all. <b>Staff Responsible for Monitoring:</b> Principal Counselor Secretary Campus Culture and Climate Team (CCCT)  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Technology (Poster maker) - 211 ESEA Title I Part A (Campus) - 211.11.6395.165.24.801.165 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Counselor will provide activities to support the building of mindsets, healthy habits, and skills that strengthen students' social, emotional, and academic competence. <b>Strategy's Expected Result/Impact:</b> Increase in SEL and academic growth among students. <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> General Supplies-Counselor - 199 General Fund - 199.31.6399.165.99.100.165 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
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**Goal 1: WHOLE CHILD DEVELOPMENT** Barron Elementary School foster learning environments for the whole child to thrive.

**Performance Objective 5:** By June 2024, Barron Elementary School will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by the reduction of all ISS, OSS, and Disciplinary Removal for all student groups from 1% to 0% and reduce the overall number of disciplinary removals from 1 to 0.

**Evaluation Data Sources:** Campus Discipline Offense Summary Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure fidelity to campus PBIS matrix and that SEL is embedded into Tier 1 instruction in classrooms. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline incidents. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	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** Barron Elementary School empowers all learners to excel in current and future pursuits.

**Performance Objective 1:** By June 2024, Barron Elementary School will implement a guaranteed and viable student-centered District curriculum as measured by the 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:** Walkthrough data and observations.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Utilize 90 minute PLCs during which CTCs can assist teachers in internalizing the district curriculum and high-quality instructional materials provided.  <b>Strategy's Expected Result/Impact:</b> Students will have a high percentage of academic success. <b>Staff Responsible for Monitoring:</b> Principal Assistant principal  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Provide substitutes for Planning days to allow teachers time to internalize new curriculum resources and plan with the assistance of Campus Teaching Coaches. <b>Strategy's Expected Result/Impact:</b> Greater understanding of new curriculum and resources by teachers. <b>Staff Responsible for Monitoring:</b> Principal Secretary Campus Teaching Coaches  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Funding Sources:</b> Substitutes for planning - 185 SCE (Campus) - 185.11.6112.165.30.362.165 - \$4,000, Substitute Fringes - 185 SCE (Campus) - 185.11.6141.165.30.362.165 - \$58		Formative			Summative
		Oct	Jan	Mar	June
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Barron will purchase needed supplies for instructional support such as copy paper, copier rentals, printer ink cartridges, general classroom supplies and online subscriptions for student use. <b>Strategy's Expected Result/Impact:</b> To support teachers in delivering high quality Tier 1 instruction. <b>Staff Responsible for Monitoring:</b> Principal Secretary  <b>Title I:</b> 2.4 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Copier rentals - 199 General Fund - 199.11.6269.165.11.362.165 - \$3,000, General classroom supplies - 185 SCE (Campus) - 185.11.6399.165.30.000.165 - \$2,707, Copy paper, ink - 211 ESEA Title I Part A (Campus) - 211.11.6399.165.24.801.165 - \$8,341, General supplies - 199 General Fund - 199.11.6399.165.11.100.165 - \$5,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement district curriculum for physical education program. <b>Strategy's Expected Result/Impact:</b> Students' physical well-being. <b>Staff Responsible for Monitoring:</b> PE Coaches  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments <b>Funding Sources:</b> Misc. operating costs (PE equipment) - 199 General Fund - 199.6499.165.11.100.165 - \$425	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide training opportunities to teachers as needed to support the implementation of the curriculum. <b>Strategy's Expected Result/Impact:</b> Increased academic success <b>Staff Responsible for Monitoring:</b> Principal Assistant principal  <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>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Misc. Operating costs (Professional Development) - 211 ESEA Title I Part A (Campus) - 211.13.6499.165.24.801.165 - \$5,000, Substitutes (for staff development) - 211 ESEA Title I Part A (Campus) - 211.11.6112.165.24.362.165 - \$4,000, Substitute Fringe - 211 ESEA Title I Part A (Campus) - 211.11.6141.165.24.362.165 - \$58, Misc. Operating Costs (staff development) - 199 General Fund - 199.13.6499.165.11.100.165 - \$842.80	Formative			Summative
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### Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Teachers need to internalize the new curriculum and resources and use them to deliver high quality instruction with fidelity. <b>Root Cause:</b> The district is implementing new curriculum and resources in all core subject areas.

**Goal 2: ACADEMIC EXCELLENCE** Barron Elementary School empowers all learners to excel in current and future pursuits.

**Performance Objective 2:** By June 2024, Barron Elementary School will 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 the instructional model, classroom environment and instruction, and language acquisition in 70% of all classrooms with a dual language program.

