

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



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Goals

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

Performance Objective 1: By June 2024, Dr. Green will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: To hire highly qualified individuals to better address the needs of our diverse student population. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To provide training to students, teachers, and parents to ensure successful implementation of the PBIS and SEL programs campus wide. Strategy's Expected Result/Impact: To maintain a positive school culture. To implement restorative discipline. Staff Responsible for Monitoring: Principal, Assistant Principal. Counselor, Campus Culture and climate Team Chair. Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To implement character education program focusing on character skills and positive character development. Strategy's Expected Result/Impact: Develop a well-rounded student. Decrease in discipline referrals. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Dr. Green will decrease disproportionality rates of students groups, demonstrated in disciplinary actions through progressive discipline and implementation of early interventions. Strategy's Expected Result/Impact: Decrease in discipline referrals. Staff Responsible for Monitoring: Principal, Assistant Principal. Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 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:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: A 3.6 % increase in bullying report in school. Root Cause: Lack of understanding and awareness of the campus PBIS/SEL initiative activities and competencies.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Dr. Green will continue hiring high qualify teachers. Root Cause: Teachers retiring or moving to a higher position. Prioritized Need 2: Staff development (weekly PLC) schedule must be implemented for 90 minutes sessions. Root Cause: Challenge to implement a new schedule that reflects WIN and 90 minutes PLC.

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households





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

Performance Objective 2: By June 2024, Dr. Green will increase K-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Dr. green will Purchase web based subscriptions (seesaw) Strategy's Expected Result/Impact: Enhance the academic achievement of at risk and other students Staff Responsible for Monitoring: Administration and secretary Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: Misc Contracted Services - 211 ESEA Title I Part A (Campus) - 211.11.6299.162.24.801.162 - \$6,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase materials supplies, technology hardware, software, and furniture as needed for instruction in addition to administration needs. Strategy's Expected Result/Impact: Integrate technology throughout the curriculum to provide a classroom environment where students are actively engaged resulting in positive student learning outcomes. Staff Responsible for Monitoring: Administration Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: General supplies - 185 SCE (Campus) - 185.11.6399.162.30.000.162 - \$7,000, General supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.162.24.801.162 - \$8,300, Technology - 185 SCE (Campus) - 185.11.6395.162.30.000.162 - \$5,300, Technology - 211 ESEA Title I Part A (Campus) - 211.11.6395.162.24.801.162 - \$7,000	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Purchase PE equipment to support all aspects of the instructional program. Strategy's Expected Result/Impact: Enhance academic achievement of at-risk , economically disadvantaged and all other students in PE Staff Responsible for Monitoring: PE Coaches, Administrator Title I: 2.4, 2.5, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 Funding Sources: PE Equipment - 199 General Fund - 199.11.6399.162.11.100.162 - \$2,494.20	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide bus transportation for field trips and grade-level on site programs, UIL competitions and other related instructional programs. Strategy's Expected Result/Impact: Connection between field trip and district curriculum Staff Responsible for Monitoring: Principal, Secretary Title I: 2.4, 2.5, 2.6, 4.1, 4.2 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 3 Funding Sources: Transportation - 199 General Fund - 199.11.6494.162.11.100.162 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Recognize students every nine weeks and at the end of year for academic achievements and other accomplishments. Strategy's Expected Result/Impact: Support positive campus climate. Staff Responsible for Monitoring: Administration, Teachers Title I: 2.5, 2.6, 4.2 Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Misc Operations - 199 General Fund - 199.11.6499.162.100.162 - \$1,667.50	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Purchase materials supplies, technology hardware and software as need for Admin. Purchase furniture as needed. Strategy's Expected Result/Impact: Upgrade tech equipment in Office. Staff Responsible for Monitoring: Administrator, secretary. Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Technology - 199 General Fund - 199.23.6395.162.99.100.162 - \$1,500, Furniture - 199 General Fund - 199.23.6396.162.99.100.162 - \$4,000, General supplies - 199 General Fund - 199.23.6399.162.99.100.162 - \$3,760.86, Misc Operating Costs - 199 General Fund - 199.23.6499.162.99.100.162 - \$2,100	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Local Copier Lease Strategy's Expected Result/Impact: To help on daily operation in the office. Staff Responsible for Monitoring: Secretary Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 Funding Sources: Copier - 199 General Fund - 199.11.6269.162.11.100.162 - \$5,188.44, Contracted maint repairs - 199 General Fund - 199.11.6249.162.11.999.162 - \$240	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Purchase medical supplies for students Strategy's Expected Result/Impact: Maintain appropriate medical first aid supplies Staff Responsible for Monitoring: Nurse Title I: 2.6, 4.1 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 Funding Sources: Nurse Supplies - 199 General Fund - 199.33.6399.162..99.100.162 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Grades 1-3 Progress Monitoring does not reflect traditional anticipated growth performance. Root Cause: Small group instruction is imperative in closing gaps for students and helping them achieve anticipated, grade-level goals.

