

**El Paso Independent School District**  
**Brown Middle School**  
**2023-2024 Goals/Performance Objectives/Strategies**



# Mission Statement

Giving every individual the opportunity to grow daily.

## Vision

Empowering students to become servant leaders of integrity who positively impact our community.

## Value Statement

Brown Middle School employees will be held accountable for the following core beliefs:

Act with integrity.

Value all people.

Foster a positive environment through TEAMWORK.

Communicate in a timely manner.

Participate.

Serve the school community stakeholders.

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# Goals

**Goal 1:** WHOLE CHILD DEVELOPMENT Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 1:** By June 2024, Brown Middle 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			
<b>Strategy 1:</b> Back to school staff development with an emphasis on daily classroom routines and rituals. <b>Strategy's Expected Result/Impact:</b> Increased classroom engagement; decreased classroom disruption <b>Staff Responsible for Monitoring:</b> Principal, APs, CTCs, Department Chairs  <b>Title I:</b> 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 3: Positive School Culture <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop a first month of school calendar focusing on intentional campus PBIS best practices to build strong relationships and rapport with students. <b>Strategy's Expected Result/Impact:</b> Increased classroom engagement; decreased classroom disruption <b>Staff Responsible for Monitoring:</b> Principal, APs, CTCs, Department Chairs  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monthly faculty meetings to celebrate teacher success, teacher attendance, and provide on going campus staff development to teachers and staff revolving around Tier 1 instruction and classroom culture and routines. <b>Strategy's Expected Result/Impact:</b> Increased celebration of campus success, knowledge of campus events, and on-going campus PD. <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs.  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2, 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Monthly attendance awards for students with perfect or improved attendance. <b>Strategy's Expected Result/Impact:</b> Increase daily attendance on Campus. <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Admin Team, Counseling Team  <b>Title I:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> Incentives and Rewards - 211 ESEA Title I Part A (Campus) - \$2,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> PBIS Prizes and incentives for students who have been caught doing good. <b>Strategy's Expected Result/Impact:</b> Decreased campus discipline referrals and positive impact for all students. <b>Staff Responsible for Monitoring:</b> PBIS Committee/Asst. Principals, Principal.  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

## Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Reduce discipline referrals resulting in ISS,OSS, and DAEP recommendations by 50% <b>Root Cause:</b> Students getting in trouble from poor choices.
<b>Prioritized Need 2:</b> Reduce discipline referrals from students vaping, in possession of vaping, or bringing vapes to school through education of the dangers and consequences of vaping to students and parents. <b>Root Cause:</b> Vaping is a popular outlet for students with easy access with close access to New Mexico where THC is legalized.
<b>Prioritized Need 3:</b> Increased student engagement in UIL academic events, which will engage students and increase as since of belonging. <b>Root Cause:</b> Student sponsor no longer at Brown.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
<b>Prioritized Need 1:</b> Classroom management and routines training for new teachers, and teachers who are struggling. <b>Root Cause:</b> High referral rates on level 1 classroom management behaviors .
<b>Prioritized Need 2:</b> Staff development on new HQIM to ensure teachers are masters of their content <b>Root Cause:</b> Newly adopted instructional materials.
<b>Prioritized Need 4:</b> Faculty meetings to build culture and climate for Bulldog Pride <b>Root Cause:</b> Changes in staff and leadership.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Campus needs to increased Daily Attendance from 92.8% to 95% <b>Root Cause:</b> Structuring classrooms to engage and increase daily attendance.

**Goal 1: WHOLE CHILD DEVELOPMENT** Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 2:** By June 2024, Brown Middle School will increase 6th-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 10% from 200 participants to 220 participants.

**Evaluation Data Sources:** Survey results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer intramural activities to all 6th grade students throughout the 2023-2024 school year. <b>Strategy's Expected Result/Impact:</b> Increase participation in extra-curricular activities. <b>Staff Responsible for Monitoring:</b> Principal, Athletic Coordinator  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide a monthly calendar (digital and hard copy) to parents with upcoming events, activities, and tryouts to ensure that all stakeholders are informed of all extra-curricular opportunities that are ongoing at Brown MS throughout the 2023-2024 school year. <b>Strategy's Expected Result/Impact:</b> Increased awareness of ongoing events; increased participation in extra-curricular activities. <b>Staff Responsible for Monitoring:</b> Principal, APs, Parent Engagement Liaison  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Committee sign up sheets for UIL sponsors at the beginning of the year to ensure staff are trained and ready to coach students. <b>Strategy's Expected Result/Impact:</b> Increased UIL participation <b>Staff Responsible for Monitoring:</b> UIL Coordinator  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3		Formative			Summative
		Oct	Jan	Mar	June
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### Performance Objective 2 Prioritized Needs:





L1 Whole Child (Culture & Climate)
<b>Prioritized Need 3:</b> Increased student engagement in UIL academic events, which will engage students and increase as since of belonging. <b>Root Cause:</b> Student sponsor no longer at Brown.



