

El Paso Independent School District

Irvin High School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

"Our mission is to develop future leaders to be prepared for success in the 21st Century by engaging in Active Learning strategies and pursuing “STEAM” (Science, Technology, Engineering, Arts, and Mathematics) pathways. The enriched curriculum provides equal access and opportunity for all students to reach their fullest potential in college or in the business world.

Vision

Propelling Students into STEAM Careers through innovative classroom environments.

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Goals

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

Performance Objective 1: By June 2024, Irvin High 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			
Strategy 1: SEL Check ins, Focus activities during Advisory. Strategy's Expected Result/Impact: Building culture. Increase in participation. Increase in attendance. Staff Responsible for Monitoring: APs, Counselors 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
Strategy 2 Details	Reviews			
Strategy 2: Irvin High school will provide student incentives for attendance and participation at campus events. Strategy's Expected Result/Impact: Building culture. Increase in participation. Increase in attendance. Staff Responsible for Monitoring: APs, Counselors Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase amount of students who participate in Clubs/Sports and increase amount of parent involvement relating to school activities. Root Cause: Transportation, lack of exposure, lack of motivation, lack of interest. Socio/Economic limitations.

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

Performance Objective 2: By June 2024, Irvin High School will increase 9th-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 948 to 1000.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Advisory lesson plan highlighting each extracurricular/club and sport team to increase participation. Strategy's Expected Result/Impact: Increase in exposure and participation Staff Responsible for Monitoring: Advisory Teachers, Sponsors, Counselors, Admin, SAM Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide resources for participation in UIL, extra-curricular, co-curricular activities at all levels. Strategy's Expected Result/Impact: Increase in participation Staff Responsible for Monitoring: Sponsors/ Coaches/ Teachers Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: - 211 ESEA Title I Part A (Campus)	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase amount of students who participate in Clubs/Sports and increase amount of parent involvement relating to school activities. Root Cause: Transportation, lack of exposure, lack of motivation, lack of interest. Socio/Economic limitations.

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

Performance Objective 3: By June 2024, Irvin High School will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness in all advisory classrooms.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Increase student to counselor interaction. Have counselors meet with students intentionally during advisory and during day as needed to promote academic, social and emotional success. Strategy's Expected Result/Impact: Increase in culture and build student's relationship with counselor and knowledge in college and career readiness. Staff Responsible for Monitoring: Counselors Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: - 211 ESEA Title I Part A (Campus), - 185 SCE (Campus)	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase amount of students who participate in Clubs/Sports and increase amount of parent involvement relating to school activities. Root Cause: Transportation, lack of exposure, lack of motivation, lack of interest. Socio/Economic limitations.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. **Root Cause:** Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

L5 Equity by Design (Demographics)

Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. **Root Cause:** Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 4: By June 2024, Irvin High 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 by 10% and reduce the overall number of disciplinary removals.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Behavior Management Flowchart will be implemented by every teacher with fidelity. Strategy's Expected Result/Impact: Decrease in ISS, OSS, and Disciplinary Removal Staff Responsible for Monitoring: Teachers, Counselors, Admin Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:





L5 Equity by Design (Demographics)
Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. Root Cause: Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 5: By June 2024, Irvin High School will provide relevant and challenging coursework through multiple pathways as measured by an increase percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP) from 23% to 26%, On Ramps from 15% to 30%, or dual credit course from 35% to 47%.

HB3 Goal

Evaluation Data Sources: TEAL TEA Data File (Accountability),
TAPR (final)
District Created Tableau dashboard

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Increase student success rate in AP courses by offering symposiums and tutoring with high impact instruction. Teachers will use AP Classroom with fidelity. Advisory classes will target AP Exam Preparation during Spring Semester. Strategy's Expected Result/Impact: Increase in college credit earned by students. Staff Responsible for Monitoring: Teachers, CTCs, Admin TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)				
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Performance Objective 5 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

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

Performance Objective 1: By June 2024, Irvin High School will develop and implement a guaranteed and viable student-centered campus 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 all classrooms.

Evaluation Data Sources: T-TESS Walkthrough and observation data

Strategy 1 Details		Reviews			
Strategy 1: Meaningful Post Conferences with teachers. Support teachers to improve classroom instruction. Provide Professional Development. Implement Irvin Internalization Protocol for Lesson Plans. Strategy's Expected Result/Impact: Increase in effective teaching. Increase in quality teaching. Staff Responsible for Monitoring: Admin, CTs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, 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 Funding Sources: - 199 General Fund		Formative			Summative
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Special Education and Emergent Bilingual students are not performing comparable to their peers and have not met growth targets. Root Cause: Lack of student preparation, support in and out of the school day, lack of appropriate instructional strategies. Community continues to grow and diversify. Identifying an effective strategy that is going to be implemented across the campus.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Special Education and emergent bilinguals not performing at the level of their peers. Root Cause: Lack of professional development in strong first teach and differentiation.

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Performance Objective 2: By June 2024, Irvin High School will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 35% to 38%.