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Dr. Green will buy supplies, material and technology to support students learning. Root Cause: New curriculum and general supplies need to be refurnished..
Prioritized Need 2: Acquisition of supplies and materials for Nurse, Library, and P.E. program., Field trips. Root Cause: Material need thru the school year.
Prioritized Need 3: Field trips transportation and entrance fees. Root Cause: Limited resources, work together with volunteers.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

Performance Objective 3: By June 2024, Dr. Green 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 organization in formal partnership with the district.

Evaluation Data Sources: District tracking tool

Strategy 1 Details		Reviews			
Strategy 1: Purchase Library materials and supplies for campus library program. Strategy's Expected Result/Impact: Enhance the academic achievement of at risk, economically disadvantage and other students in all content areas. Staff Responsible for Monitoring: Librarian TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 Funding Sources: Reading Materials - 211 ESEA Title I Part A (Campus) - 211.12.6329.162.24.801.162 - \$3,500, General Supplies - 199 General Fund - 199.12.6399.162.11.11.100.162 - \$500		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 2: Acquisition of supplies and materials for Nurse, Library, and P.E. program., Field trips. Root Cause: Material need thru the school year.

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

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

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement and promote district-mandated PBIS, Positive Behavior Intervention Support, focusing on preventive and responsive approaches. Strategy's Expected Result/Impact: Increase positive interactions to improve students' social behavior and academic outcomes, establishing a climate where appropriate behavior is the norm. Staff Responsible for Monitoring: Administration, PBIS Team and classroom teachers ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to utilize SEL activities Strategy's Expected Result/Impact: Provide teachers with a variety of activities to implement during daily SEL to support children acquiring and effectively applying the knowledge, attitudes, and skills necessary to understand and manage emotions and set and achieve positive goals. Staff Responsible for Monitoring: Administration Prioritized Needs: L1 Whole Child (Culture & Climate) 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 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: A 3.6 % increase in bullying report in school. Root Cause: Lack of understanding and awareness of the campus PBIS/SEL initiative activities and competencies.

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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





Performance Objective 5: By June 2024, Dr. Green 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 1%.

Evaluation Data Sources: On Point Discipline Action Summary Report

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

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

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Conduct administrative walk through weekly to monitor instruction and best practices. Strategy's Expected Result/Impact: Provide feedback and support for teachers to ensure a strong first teach and positive student learning Staff Responsible for Monitoring: Administration Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: A 3.6 % increase in bullying report in school. Root Cause: Lack of understanding and awareness of the campus PBIS/SEL initiative activities and competencies.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Grades 1-3 Progress Monitoring does not reflect traditional anticipated growth performance. Root Cause: Small group instruction is imperative in closing gaps for students and helping them achieve anticipated, grade-level goals.

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





Performance Objective 2: By June 2024, Dr. Green will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition.

Evaluation Data Sources: Walk through data

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

Performance Objective 3: By June 2024, Dr. Green will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details		Reviews			
Strategy 1: Dr. Green Will provide substitutes to cover teachers attending student ARDs, participating in STAAR testing, and other campus events, to include other campus personnel as needed. Strategy's Expected Result/Impact: Ensure positive testing enviroment Staff Responsible for Monitoring: Administration, Secretary Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: Substitute Teachers/Profs - 199 General Fund - 199.11.6112.16211.362.162 - \$3,500		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Staff development, testing, substitutes. Root Cause: Substitutes are required to cover teacher when they are in trainings.

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

Performance Objective 4: By June 2024, Dr. Green will Increase student achievement outcomes as measured by the percent of 3-5 students that score "Meets" Grade level or above on STAAR reading.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Utilize campus teaching coach to model instructional strategies and best practices Strategy's Expected Result/Impact: Build capacity and knowledge in faculty resulting in positive student learning outcomes and improved student achievement Staff Responsible for Monitoring: Administration Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Grades 1-3 Progress Monitoring does not reflect traditional anticipated growth performance. Root Cause: Small group instruction is imperative in closing gaps for students and helping them achieve anticipated, grade-level goals.