**Goal 1: WHOLE CHILD DEVELOPMENT** Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 3:** By June 2024, Brown Middle School 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 with the district.

**Evaluation Data Sources:** District Tracking Tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will host Monthly Coffee with the principal, as well as offer a monthly community engagement event to bring parents and staff together. <b>Strategy's Expected Result/Impact:</b> Increase campus and community engagement. <b>Staff Responsible for Monitoring:</b> PEL, Admin  <b>Title I:</b> 4.1 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 2 <b>Funding Sources:</b> Reading Materials - 211 ESEA Title I Part A (Campus) - \$500, Supplies - 211 ESEA Title I Part A (Campus) - \$1,000, Incentives and Awards - 211 ESEA Title I Part A (Campus) - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 3 Prioritized Needs:**





L4 Culture of Accountability (Parent & Community Engagement)	
<b>Prioritized Need 2:</b> 2 campus events per month to bring community and parent engagement to the campus	<b>Root Cause:</b> Build relationships between campus and parents.

**Goal 1: WHOLE CHILD DEVELOPMENT** Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 4:** By June 2024, Brown Middle School will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring middle school counselors carry a caseload of 1:350 students or less.

**Evaluation Data Sources:** PEIMS OnPoint

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will develop a calendar to meet with students and provide classroom guidance lessons bi-weekly. <b>Strategy's Expected Result/Impact:</b> Increase student social, emotional, and academic wellness <b>Staff Responsible for Monitoring:</b> Principal, Counselors  <b>Title I:</b> 2.6, 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 4 <b>Funding Sources:</b> Supplies, Incentives, and Resources - 211 ESEA Title I Part A (Campus) - \$500	<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> Counselors will work with the PBIS Team to ensure that at-risk students needs are identified and met during the 23-24 school year. <b>Strategy's Expected Result/Impact:</b> Increase student social, emotional, and academic wellness <b>Staff Responsible for Monitoring:</b> Principal, Counselors  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2, 4	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Counselors will help identify and target At-Risk students who are failing, on the bubble of failing, and students with high absenteeism rates to target for attendance home visits. <b>Strategy's Expected Result/Impact:</b> Increase student social, emotional, and academic wellness <b>Staff Responsible for Monitoring:</b> Principal, Counselors  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

#### Performance Objective 4 Prioritized Needs:





L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Reduce discipline referrals resulting in ISS,OSS, and DAEP recommendations by 50% <b>Root Cause:</b> Students getting in trouble from poor choices. <b>Prioritized Need 2:</b> Reduce discipline referrals from students vaping, in possession of vaping, or bringing vapes to school through education of the dangers and consequences of vaping to students and parents. <b>Root Cause:</b> Vaping is a popular outlet for students with easy access with close access to New Mexico where THC is legalized. <b>Prioritized Need 4:</b> Reduce out number of outcries by ensuring Brown students and parents are aware of the process and support offered to students. <b>Root Cause:</b> Brown had over 73 outcries for the 22-23 school year.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Campus needs to increased Daily Attendance from 92.8% to 95% <b>Root Cause:</b> Structuring classrooms to engage and increase daily attendance.

**Goal 1: WHOLE CHILD DEVELOPMENT** Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 5:** By June 2024, Brown Middle 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 school wide behavior expectations, classrooms procedures and instruction, and student and staff awareness at 70%.

