

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



Mission Statement

Mission Statement

The mission of Guerrero Elementary School, in cooperation with the school community, is to provide a caring, nurturing school culture that encourages all students to achieve to their maximum potential and always strive for excellence.

Vision

Vision Guerrero

Elementary will provide quality instruction with high expectations through a safe, supportive learning environment thus empowering students to become lifelong learners and productive citizens.

Value Statement

Value Statement

The faculty and staff at Guerrero Elementary strive to offer an environment that promotes rigorous academic achievement, strong standards of character and an understanding of physical and emotional wellness that will ensure students are college and career ready.

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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, Guerrero ES will create a culture where each student is supported by caring adults. as measured by an employee, student, and parent culture climate survey. (Communications)

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Teachers will implement Social Emotional Learning (SEL) throughout the day. Strategy's Expected Result/Impact: Create a culture where each student is supported by caring adults. Staff Responsible for Monitoring: Teacher, CCCT (PBIS/SEL) Committee	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Guerrero ES will increase PK-5th grade student participation opportunities in UIL, extra-curricular, co-curricular activities in K-5 from previous year.

Evaluation Data Sources: Parent permission slips and student participation sign-in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a campus initiative to allow opportunities for student participation in extra-curricular activities. Students will consistently have a variety of options available throughout the academic school year. Strategy's Expected Result/Impact: Increased student participation in extra-curricular activities. Staff Responsible for Monitoring: Administration CIT	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024 Guerrero ES will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 5 learning opportunities from previous year.

Strategy 1 Details	Reviews			
Strategy 1: Will create and integrate system of school supports to allow for extended learning opportunitess and community partnerships. Strategy's Expected Result/Impact: Opportunities for student participation in extended day learning. Staff Responsible for Monitoring: Administration CIT	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Guerrero ES will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team through PBIS/SEL fidelity. All students that meet schoolwide behavior expectations, classroom procedures, instruction, and behavior will participate in PBIS/SEL celebrations. Student participation will reflect 70% of student participation in monthly celebration activities.

Evaluation Data Sources: Campus Developed Tracking Rubric - Student Roster Participation

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement monthly PBIS/SEL celebrations. Strategy's Expected Result/Impact: Build mindsets, healthy habits and skills that strengthen students' social, emotional, and academic competence. Staff Responsible for Monitoring: PBIS/SEL Committee	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024 Guerrero ES will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by a reduction of all ISS, OSS, and disciplinary removals for all students by reducing overall number of disciplinary removals from previous year - of 16.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Consistently implement SEL and classroom guidance lessons. Strategy's Expected Result/Impact: Meaningful, engaging practices that develop students' ability to manage and own their behavior. Staff Responsible for Monitoring: Administration Counselor Teachers	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Encourage teachers to refer students to counselor if student would benefit from small group and/or one on one counseling sessions/lessons for identified behaviors. Strategy's Expected Result/Impact: Meaningful, engaging lessons that develop students' ability to participate in small group and relate to/manage own behaviors.	Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Guerrero ES will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team. Walkthrough data will display established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 70% of the campus.

Evaluation Data Sources: T-TESS rubric walkthrough data

Strategy 1 Details		Reviews			
Strategy 1: Will create and implement 90 minute PLCs (twice monthly/every other week) to allow teachers planning time. Strategy's Expected Result/Impact: Teachers will have an opportunity to become familiar with and internalize (plan and prepare) the new curriculum. Staff Responsible for Monitoring: Administration (Principal and AP) CTC Math/Reading Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Performance Objective 1 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Training and professional development on new curriculum (Amplify, Eureka, Studies Weekly, Stem-Scopes). Root Cause: New curriculum in all content areas for all teachers, CTC's, and administrators.

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

Performance Objective 2: By June 2024, Guerrero ES will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team. Dual language walkthrough data will display percentages for instructional model, classroom environment instruction, and language acquisition in 100% of the dual language program classrooms at the campus.

