

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



Mission Statement

Hawkins Elementary School will provide a safe, respectful, and productive environment to inspire and motivate all students to achieve their maximum potential and become successful citizens.

Vision

Hawkins Elementary will continue to meet the needs of our students. Our goal is to prepare our students academically, emotionally, and socially, to succeed in a highly competitive world.

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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, Hawkins 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: Implement SEL/PBIS committee to support staff, students, and parents with strategies and behavior expectations with monthly meetings. Strategy's Expected Result/Impact: Reduced discipline referrals Increased parental environment Staff Responsible for Monitoring: SEL/PBIS Committee Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs

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

Performance Objective 2: By June 2024, Hawkins will increase PK-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 147 participants to 154.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Increase extra-curricular opportunities by implementing intramurals for 4th and 5th grade students before and after school Strategy's Expected Result/Impact: Whole-child development Expanded opportunities Foster physical and mental health Staff Responsible for Monitoring: Intramurals Coordinator Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs

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

Performance Objective 3: By June 2024, Hawkins will continue to provide a community partnerships as an after school Learning site. (Stemtastic)

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Continue to recruit and sustain 25-30 students participating in Stemtastic thorough various forms of communication such as presentations, flyers, and multimodal means of communication Strategy's Expected Result/Impact: Provide a safe environment after hours Assistance with homework will result in students success Support students' health by providing snacks School/Parent partnership Increase parental involvement Staff Responsible for Monitoring: Stemtastic staff Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs

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

Performance Objective 4: By June 2024, Hawkins 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: Implement Campus Culture and Climate Team Strategy's Expected Result/Impact: Decrease discipline referrals Increase/Improve character development Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs

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

Performance Objective 5: By June 2024, Hawkins will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removals, or Discipline Referrals for all student groups from 7% to 6% and reduce the overall number of disciplinary referrals from 20 to 18 .

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Continue school-wide anti-bullying strategies, Red Ribbon week activities, character development classes Strategy's Expected Result/Impact: Decrease discipline referrals Increase/Improve character development Staff Responsible for Monitoring: Principal Assistant Principal Counselor Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)	
Prioritized Need 1: Increase before/after school extra curricular activity opportunities	Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs

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

Performance Objective 1: By June 2024, Hawkins 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: Walkthroughs
Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Conduct a minimum of 5 walkthroughs weekly with feedback and conferencing as needed Strategy's Expected Result/Impact: Increased collaboration Shared practices Increase student success and rigor Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Monitor TELPAS data in all areas to ensure students increase English language acquisition in the areas of listening, speaking, reading, and writing Root Cause: New assessment included writing, lack of TELPAS assessment measuring resources aligned to TELPAS

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

Performance Objective 2: By June 2024, Hawkins 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 with a dual language program.

Evaluation Data Sources: Walk throughs
Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: To participate in dual language trainings, provide resources, and monitor instruction Strategy's Expected Result/Impact: Increase knowledge of dual language model and strategies Increase number of students advancing 1 or more levels on TELPAS Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Teachers and Campus Teaching Coaches have not been provided with adequate curriculum training prior to the beginning of the school year to be well versed and ready for implementation. Root Cause: The district has adopted 3 new curriculum's: Reading, Math, Social Studies
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Increase the number of students progressing 1 or more proficiency levels on TELPAS from 38% to 42% Root Cause: Listening, speaking, reading, and writing systems focusing on language acquisition not in place.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Provide staff development opportunities within and outside our district to increase knowledge and awareness in all areas. Root Cause: Lack of in-district training of new implementation of programs

L5 Equity by Design (Demographics)

Prioritized Need 1: Monitor TELPAS data in all areas to ensure students increase English language acquisition in the areas of listening, speaking, reading, and writing **Root Cause:** New assessment included writing, lack of TELPAS assessment measuring resources aligned to TELPAS

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





Performance Objective 3: By June 2024, Hawkins will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 90 to 92 .