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Roll out campus SEL expectations and routines for the 23-24 School Year at Brown Middle School. <b>Strategy's Expected Result/Impact:</b> Increase SEL awareness <b>Staff Responsible for Monitoring:</b> Principal, Counselors, PBIS Team  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide a daily routine to campus teachers of intentional SEL discussions are provided to faculty and staff to roll out to students. <b>Strategy's Expected Result/Impact:</b> Increase SEL awareness <b>Staff Responsible for Monitoring:</b> Principal, Counselors, PBIS Team  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Daily PLCs to model effective SEL and PBIS practices. Staff will be allocated one planning day per semester to dive deeper into the curriculum and instruction to support and close instructional gaps. <b>Strategy's Expected Result/Impact:</b> Increase teacher awareness of PBIS and SEL. Model instruction for teachers <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principals, CTCs, Dept. Chairs.  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 <b>Funding Sources:</b> Planning Days - 211 ESEA Title I Part A (Campus) - \$10,000, Supplies for PLCs and Staff Development - 211 ESEA Title I Part A (Campus) - \$2,500, Fringes for Planning - 211 ESEA Title I Part A (Campus) - \$145		Formative			Summative
		Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					





### Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Reduce discipline referrals resulting in ISS,OSS, and DAEP recommendations by 50% <b>Root Cause:</b> Students getting in trouble from poor choices.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> Campus perception still shows growth in reputation, scores, and culture/climate <b>Root Cause:</b> Several years of no discipline, low scores, low morale.

**Goal 1: WHOLE CHILD DEVELOPMENT** Brown Middle School will foster learning environments for the whole child to thrive.

**Performance Objective 6:** By June 2024, Brown Middle School 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 8% to 6% and reduce the overall number of disciplinary removals from 357 to 250.

**Evaluation Data Sources:** OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> PBIS roll out and montly meetings to discuss current behavior trends and adjust behavior matrix as necessary. <b>Strategy's Expected Result/Impact:</b> Reduced classroom behavior incidents <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs, and PBIS committee.  <b>Title I:</b> 4.2 <b>- TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Classroom rituals and routines trainings and book study for teachers at Brown Middle School <b>Strategy's Expected Result/Impact:</b> Increased back to school preparedness, ongoing PD for staff <b>Staff Responsible for Monitoring:</b> Principal, CTCs.  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Performance Objective 6 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Reduce discipline referrals resulting in ISS,OSS, and DAEP recommendations by 50% <b>Root Cause:</b> Students getting in trouble from poor choices. <b>Prioritized Need 2:</b> Reduce discipline referrals from students vaping, in possession of vaping, or bringing vapes to school through education of the dangers and consequences of vaping to students and parents. <b>Root Cause:</b> Vaping is a popular outlet for students with easy access with close access to New Mexico where THC is legalized.

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

**Performance Objective 1:** By June 2024, Brown Middle School will implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 100% of all classrooms.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Daily PLCs for teachers to plan meaningful lessons with rigorous daily objectives and daily outcomes. <b>Strategy's Expected Result/Impact:</b> Increased student learning <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs, Dept. Chairs.  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 <b>Funding Sources:</b> Reading Materials to support PLCs and Staff Development - 185 SCE (Campus) - \$1,200.29, Supplies for PLCs - 185 SCE (Campus) - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Semester planning days for Core Content Teachers to dive in and get a deeper look at current data trends of first semester and MOY data to support at-risk students. <b>Strategy's Expected Result/Impact:</b> Increased student performance <b>Staff Responsible for Monitoring:</b> Principal, CTCs, Dept. Chairs.  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Brown MS will offer a well stocked library that is open to all learners. Students will be exposed to a variety of reading levels, topics, and materials. <b>Strategy's Expected Result/Impact:</b> Increased Student Literacy <b>Staff Responsible for Monitoring:</b> Librarian, Admin  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 <b>Funding Sources:</b> Library Books - 211 ESEA Title I Part A (Campus) - \$2,500, Library Supplies - 211 ESEA Title I Part A (Campus) - \$1,500, Library Books - 185 SCE (Campus) - \$6,500, Library Technology - 185 SCE (Campus) - \$1,500, Library Supplies - 185 SCE (Campus) - \$546.71		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)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
<b>Prioritized Need 2:</b> Dual language materials for Social Studies <b>Root Cause:</b> Activ classroom does not provide DL resources for social studies.
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.