Evaluation Data Sources: T-TESS Rubric Walkthrough Data

Strategy 1 Details	Reviews			
Strategy 1: Will work in collaboration with Connecting Languages to offer opportunities for support to our Dual Language program teachers with "bridging" lessons in Amplify. Strategy's Expected Result/Impact: Better understanding and planning of the "bridging" lesson expectations of the 120 minute reading block. Staff Responsible for Monitoring: Administration (Principal and AP) CTC Literacy Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Training and professional development on new curriculum (Amplify, Eureka, Studies Weekly, Stem-Scopes). Root Cause: New curriculum in all content areas for all teachers, CTC's, and administrators.

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

Performance Objective 3: By June 2024, Guerrero ES will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results by 5%. Guerrero will increase in Reading from 81% to 85% and in Math from 73% to 77%.

Evaluation Data Sources: 2023 STAAR Results Domain 1

Strategy 1 Details		Reviews			
Strategy 1: Will create and integrate system of school supports to allow for differentiated instructional learning opportunities (WIN/Intervention) with no interruption to Tier 1 instruction. Strategy's Expected Result/Impact: Increase student achievement and close achievement/academic gap. Staff Responsible for Monitoring: Administration CTC - Math/Reading Interventionist Teachers Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2		Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Closing academic gaps for students not meeting with success on STAAR. Root Cause: Inconsistencies that may appear in student performance during the first few weeks of the school year.
Prioritized Need 2: Hands-On Science instruction to improve 5th grade Science Scores Root Cause: Insufficient hands-on activities and labs happening in Science from Kinder to Fifth grade

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

Performance Objective 4: By June 2024, Guerrero ES will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR. STAAR reading will increase by 5% from 81% to 85% of all student groups meeting board approved metrics. [HB3].

Evaluation Data Sources: 2023 STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Will create and integrate system of school supports to allow for differentiated instructional learning opportunities (WIN/Intervention) with no interruption to Tier 1 instruction. Strategy's Expected Result/Impact: Increase student achievement and close achievement/academic gap. Staff Responsible for Monitoring: Administration CTC - Math/Reading Interventionist Teachers Title I: 2.4, 2.5, 2.6, 4.1, 4.2 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p>Prioritized Need 1: Closing academic gaps for students not meeting with success on STAAR. Root Cause: Inconsistencies that may appear in student performance during the first few weeks of the school year.</p> <p>Prioritized Need 3: Math Interventions with use of manipulatives in Kindergarten - 3rd Grade to improve overall Math scores, especially in 3rd Grade Root Cause: Insufficient use of manipulatives and weak foundational skills in Math.</p>

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

Performance Objective 5: By June 2024, Guerrero ES will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR. STAAR math will increase by 5% from 73% to 77% of all student groups meeting board approved metrics. [HB3]

Evaluation Data Sources: 2023 STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Will create and integrate system of school supports to allow for differentiated instructional learning opportunities (WIN/Intervention) with no interruption to Tier 1 instruction. Strategy's Expected Result/Impact: Increase student achievement and close achievement/academic gap. Staff Responsible for Monitoring: Administration CTC - Math/Reading Interventionist Teachers Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p>Prioritized Need 1: Closing academic gaps for students not meeting with success on STAAR. Root Cause: Inconsistencies that may appear in student performance during the first few weeks of the school year.</p> <p>Prioritized Need 3: Math Interventions with use of manipulatives in Kindergarten - 3rd Grade to improve overall Math scores, especially in 3rd Grade Root Cause: Insufficient use of manipulatives and weak foundational skills in Math.</p>

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

Performance Objective 1: By June 2024, Guerrero ES will stabilize/increase enrollment by increasing the number of new students enrolling or transferring back to EPISD by 10% from 350 to 385.