**Evaluation Data Sources:** Walkthrough data.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use Dual Language pacing calendars provided by the district to guide instruction and request support or additional training from the dual language department as needed. <b>Strategy's Expected Result/Impact:</b> Increased student success among students in the Dual Language program. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize Dual Language department personnel to provide guidance and training for teachers. <b>Strategy's Expected Result/Impact:</b> Increased understanding of Dual Language program implementation by teachers. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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**Performance Objective 2 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<b>Prioritized Need 1:</b> Teachers need to internalize the new curriculum and resources and use them to deliver high quality instruction with fidelity. <b>Root Cause:</b> The district is implementing new curriculum and resources in all core subject areas.

**Goal 2: ACADEMIC EXCELLENCE** Barron Elementary School empowers all learners to excel in current and future pursuits.

**Performance Objective 3:** By June 2024, Barron Elementary will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 42 to 53.

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure that teachers implement content programs/curriculum with fidelity. <b>Strategy's Expected Result/Impact:</b> Increased student achievement on STAAR in all areas. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Barron will purchase STAAR test prep materials for math and reading. <b>Strategy's Expected Result/Impact:</b> Increased student achievement on STAAR in math, reading and science. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Campus Teaching Coaches  <b>Title I:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> STAAR prep materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.165.24.801 - \$1,601, STAAR Practice materials - 185 SCE (Campus) - 185.11.6339.165.30.000.165 - \$2,500	Formative			Summative
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**Goal 2: ACADEMIC EXCELLENCE** Barron Elementary School empowers all learners to excel in current and future pursuits.

**Performance Objective 4:** By June 2024, Barron Elementary School 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 45% to 50% with all student groups meeting board-approved metrics.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Utilize Reading interventionist to work with students identified as Tier 3 using MAP Growth Assessment for Reading. <b>Strategy's Expected Result/Impact:</b> Improved student success in reading. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Reading Interventionist  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Barron will provide reading materials an through the campus library. <b>Strategy's Expected Result/Impact:</b> Increase in student reading performance <b>Staff Responsible for Monitoring:</b> Librarian  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments <b>Funding Sources:</b> Purchase library materials - 211 ESEA Title I Part A (Campus) - 211.12.6329.165.24.801.165 - \$3,001, General Supplies - 199 General Fund - 199.12.6399.165.11.100.165 - \$500, Online Subscription for Students - 211 ESEA Title I Part A (Campus) - 211.12.6399.165.24.801.165 - \$2,399		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Barron will provide tutoring to support students struggling in reading, <b>Strategy's Expected Result/Impact:</b> Improved academic performance in reading, <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Classroom teachers  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Funding Sources:</b> Salary for tutoring-reading - 185 SCE (Campus) - 185.11.6117.165.30.100.165 - \$1,050, Tutor Fringe - 185 SCE (Campus) - 185.11.6141.165.30.100.165 - \$15.50, Tutor Fringe - 185 SCE (Campus) - 185.11.6148.165.30.100.165 - \$8, Tutor Fringe - 185 SCE (Campus) - 185.11.6149.165.30.100.165 - \$19		Formative			Summative
		Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

**Goal 2: ACADEMIC EXCELLENCE** Barron Elementary School empowers all learners to excel in current and future pursuits.

**Performance Objective 5:** By June 2024, Barron Elementary School 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 26% to 31% with all student groups meeting board-approved metrics.

**HB3 Goal**

**Evaluation Data Sources:** STAAR Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Math interventionist to work with students identified as Tier 3 using MAP Growth Math Assessment <b>Strategy's Expected Result/Impact:</b> Improved student success in math. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Math Interventionist  <b>Title I:</b> 2.4 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Barron will provide tutoring to support students struggling in math. <b>Strategy's Expected Result/Impact:</b> Improved academic success in math. <b>Staff Responsible for Monitoring:</b> Principal Assistant principal Classroom teachers  <b>Title I:</b> 2.4 <b>Funding Sources:</b> Salary for tutoring-math - 185 SCE (Campus) - 185.11.6117.165.30.100.165 - \$1,050, Tutor Fringe - 185 SCE (Campus) - 185.11.6141.165.30.100.165 - \$15.50, Tutor Fringe - 185 SCE (Campus) - 185.11.6148.165.30.100.165 - \$8, Tutor - 185 SCE (Campus) - 185.11.6149.165.30.100.165 - \$19	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 3:** DESTINATION DISTRICT Barron Elementary School solidifies its position as El Paso's destination district.

**Performance Objective 1:** By June 2024, Barron Elementary School will stabilize enrollment by increasing the number of new students enrolling or transferring back to Barron by 13% from 355 to 402 ( 47 students)

**Evaluation Data Sources:** PIEMS enrollment data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Barron will promote our campus by sharing out on multiple social media sites about the exciting things we are doing, events and opportunities being offered to students and families and distinctions or recognition we may receive as a campus.  <b>Strategy's Expected Result/Impact:</b> Increased awareness within the community of our campus and what it can offer. <b>Staff Responsible for Monitoring:</b> Principal Secretary Parent Engagement Liaison  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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**Performance Objective 1 Prioritized Needs:**

L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> The enrollment has dropped over the years and is below 400, forcing the campus to operate with a reduction in personnel. <b>Root Cause:</b> Students are moving to other school options in the area, outside of the district.