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

**Performance Objective 2:** By June 2024, Brown Middle School will implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 90% of all classrooms with a dual language program.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure that all Dual Language teachers are meeting the district requirement of 6 hour update for Dual Language training for the 23-24 SY. <b>Strategy's Expected Result/Impact:</b> Increase fidelity in the Dual Language Program. <b>Staff Responsible for Monitoring:</b> Principal, Secretary, CTCs  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Weekly learning walks into Dual Language classrooms to ensure the 50/50 model is being implemented into classrooms. <b>Strategy's Expected Result/Impact:</b> Rigorous instruction <b>Staff Responsible for Monitoring:</b> Principal, Dept. Chairs, CTCs  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 4	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 2 Prioritized Needs:**





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 2:</b> Dual language materials for Social Studies <b>Root Cause:</b> Activ classroom does not provide DL resources for social studies. <b>Prioritized Need 4:</b> Bilingual exam preparation for Dual Language teachers <b>Root Cause:</b> Dual Language teachers need to be Bilingual Certified.

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

**Performance Objective 3:** By June 2024, Brown Middle School will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 39% to 50%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Daily PLCs to unpack STAAR 2.0, new curriculum documents, and plan to support students. <b>Strategy's Expected Result/Impact:</b> Increased classroom engagement <b>Staff Responsible for Monitoring:</b> Principal, Dept. Chairs, CTCs  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2, 3, 4, 5	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide instructional materials to support at-risk students and increase classroom hands on activities. **Update 9/20/23 reducing 211.11.6399 by 4455 to hire math tutor 2.3.6. <b>Strategy's Expected Result/Impact:</b> Increased hands on engaging lessons <b>Staff Responsible for Monitoring:</b> Principals, Asst. Principals, CTCs, Dept. Chairs  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2, 3, 4, 5 <b>Funding Sources:</b> Supplies for classrooms - 211 ESEA Title I Part A (Campus) - \$10,595, Supplies for classrooms - 185 SCE (Campus) - \$5,000	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Provide STAAR workbooks to support tutoring groups to reduce the number of at-risk students. Update 9/20 No longer purchasing workbooks. <b>Strategy's Expected Result/Impact:</b> Provide tutoring materials <b>Staff Responsible for Monitoring:</b> CTCs, Dept. Chair  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> STAAR Workbooks, STAAR Prep - 211 ESEA Title I Part A (Campus) - \$0		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Send staff to a literacy or math conference to support best practices in learning. Staff who attend will turn conference lessons back to staff <b>Strategy's Expected Result/Impact:</b> Increased literacy and math functions <b>Staff Responsible for Monitoring:</b> Admin  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 5 <b>Funding Sources:</b> Travel - 211 ESEA Title I Part A (Campus) - \$2,500, Travel - 211 ESEA Title I Part A (Campus) - \$3,500		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Purchase instructional technology for students. Update 9/20 No longer purchasing money. Moved to 2.3.6 to hire math tutor. <b>Strategy's Expected Result/Impact:</b> Increased literacy and numeracy knowledge. <b>Staff Responsible for Monitoring:</b> Admin  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2 <b>Funding Sources:</b> Technology - 211 ESEA Title I Part A (Campus) - \$0		Formative			Summative
		Oct	Jan	Mar	June

Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Provide tutoring to students to reduce at-risk students, reduce required HB4545 hours, and support the needs of students. Update 9/20/23 to hire a part time math tutor during the day CIT approved 9/20/23 <b>Strategy's Expected Result/Impact:</b> Increased numeracy and literacy skills for students. <b>Staff Responsible for Monitoring:</b> CTCs, Interventionists, Admin  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1, 2 <b>Funding Sources:</b> Tutoring funds - 185 SCE (Campus) - \$5,500, Fringes for Tutoring - 185 SCE (Campus) - \$703, Tutoring Pay - 211 ESEA Title I Part A (Campus) - \$11,000, Tutoring Pay Fringes - 211 ESEA Title I Part A (Campus) - \$160		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)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes. <b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> 50% are not at Meets or higher in reading <b>Root Cause:</b> Low RLA scores, not pushing rigor in the classrooms. <b>Prioritized Need 2:</b> 50% are not at the Meets or Higher in Math <b>Root Cause:</b> Low Math scores, not pushing rigor in the classrooms. <b>Prioritized Need 3:</b> Overall Domain 1 score as a C. Needs to be a B or better. <b>Root Cause:</b> Low classroom participation and rigor. <b>Prioritized Need 4:</b> Social Studies Domain 1 score equates to an F <b>Root Cause:</b> Lack of engagement and support in the social studies classrooms. <b>Prioritized Need 5:</b> Math Domain 1 score equates to an F. <b>Root Cause:</b> Lack of engagement and support in the social studies classrooms.