Strategy 1 Details	Reviews			
Strategy 1: Provide quality Tier 1 instruction in all classes, follow a structured lesson cycle, targeted assistance, supplemental support, and intervention for all At-Risk students to increase student passing rates in all content areas, to include supplemental instructional technology. Strategy's Expected Result/Impact: Increase in STAAR Results Staff Responsible for Monitoring: CTCs, Admin Title I: 2.4, 2.5, 2.6 - ESF Levers: 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 Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Irvin High School will provide resources and/or tutoring before/lunch/after school support, intercession, and summer for students in all subgroups who have not met standards in all content areas to include supplemental resources for the classrooms. Irvin will use technology to print materials and activities to supplement lessons for at-risk students to support increase in student outcomes on EOC tests. Strategy's Expected Result/Impact: Increase STAAR Results Staff Responsible for Monitoring: CTC's, Admin Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: 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 - L5 Equity by Design (Demographics) 1 Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)	Formative			Summative
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 1: Special Education and Emergent Bilingual students are not performing comparable to their peers and have not met growth targets. **Root Cause:** Lack of student preparation, support in and out of the school day, lack of appropriate instructional strategies. Community continues to grow and diversify. Identifying an effective strategy that is going to be implemented across the campus.

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Special Education and emergent bilinguals not performing at the level of their peers. **Root Cause:** Lack of professional development in strong first teach and differentiation.





L5 Equity by Design (Demographics)

Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. **Root Cause:** Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 3: By June 2024, Irvin HS will increase 4-year graduation rate from 91% to 94% with emphasis on SPED and EB student groups

Evaluation Data Sources: TAPR and Tableau

Strategy 1 Details	Reviews			
Strategy 1: Counselors will meet with students to advise them on their classes and sequential order. Strategy's Expected Result/Impact: Decrease students off cohort. Increase 4 year graduation rate. Staff Responsible for Monitoring: Counselors and G&I Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Student Achievement) 2 Funding Sources: - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Teachers will provide intervention opportunities for students to earn credit throughout year but especially during Fall and Spring Intercession. Strategy's Expected Result/Impact: Increase graduation rate. Staff Responsible for Monitoring: Admin, Counselors, Teachers, CTCs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: 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 Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p>Prioritized Need 1: Special Education and Emergent Bilingual students are not performing comparable to their peers and have not met growth targets. Root Cause: Lack of student preparation, support in and out of the school day, lack of appropriate instructional strategies. Community continues to grow and diversify. Identifying an effective strategy that is going to be implemented across the campus.</p>
L2 Academic Excellence (Student Achievement)
<p>Prioritized Need 1: Special Education and emergent bilinguals not performing at the level of their peers. Root Cause: Lack of professional development in strong first teach and differentiation.</p> <p>Prioritized Need 2: Counselor credit and grade check-ins. Root Cause: Lack of student awareness of academic progress.</p>

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

Performance Objective 4: By June 2024, Irvin High School will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 85% to 88% with all student groups meeting board approved metrics [HB3]

HB3 Goal

Evaluation Data Sources: TAPR, OnPoint, Tableau

Strategy 1 Details		Reviews			
Strategy 1: Ensure that all seniors who have not met college readiness standards are enrolled in English and/or Math College Prep. Strategy's Expected Result/Impact: Increase in CCMR Staff Responsible for Monitoring: Counselors, G&I Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Performance Objective 4 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Performance Objective 5: By June 2024, Irvin HS will ensure all students graduate prepared for college as measured by increasing the percent of 9th-12th grade students completing TSIA2 30% to 85% .

Evaluation Data Sources: Tableau

Strategy 1 Details	Reviews			
Strategy 1: College Readiness Coordinator will implement school wide TSAI 2 testing. Strategy's Expected Result/Impact: Increase in number of students taking and/or passing TSIA2 to become college ready Staff Responsible for Monitoring: CCR Coordinator, G&I TEA Priorities: Connect high school to career and college Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Performance Objective 6: By June 2024, Irvin High School will ensure 90% of students will have the opportunity to attempt the SAT.

Evaluation Data Sources: TAPR, CCR, Advanced Academics

Strategy 1 Details	Reviews			
Strategy 1: Provide academic instruction through advisory classes for SAT exposure and preparedness. Strategy's Expected Result/Impact: Increase in student participation Staff Responsible for Monitoring: Advisory Teachers, Campus Testing Coordinator, Counselors, CCR Advisor Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 6 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Performance Objective 7: By June 2024, Irvin High School will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 3%

Evaluation Data Sources: CCMR Outcome Bonus

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: CCR Advisor will assist with overall administration and campus-level operations of college readiness programs. Strategy's Expected Result/Impact: Increase in students meeting criteria for CCMR Outcome Bonus. Staff Responsible for Monitoring: CCR Advisor Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1				
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Performance Objective 7 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

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

Performance Objective 8: By June 2024, Irvin High School will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by completing an associates degree from 4% to 5%, Level 1 certificate from 0% to 2%, or industry certification in an aligned program of study from 5% to 14% [HB3]

Evaluation Data Sources: TAPR, IBC data, Level 1 Data

Strategy 1 Details	Reviews			
Strategy 1: P-TECH and other industry certification programs will continue to work on retention and follow through. Strategy's Expected Result/Impact: Increase in post-secondary credentials Staff Responsible for Monitoring: CTE teachers, PTECH Lead Teacher, PTECH Admin, Counselors TEA Priorities: Connect high school to career and college Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 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 8 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

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

Performance Objective 1: By June 2024, Irvin High School will stabilize enrollment by increasing the number of new students enrolling or transferring back to Irvin by 5% from 45 to 50 students.