Evaluation Data Sources: Student enrollment count as per TEAMS

Strategy 1 Details	Reviews			
Strategy 1: Will reach out to and contact all parents of PreK 3 and PreK 4 that enrolled but were no-shows for the 23-24 academic school year. Strategy's Expected Result/Impact: Identify reasons/obstacles keeping students from enrolling at Guerrero and assist with increasing student enrollment. Staff Responsible for Monitoring: Administration PEIMS Clerk	Formative			Summative
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, Guerrero ES 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 90% to 95%.

Evaluation Data Sources: Employee campus enrollment data

Strategy 1 Details	Reviews			
Strategy 1: Will create and integrate system of school supports to allow current teachers, faculty and staff opportunities for growth and positive experiences and partnerships. Strategy's Expected Result/Impact: Retain teachers, faculty and staff in current positions on campus. Staff Responsible for Monitoring: Administration	Formative			Summative
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

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





Evaluation Data Sources: Campus Created "Instructional Technology Support Plan"

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

Performance Objective 1: By June 2024, Guerrero ES will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92% (22-23) to 94% (23-24).

Evaluation Data Sources: Student Attendance Average

Strategy 1 Details	Reviews			
Strategy 1: Will create and integrate system of school supports to allow for differentiated instructional learning opportunities throughout the day (WIN/Intervention) with no interruption to instruction. Strategy's Expected Result/Impact: Closing the achievement/academic gap. Staff Responsible for Monitoring: Administration CTC - Math/Reading Interventionist Teachers Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Closing academic gaps for students not meeting with success on STAAR. Root Cause: Inconsistencies that may appear in student performance during the first few weeks of the school year. Prioritized Need 3: Math Interventions with use of manipulatives in Kindergarten - 3rd Grade to improve overall Math scores, especially in 3rd Grade Root Cause: Insufficient use of manipulatives and weak foundational skills in Math.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Student Achievement on STAAR in Science will increase by 23% from 57% to 70% by ensuring hands on Science instruction. Root Cause: There must be fidelity to Science to ensure a vertical alignment of skills/TEKS. 5th grade STAAR Science is a cumulative assessment and not a 5th grade stand alone assessment.

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

Performance Objective 2: By June 2024, Guerrero ES will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring the campus offers 100% of all required community events.

Evaluation Data Sources: Campus meeting events list

Strategy 1 Details	Reviews			
Strategy 1: Will closely follow Title I requirements to include holding informational sessions for parents. Strategy's Expected Result/Impact: Parent engagement and participation with student and school. Staff Responsible for Monitoring: Administration PEL Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Increase parent engagement. Root Cause: Dual income household with parents working during after school hours.

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

Performance Objective 3: By June 2024, Guerrero ES 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 a minimum of 40% response rate)

Evaluation Data Sources: Thought Exchange data and response percentage

Strategy 1 Details	Reviews			
Strategy 1: Will create and implement family nights (Fall/Spring) to engage families in student/school activities. Strategy's Expected Result/Impact: Parent participatin using sign-in documents and parent surveys. Staff Responsible for Monitoring: Administration CTCs Interventionist PEL Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Create extended learning opportunities and community partnerships. Increase and maintain the number of meaningful community and youth-based organizations. Root Cause: Difficulty funding sponsors and/or organizations.
Prioritized Need 2: Increase parent engagement. Root Cause: Dual income household with parents working during after school hours.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Closing academic gaps for students not meeting with success on STAAR. Root Cause: Inconsistencies that may appear in student performance during the first few weeks of the school year.

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

Performance Objective 1: By June 2024, Guerrero ES 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 15% . Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7%

Evaluation Data Sources: TELPAS SCORE AVERAGES FROM GRADES K-5

Strategy 1 Details		Reviews			
Strategy 1: Will create and implement systems of support for teachers servicing Emergent Bilinguals (EBs) to include becoming familiar with TELPAS data from previous academic school year. Strategy's Expected Result/Impact: Increase understanding of expected outcomes for all emergent bilingual students. Staff Responsible for Monitoring: LPAC Administrator Administration Dual Language/ESL Teachers		Formative			Summative
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