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

**Performance Objective 4:** By June 2024, Brown Middle School will Increase student achievement outcomes as measured by the percent of 6th grade students that score "Meets" Grade level or above on STAAR reading will increase from 32% to 40% with all student groups meeting board approved metrics.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure that Pre AP students are following the spring board scope and sequence and the teachers have Spring Board Training <b>Strategy's Expected Result/Impact:</b> increased rigorous instruction <b>Staff Responsible for Monitoring:</b> APs, CTCs, Principals  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Purchase supplies for PLC planning and training for teachers to increase content knowledge. <b>Strategy's Expected Result/Impact:</b> Increase planning and content knowledge for teachers <b>Staff Responsible for Monitoring:</b> Principals, APs, CTCs, Dept. Chairs.  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will use Assessment Data to provide High Quality Tier 1 instruction while providing High Quality differentiation strategies <b>Strategy's Expected Result/Impact:</b> High Quality first teach and increased student performance. <b>Staff Responsible for Monitoring:</b> CTCs, Admin, Teachers  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

#### Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.

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

**Performance Objective 5:** By June 2024, Brown Middle School will increase student achievement outcomes as measured by the percent of 6th grade students that score "Meets" grade level or above on STAAR math will increase from 23% to 33% with all student groups meeting board approved metrics.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide instructional supplies to support student learning and tutoring to close instructional gaps. <b>Strategy's Expected Result/Impact:</b> Increase student growth <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will use data analysis to provide high quality tier 1 instruction to support all students with differentiated instruction. <b>Strategy's Expected Result/Impact:</b> Increase teacher awareness of students needs while increasing student performance. <b>Staff Responsible for Monitoring:</b> Teachers, Admin, CTCs.  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 5 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.

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

**Performance Objective 6:** By June 2024, Brown Middle School will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 11% to 20%, & EB from 32% to 40%)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure that all teachers are using the HQIMs to support lessons and rigor of Grade Level TEKs and instruction. <b>Strategy's Expected Result/Impact:</b> Increased student performance and teaching practices <b>Staff Responsible for Monitoring:</b> Teachers, CTCs, Principal, APs.  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide PLCs to support EB and SPED strategies to support students instruction. <b>Strategy's Expected Result/Impact:</b> Increased knowledge for teachers of student performance. <b>Staff Responsible for Monitoring:</b> Admin, CTCs, Teachers  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 6 Prioritized Needs:**





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.



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

**Performance Objective 7:** By June 2024, Brown Middle School will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 7% to 13%, & EB from 21% to 30%)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Math Interventionist will identify and work with bottom 5% of all students to close instructional gaps and growth. <b>Strategy's Expected Result/Impact:</b> Increased student performance <b>Staff Responsible for Monitoring:</b> Interventionist, CTCs, Principal  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 2, 5	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure Math Curriculum is being utilized and supported in the classrooms. <b>Strategy's Expected Result/Impact:</b> Increased student growth <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs.  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2, 5	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Math Intervention program will be utilized in the Math Intervention courses to close instructional gaps for students who failed STAAR. <b>Strategy's Expected Result/Impact:</b> Increased student performance <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs, Interventionist.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 2, 5		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

### Performance Objective 7 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Planning time to support the role out and implementation of new curriculum with integrity <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 2:</b> 50% are not a the Meets or Higher in Math <b>Root Cause:</b> Low Math scores, not pushing rigor in the classrooms. <b>Prioritized Need 5:</b> Math Domain 1 score equates to an F. <b>Root Cause:</b> Lack of engagement and support in the social studies classrooms.

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

**Performance Objective 1:** By June 2024, Brown Middle School will stabilize enrollment by increasing the number of new students enrolling or transferring back to Brown MS by 5% from 680 to 714 by accepting transfers, posting great things occurring on social media, and working to spread the good news of Brown Middle School.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Grow STEM Magnet to recruit and attract students to Brown Middle School <b>Strategy's Expected Result/Impact:</b> Increased student enrollment <b>Staff Responsible for Monitoring:</b> Principal, STEM Teachers, CTCs.  <b>Title I:</b> 2.5, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Improve the public image of Brown Middle School by hosting monthly coffee with the principal, sending weekly messages, social media posts, and community events that will be hosted monthly at the campus. <b>Strategy's Expected Result/Impact:</b> Increased student enrollment <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, CTCs.  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 1 Prioritized Needs:**

L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> Campus perception still shows growth in reputation, scores, and culture/climate <b>Root Cause:</b> Several years of no discipline, low scores, low morale. <b>Prioritized Need 2:</b> Campus marketing to increase program awareness and recruiting of students <b>Root Cause:</b> Rely on student transfers to grow enrollment.