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

**Performance Objective 2:** By June 2024, Barron Elementary School will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on the first day of school from 86% to 91%.

**Evaluation Data Sources:** Personnel records

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Advertise for posted opening on social media, have 100% attendance by at least one administrator at all district hiring fairs. <b>Strategy's Expected Result/Impact:</b> Having a fully staffed campus at the beginning of the school year for 2024-2025. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administrators will be fully trained in the most up to date best practices. <b>Strategy's Expected Result/Impact:</b> Highly qualified administrators <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Funding Sources:</b> Professional Development (TEPSA) - 199 General Fund - 199.23.6411.165.99.100.165 - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

**Performance Objective 2 Prioritized Needs:**

<b>L3 Destination School (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<b>Prioritized Need 1:</b> Barron needs to be a fully staffed campus. <b>Root Cause:</b> Barron started the school year with 7 teacher vacancies and 1 office staff vacancy.

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





**Performance Objective 3:** By June 2024, Barron Elementary School 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			
<b>Strategy 1:</b> Utilize district supplied technology support person who is on campus once a week to keep working devices in students' hands and address technology issues as they arise weekly. <b>Strategy's Expected Result/Impact:</b> Improved tech support for students and teachers. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.5 - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Plan professional development sessions with district Instructional Technology Specialist to support teachers with implementation of various technology in the classroom. <b>Strategy's Expected Result/Impact:</b> Increased access to 21 st century learning for students. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.5 - <b>ESF Levers:</b> Lever 5: Effective Instruction	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** Barron Elementary School cultivates a culture of transparency, care, and service.

**Performance Objective 1:** By June 2024, Barron Elementary School will foster a welcoming and safe environment where all students feel supported resulting in an increase in student attendance rate from 93% to 94%.

**Evaluation Data Sources:** PIEMS attendance data.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to implement various attendance incentives to students. <b>Strategy's Expected Result/Impact:</b> Increased attendance. <b>Staff Responsible for Monitoring:</b> PEIMS clerk  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Misc. Operating Costs - Purchase attendance incentives for end of year and 9 weeks recognition - 199 General Fund - 199.11.6499.165.11.100.165 - \$3,575	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Barron will utilize two-way radios for key personnel to keep in contact throughout the campus as a way to ensure a safe environment. <b>Strategy's Expected Result/Impact:</b> Increased campus safety and communication between key personnel. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal School Secretary  <b>Title I:</b> 2.6 <b>Funding Sources:</b> Technology (Radios) - 211 ESEA Title I Part A (Campus) - 211.11.6395.165.24.801.165 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 4: CULTURE OF ACCOUNTABILITY** Barron Elementary School cultivates a culture of transparency, care, and service.

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

**Evaluation Data Sources:** Parent Engagement Sign-In Sheets

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use funding allotted for Parent Engagement Liaison to purchase materials necessary for community events. <b>Strategy's Expected Result/Impact:</b> Increased community attendance at campus events. <b>Staff Responsible for Monitoring:</b> Parent Engagement Liaison  <b>Title I:</b> 4.2 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> General Supplies for Parent class materials and project materials. - 211 ESEA Title I Part A (Campus) - 211.61.6399.165.24.801.165 - \$1,000, Misc. Operating costs - 211 ESEA Title I Part A (Campus) - 211.61.6499.165.24.801.165 - \$500	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 4: CULTURE OF ACCOUNTABILITY** Barron Elementary School cultivates a culture of transparency, care, and service.

**Performance Objective 3:** By June 2024, Barron Elementary School 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 Panorama Climate Survey (3 times per year) and Campus created methods.

**Evaluation Data Sources:** Data from Panorama Climate Survey and Campus Created surveys





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Barron will create parent satisfaction surveys and a campus Padlet to invite input from various stakeholders. <b>Strategy's Expected Result/Impact:</b> Increased opportunities for stakeholders to give input to the campus. <b>Staff Responsible for Monitoring:</b> Parent Engagement Liaison Principal  <b>Title I:</b> 4.1 <b>- ESF Levers:</b> Lever 3: Positive School Culture	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 5: EQUITY BY DESIGN** Barron Elementary School champions a targeted approach to universal access and system equity.

**Performance Objective 1:** By June 2024, Barron Elementary 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 40% to 25% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 17% to 10%

**Evaluation Data Sources:** TELPAS scores

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure teachers are properly trained on the district Dual Language model. <b>Strategy's Expected Result/Impact:</b> Increased student success due to better implementation of program model. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Results Driven Accountability</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure teachers are implementing district Dual Language model with fidelity. <b>Strategy's Expected Result/Impact:</b> Increased student success of Emergent Bilingual students. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Results Driven Accountability</b>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff Development on English Language Proficiency Standards. <b>Strategy's Expected Result/Impact:</b> Increased knowledge of teachers on how to support Emergent Bilingual students. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				