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

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

Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

Performance Objective 2: By June 2024, Dr. Green 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%.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Promote a positive work environment to encourage retention of faculty and staff Strategy's Expected Result/Impact: Minimal employee turnover rate. Staff Responsible for Monitoring: Administration Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

Performance Objective 3: By June 2024, Dr. Green will effectively market and communicate information to the district's public resulting in Improving the district's image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

Evaluation Data Sources: Communication Platform data

Strategy 1 Details	Reviews			
Strategy 1: Teachers will continue to communicate with parents through seesaw. Strategy's Expected Result/Impact: Better communication between parents and school Staff Responsible for Monitoring: Faculty Title I: 2.4, 2.5, 2.6, 4.1, 4.2 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	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)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

Performance Objective 4: By June 2024, Dr. Green will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Purchase materials supplies, technology hardware and software as needed for instruction, in addition to administration needs. Purchase furniture as needed. Strategy's Expected Result/Impact: Integrate technology throughout the curriculum to provide a classroom environment where students are actively engaged resulting in positive student learning outcomes. Purchase furniture as needed to enhance classroom instruction. Staff Responsible for Monitoring: Administration Prioritized Needs: 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 4 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Dr. Green will buy supplies, material and technology to support students learning. Root Cause: New curriculum and general supplies need to be refurnished..
Prioritized Need 2: Acquisition of supplies and materials for Nurse, Library, and P.E. program., Field trips. Root Cause: Material need thru the school year.

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

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

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Communicate attendance policies to parents Strategy's Expected Result/Impact: Increase overall attendance rate resulting in positive student outcomes. Staff Responsible for Monitoring: Administration Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement 45-day attendance improvement plan with parents of students with three or more unexcused absences. Strategy's Expected Result/Impact: Increase overall attendance rate resulting in positive student outcomes Staff Responsible for Monitoring: Administration Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Recognize students every nine-weeks and at end-of-year for perfect attendance. Strategy's Expected Result/Impact: Increase positive campus climate by acknowledging student Staff Responsible for Monitoring: Administration, PEIMS Clerk, and classroom teachers Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: A 3.6 % increase in bullying report in school. Root Cause: Lack of understanding and awareness of the campus PBIS/SEL initiative activities and competencies.





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

Performance Objective 2: By June 2024, EPISD will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events. (OTE- Equity and Stakeholder Engagement)

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Continue to review campus involvement policy at beginning of the year and distribute through welcome back communication folder. Strategy's Expected Result/Impact: Increase parent awareness of plan to ensure all students receive a quality education with the cooperation of administration, faculty, staff and parents. Provide excellent customer service to parents and students. Staff Responsible for Monitoring: Administration and classroom teachers. Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: PEL General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.162.24.801.162 - \$800, PEL Misc Operating Costs - 211 ESEA Title I Part A (Campus) - 211.61.6499.162.24.801.162 - \$600	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Lack of parental involvement. Root Cause: Single parent households and households where both parents work make it difficult for parents to participate in school activities and events.
L5 Equity by Design (Demographics)
Prioritized Need 1: Attendance at parental involvement events is low. Root Cause: The campus needs to schedule additional opportunities during the day and evening to accommodate working families and one parent households

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

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

Evaluation Data Sources: Thought Exchange and Let's Talk

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

Performance Objective 4: By June 2024, Dr. Green will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by ensuring quality program implementation and strategic investments in Federal programs and Increasing the annual percentage of entitlement program expenditures (Title IA, Title IIA, Title IIIA, and Title IV).

Evaluation Data Sources: Tableau Dashboard

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

Performance Objective 5: By June 2024, EPISD will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by increasing the annual percentage of state allotment expenditures for Bilingual and State Compensatory Education.

Evaluation Data Sources: Tableau Dashboard and Financial Reports

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

Performance Objective 6: By June 2024, EPISD will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by maintaining a healthy unassigned general fund balance of no less than 76 days. (Business Services)

Evaluation Data Sources: Financial Data

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

Performance Objective 7: Provide excellent, timely and efficient customer service and manage operations in an environment that fosters teamwork to achieve high levels of fiscal and programmatic compliance through a framework for continuous improvement.

Evaluation Data Sources: Surveys

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

Performance Objective 1: By June 2024, EPISD will foster equitable access to opportunities by eliminating barriers for all students by developing and implementing a Comprehensive Equity Plan designed to address system equity disparities based on the result of an equity audit.

Evaluation Data Sources: Equity Study

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

Performance Objective 2: By June 2024, EPISD will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7% [RDA] (Academics-Connecting Languages)

Evaluation Data Sources: TELPAS

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

Performance Objective 3: By June 2024, EPISD will provide high-quality, relevant, and differentiated resources matched to each school's needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study. (OTE)

Evaluation Data Sources: Equity Study Success Criteria

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

Performance Objective 4: By June 2024, EPISD will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility in the lowest performing campuses. (HR)

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

Performance Objective 5: By June 2024, EPISD will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs. (HR)

Evaluation Data Sources: Tableau, TAPR, Teacher Profile Success Criteria