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

**Performance Objective 2:** By June 2024, Brown Middle School 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			
<b>Strategy 1:</b> Hire 100% certified employees as vacancies open. <b>Strategy's Expected Result/Impact:</b> Staff ready and prepared to support students <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 4		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					





**Performance Objective 2 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Classroom management and routines training for new teachers, and teachers who are struggling. <b>Root Cause:</b> High referral rates on level 1 classroom management behaviors .
<b>Prioritized Need 4:</b> Faculty meetings to build culture and climate for Bulldog Pride <b>Root Cause:</b> Changes in staff and leadership.

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

**Performance Objective 3:** By June 2024, Brown Middle School will grow top talent by implementing a district created Comprehensive Professional Development Plan.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will implement a book study focusing on engaging students in classrooms on a daily basis. Staff will discuss and review during PLCs, Staff Development, and Faculty Meetings. <b>Strategy's Expected Result/Impact:</b> Increased student engagement <b>Staff Responsible for Monitoring:</b> Principal, CTCs, Dept. Chair.  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Brown Middle School will host training on classroom management and effective rituals and routines for a strong Back to School and ongoing to support teacher growth. <b>Strategy's Expected Result/Impact:</b> Increased student behavior and engagement <b>Staff Responsible for Monitoring:</b> Principal, CTCs, Dept. Chairs.  <b>Title I:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 4	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Brown Middle School Admin team and ILT will conduct walkthroughs and learning walks while implementing coaching conversations to discuss growth opportunities for teachers in their classrooms. <b>Strategy's Expected Result/Impact:</b> Increased teacher growth and student engagement <b>Staff Responsible for Monitoring:</b> Principals and APs.  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

### Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Weekly check ins with teachers to identify where they are at in pacing and scope and sequence <b>Root Cause:</b> EPISD has adopted a new curriculum in all core classes.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Classroom management and routines training for new teachers, and teachers who are struggling. <b>Root Cause:</b> High referral rates on level 1 classroom management behaviors . <b>Prioritized Need 2:</b> Staff development on new HQIM to ensure teachers are masters of their content <b>Root Cause:</b> Newly adopted instructional materials. <b>Prioritized Need 4:</b> Faculty meetings to build culture and climate for Bulldog Pride <b>Root Cause:</b> Changes in staff and leadership.

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

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





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will conduct weekly call outs with a summary of the week and any upcoming events on Friday's at 3:30 p.m. <b>Strategy's Expected Result/Impact:</b> Increased Parent Engagement and Involvement <b>Staff Responsible for Monitoring:</b> PEL, Secretary  <b>Title I:</b> 4.2 - <b>TEA Priorities:</b> Improve low-performing schools <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Brown Middle School will utilize social media posts to share out the good things occurring at Brown Middle School on Instagram, Facebook, and Twitter with a minimum of 1 post per week. <b>Strategy's Expected Result/Impact:</b> Increase parent involvement and engagement <b>Staff Responsible for Monitoring:</b> PEL, Secretary, Principal  <b>Title I:</b> 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Performance Objective 4 Prioritized Needs:**

L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> Campus perception still shows growth in reputation, scores, and culture/climate <b>Root Cause:</b> Several years of no discipline, low scores, low morale. <b>Prioritized Need 2:</b> Campus marketing to increase program awareness and recruiting of students <b>Root Cause:</b> Rely on student transfers to grow enrollment.

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

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will Identify and implement a campus technology needs assessment and support plan. <b>Strategy's Expected Result/Impact:</b> Identification of campus technology <b>Staff Responsible for Monitoring:</b> Asst. Principal  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize campus funds to purchase campus technology such as interactive smart boards, projectors, and/or apple TVs to provide 21st century learning. <b>Strategy's Expected Result/Impact:</b> Increase student engagement <b>Staff Responsible for Monitoring:</b> Secretary, APs, Principal  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 5 Prioritized Needs:**





L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> 50% are not at Meets or higher in reading <b>Root Cause:</b> Low RLA scores, not pushing rigor in the classrooms.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 2:</b> Staff development on new HQIM to ensure teachers are masters of their content <b>Root Cause:</b> Newly adopted instructional materials.