Evaluation Data Sources: Data Tracking Sheets
District/Campus Assessments

Strategy 1 Details	Reviews			
Strategy 1: Provide professional tutoring, interventions, and activities by campus staff to service the needs of all students as identified using campus and district data and to provide HB 1416 hours Strategy's Expected Result/Impact: Increased student progress in areas of need as monitored by data Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: 211.11.6117.119.24.100.119 - 211 ESEA Title I Part A (Campus) - Tutoring - \$15,963, 211.11.6141.119.24.100.119 - 211 ESEA Title I Part A (Campus) - Tutoring Fringes - \$232, 211.11.6146.119.24.100.119 - 211 ESEA Title I Part A (Campus) - Tutoring Fringes - \$1,397, 211.11.6148.119.24.100.119 - 211 ESEA Title I Part A (Campus) - Tutoring Fringes - \$120, 211.11.6149.119.24.100.119 - 211 ESEA Title I Part A (Campus) - Tutoring Fringes - \$288	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Enhance classroom instruction by including field trips that support our Curriculum/TEKS, fine arts activities, and transitional activities. Strategy's Expected Result/Impact: Increase student awareness and exposure to community resources Connection to learning Staff Responsible for Monitoring: Principal Title I: 2.5 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Replace books, periodicals, classroom libraries, library books, magazines, subscriptions, and support activities that will enhance instruction in all subject areas. Strategy's Expected Result/Impact: Increase achievement in all subjects Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: 185.11.6329.119.30.000.119 - 185 SCE (Campus) - Reading Materials - \$3,000		Formative			Summative
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Strategy 4 Details		Reviews			
Strategy 4: Provide online web service, computer software licenses, and renewals to assist with interventions for all students Strategy's Expected Result/Impact: Increased academic achievement Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Strategy 5 Details		Reviews			
Strategy 5: Provide campus technology equipment and training to support instruction, maintain data, support student progress, and ensure safety of all Strategy's Expected Result/Impact: Increase teacher knowledge Increase student awareness and academic achievement Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Strategy 6 Details	Reviews			
Strategy 6: Purchase core subject practice testing material Strategy's Expected Result/Impact: Increase student academic achievement Staff Responsible for Monitoring: Principal Title I: 2.4, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: 185.11.6339.119.30.000.119 - 185 SCE (Campus) - Testing Materials - \$4,550	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide substitutes for teachers to disaggregate data, staff development, PLC planning, trainings, and testing throughout the year and develop student improvement plans Strategy's Expected Result/Impact: Identification of student target needs and grouping Increase academic achievement Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: 211.11.6112.119.24.362.119 - 211 ESEA Title I Part A (Campus) - Substitutes - \$1,971, 211.11.6141.119.24.362.119 - 211 ESEA Title I Part A (Campus) - Substitute Fringes - \$29	Formative			Summative
	Oct	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Purchase general supplies, materials, and furniture that support instruction of all students and support the daily operations of our campus Strategy's Expected Result/Impact: Allow for daily operations of our campus Students and staff will be prepared and equipped with the necessary resources Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: 211.11.6399.119.24.801.119 - 211 ESEA Title I Part A (Campus) - General Supplies - \$3,400, 185.11.6399.119.30.000.119 - 185 SCE (Campus) - General Supplies - \$2,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Provide and participate in professional development training and conferences as appropriate to all faculty and staff to meet the needs of our students. Strategy's Expected Result/Impact: Increase teacher knowledge Academic growth Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: 211.13.6499.119.24.801.119 - 211 ESEA Title I Part A (Campus) - Trainings - \$2,000	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Teachers and Campus Teaching Coaches have not been provided with adequate curriculum training prior to the beginning of the school year to be well versed and ready for implementation. Root Cause: The district has adopted 3 new curriculum's: Reading, Math, Social Studies

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Increase the number of students progressing 1 or more proficiency levels on TELPAS from 38% to 42% **Root Cause:** Listening, speaking, reading, and writing systems focusing on language acquisition not in place.

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)

Prioritized Need 1: Provide staff development opportunities within and outside our district to increase knowledge and awareness in all areas. **Root Cause:** Lack of in-district training of new implementation of programs

L3 Destination School (Perceptions, Facilities, Programs, Technology)

Prioritized Need 1: Provide the adequate technology for teachers and students necessary for student success. **Root Cause:** Lack of funds and approval from district to meet the needs of our campus.





L5 Equity by Design (Demographics)

Prioritized Need 1: Monitor TELPAS data in all areas to ensure students increase English language acquisition in the areas of listening, speaking, reading, and writing **Root Cause:** New assessment included writing, lack of TELPAS assessment measuring resources aligned to TELPAS

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

Performance Objective 4: By June 2024, Hawkins will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 79% to 81% with all student groups meeting board approved metrics.

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Monitor student data and schedule data parent conferences (BOY, MOY, EOY) Strategy's Expected Result/Impact: Student Growth Parent Collaboration Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parental involvement in all activities offered by the campus Root Cause: Low interest in academic activities vs high interest in student performance activities

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

Performance Objective 5: By June 2024, Hawkins will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 64% to 66% with all student groups meeting board approved metrics.