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

**Performance Objective 1:** By June 2024, Brown Middle School will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92% to 95%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will provide monthly rewards or treats for students with perfect attendance <b>Strategy's Expected Result/Impact:</b> Increase Student Daily Attendance <b>Staff Responsible for Monitoring:</b> Principal, Attendance Clerk.  <b>Title I:</b> 2.6, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Brown Middle School will conduct parent notification of students missing school as well as provide education on the importance of attending school through Parent Classes, Social Media, and call outs. <b>Strategy's Expected Result/Impact:</b> Increased daily attendance <b>Staff Responsible for Monitoring:</b> Principal, Asst. Principal, Attendance Clerk, PEL  <b>Title I:</b> 4.1 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Brown MS will conduct at least 1 Fall and 1 Spring Attendance round up to reduce the number of habitual absentees <b>Strategy's Expected Result/Impact:</b> Increased Daily Attendance <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Asst. Principal, Principal.  <b>Title I:</b> 4.1, 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

#### Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Campus needs to increased Daily Attendance from 92.8% to 95% <b>Root Cause:</b> Structuring classrooms to engage and increase daily attendance. <b>Prioritized Need 2:</b> 2 campus events per month to bring community and parent engagement to the campus <b>Root Cause:</b> Build relationships between campus and parents.

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

**Performance Objective 2:** By June 2024, Brown Middle 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 100% of departments offer all required community events.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will offer a minimum of 2 community events per month on campus. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement on campus <b>Staff Responsible for Monitoring:</b> PEL, Principal, Dept. Chairs.  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 2	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)
<b>Prioritized Need 2:</b> 2 campus events per month to bring community and parent engagement to the campus <b>Root Cause:</b> Build relationships between campus and parents.

**Goal 5: EQUITY BY DESIGN** Brown Middle School champions a targeted approach to universal access and system equity.

**Performance Objective 1:** By June 2024, Brown Middle School 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.

Emer. Bil. Alg. 1 (14% to 16%)

Emer Bil. LOTE (50% to 60)

Emer Bil Other (87% to 90%)

SPED Alg 1 (6% to 10%)

SPED LOTE (30% to 40%)

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Brown Middle School will ensure that students and parents are aware of High School credit opportunities at the middle school level through magnet nights, HB5 nights, and parent informational sessions. <b>Strategy's Expected Result/Impact:</b> Increased awareness <b>Staff Responsible for Monitoring:</b> Counselors, Dept. Chairs, Asst. Principals  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1				
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

**Performance Objective 1 Prioritized Needs:**

L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> Increase ESL student performance so that over 18% of students show at least 1 level of growth on TELPAS <b>Root Cause:</b> Not all students progressing on TELPAS.





**Goal 5: EQUITY BY DESIGN** Brown Middle School champions a targeted approach to universal access and system equity.

**Performance Objective 2:** By June 2024, Brown Middle School will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit).

Emer. Bil (from 32% to 40%)

SPED (from 10% to 20%)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Brown Middle School will train teachers on SIOP and SWIRL methods to support EB and SPED students. <b>Strategy's Expected Result/Impact:</b> Increased student performances <b>Staff Responsible for Monitoring:</b> CTCs, Asst. Principals, and Principal  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1, 2, 3	<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> Brown Middle School will provide training of best practices for EB and Sped students in PLCs while integrating HQIM materials to all students. <b>Strategy's Expected Result/Impact:</b> Increased training and support for EB and Sped students <b>Staff Responsible for Monitoring:</b> CTCs, Dept Chairs, and Asst. Principals  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1, 2, 3	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Brown Middle School will provide training on Differentiation, Accommodations, and Modifications to support and accurately differentiate for students. <b>Strategy's Expected Result/Impact:</b> increased knowledge for teachers, appropriate accommodations for students <b>Staff Responsible for Monitoring:</b> SPED Coach, CTCs  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

### Performance Objective 2 Prioritized Needs:

L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> Increase ESL student performance so that over 18% of students show at least 1 level of growth on TELPAS <b>Root Cause:</b> Not all students progressing on TELPAS.
<b>Prioritized Need 2:</b> Reduce the number of "Intermediate" scoring students with 5+ years in the US <b>Root Cause:</b> over 72 students scored Intermediate on TELPAS.
<b>Prioritized Need 3:</b> Increase EB and SPED students in Algebra and Spanish <b>Root Cause:</b> Increase HB5 outcomes for students.