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Monitor student data and schedule parent data conferences Strategy's Expected Result/Impact: Student growth Parent collaboration Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parental involvement in all activities offered by the campus Root Cause: Low interest in academic activities vs high interest in student performance activities

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

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

Evaluation Data Sources: District Reports

Strategy 1 Details	Reviews			
Strategy 1: Coordinate "Registration Rally's, collaborate with Alpha Department, and reach out to parents to assist with registration Strategy's Expected Result/Impact: Increase enrollment Staff Responsible for Monitoring: Principal Assistant Principal PEIMS Clerk ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parental involvement in all activities offered by the campus Root Cause: Low interest in academic activities vs high interest in student performance activities

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

Performance Objective 2: By June 2024, Hawkins will attract and retain top talent by implementing and employee recruiting and retention plan designed to increase filled positions in the first day of school.

Evaluation Data Sources: District vacancy reports





Strategy 1 Details	Reviews			
Strategy 1: Attend district job fairs throughout the year including summer Strategy's Expected Result/Impact: Decreased vacancy positions Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals 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: Provide staff development opportunities within and outside our district to increase knowledge and awareness in all areas. Root Cause: Lack of in-district training of new implementation of programs

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

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

Strategy 1 Details		Reviews			
Strategy 1: Provide technology staff development opportunities for teachers as offered by the campus and district Strategy's Expected Result/Impact: Increase technology use and knowledge of teacher and students Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Provide staff development opportunities within and outside our district to increase knowledge and awareness in all areas. Root Cause: Lack of in-district training of new implementation of programs
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Provide the adequate technology for teachers and students necessary for student success. Root Cause: Lack of funds and approval from district to meet the needs of our campus.

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

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

Evaluation Data Sources: District Attendance Reports

Strategy 1 Details	Reviews			
Strategy 1: Communicate with parents of students accumulating excused/unexcused absences through letters and phone calls to schedule conferences. Strategy's Expected Result/Impact: Improved attendance rates Staff Responsible for Monitoring: Principal Assistant Principal Counselor PEIMS Clerk Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase incentives for students and staff promoting increased attendance Strategy's Expected Result/Impact: Improved student attendance Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase before/after school extra curricular activity opportunities Root Cause: Lack of staff and scheduling conflicts due to prioritizing academic needs
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parental involvement in all activities offered by the campus Root Cause: Low interest in academic activities vs high interest in student performance activities

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

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

Evaluation Data Sources: Evaluations
Participation numbers

Strategy 1 Details	Reviews			
Strategy 1: Continue to coordinate Career Day, Make and Take, Hawkins Family Night as well as other activities that will allow for opportunities to invite the community and our partners in education Strategy's Expected Result/Impact: Increase Community Involvement Staff Responsible for Monitoring: Principal Assistant Principal Parental Engagement Leader Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)	
Prioritized Need 1: Increase parental involvement in all activities offered by the campus	Root Cause: Low interest in academic activities vs high interest in student performance activities

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

Performance Objective 3: By June 2024, Hawkins 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: Evaluation Forms
Participation Counts

Strategy 1 Details	Reviews			
Strategy 1: Provide monthly core content trainings by grade level (6 minimum) to support high levels of student achievement and learning at home. Strategy's Expected Result/Impact: Increase Parental Involvement Staff Responsible for Monitoring: Principal Assistant Principal Parental Engagement Leader Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parental involvement in all activities offered by the campus Root Cause: Low interest in academic activities vs high interest in student performance activities

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

Performance Objective 1: By June 2024, Hawkins 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 29% to 24% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 23% to 19%.

Evaluation Data Sources: TELPAS

Strategy 1 Details		Reviews			
Strategy 1: Monitor EB student data in the areas of listening, speaking, reading, and writing Strategy's Expected Result/Impact: Decrease Beginning/Intermediate ratings Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div></div><div>0%</div></div>No Progress</div> <div><div><div></div><div>100%</div></div>Accomplished</div> <div><div><div></div></div>Continue/Modify</div> <div><div><div></div></div>Discontinue</div>					

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Increase the number of students progressing 1 or more proficiency levels on TELPAS from 38% to 42% Root Cause: Listening, speaking, reading, and writing systems focusing on language acquisition not in place.
L5 Equity by Design (Demographics)
Prioritized Need 1: Monitor TELPAS data in all areas to ensure students increase English language acquisition in the areas of listening, speaking, reading, and writing Root Cause: New assessment included writing, lack of TELPAS assessment measuring resources aligned to TELPAS