Evaluation Data Sources: On Point, Tableau, Frontline





Strategy 1 Details	Reviews			
Strategy 1: Promote special programs. Reconnect outreach. Strategy's Expected Result/Impact: Increase student enrollment Staff Responsible for Monitoring: Attendance Team, Registration Team, Admin, Counselors, Alpha, Grad Coach ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.
L5 Equity by Design (Demographics)
Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. Root Cause: Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 2: By June 2024, Irvin High 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 94% to 98%.





Strategy 1 Details		Reviews			
Strategy 1: Administration will hold interviews in timely manner to identify and hire highly qualified personnel. Strategy's Expected Result/Impact: Avoid long term subs (gaps in student learning) Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction 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: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: Irvin High School will provide current interactive technology in classrooms to enhance student learning. Irvin High School will increase technology resources for instruction especially with Apple products, Promethean, and other accessories. Teachers will be provided resources as necessary for their classrooms in order to implement instruction.</p> <p>Strategy's Expected Result/Impact: Blended and active learning strategies will increase student learning outcomes</p> <p>Staff Responsible for Monitoring: Admin, Department Chair, Campus Teaching Coaches</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1</p> <p>Funding Sources: - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus)</p>				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<p>Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.</p>
L5 Equity by Design (Demographics)
<p>Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. Root Cause: Irvin High School has many students from feeder pattern that are not used to parental involvement.</p>

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

Performance Objective 1: By June 2024, Irvin High School will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 85% to 88%..

Evaluation Data Sources: Attendance Data

Strategy 1 Details	Reviews			
Strategy 1: Implement incentives for attendance. Increased parent/student outreach. Strategy's Expected Result/Impact: Increased attendance Staff Responsible for Monitoring: Admin, Grad Coach, Alpha Title I: 2.4, 2.5, 2.6, 4.1 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: - 211 ESEA Title I Part A (Campus)	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Promote student safety by fulfilling all safety drills, increase safety measures, energy management, and promote a welcoming atmosphere. Strategy's Expected Result/Impact: Increase in student culture and attendance Staff Responsible for Monitoring: Admin, Campus patrol, Faculty and Staff ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: - 199 General Fund	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 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 1: Increase amount of students who participate in Clubs/Sports and increase amount of parent involvement relating to school activities. **Root Cause:** Transportation, lack of exposure, lack of motivation, lack of interest. Socio/Economic limitations.

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

Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. **Root Cause:** In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.

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

Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. **Root Cause:** Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.





L5 Equity by Design (Demographics)

Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. **Root Cause:** Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 2: By June 2024, Irvin High 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 that Irvin offers 100% of all required community events.

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details		Reviews			
Strategy 1: Parent Engagement Liaison and Student Activities Manager actively implements required events and increases involvement Strategy's Expected Result/Impact: Increase in support and attendance of community events Staff Responsible for Monitoring: Parent Liaison, SAM, Admin Title I: 4.2 - 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 Funding Sources: - 211 ESEA Title I Part A (Campus)		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 2 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: Increase amount of students who participate in Clubs/Sports and increase amount of parent involvement relating to school activities. Root Cause: Transportation, lack of exposure, lack of motivation, lack of interest. Socio/Economic limitations.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Parent meetings have low participation rates. Root Cause: Schedule conflicts among sponsors, parents, students, and other academic events lead to the challenge of having parent meetings at convenient times for all parties. Some parents do not have transportation, some work in the evenings or graveyard; while some have other obligations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. Root Cause: Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 3: By June 2024, Irvin High School will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on 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

Strategy 1 Details		Reviews			
Strategy 1: Parent Liaison will provide training/presentation for parents on various topics. Strategy's Expected Result/Impact: Greater parental awareness, satisfaction, and participation. Staff Responsible for Monitoring: Parent Liaison, Admin Title I: 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: - 211 ESEA Title I Part A (Campus), - 185 SCE (Campus)		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Irvin High School is working to increase our image as a high quality, high standard school. Root Cause: In recent past, Irvin had declining numbers in Attendance, EOC Scores, Graduation Rate and Accountability. High Administration turnaround hurt the consistency that both Faculty, Staff, and Students needed.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

L4 Culture of Accountability (Parent & Community Engagement)

Prioritized Need 1: Parent meetings have low participation rates. **Root Cause:** Schedule conflicts among sponsors, parents, students, and other academic events lead to the challenge of having parent meetings at convenient times for all parties. Some parents do not have transportation, some work in the evenings or graveyard; while some have other obligations.





L5 Equity by Design (Demographics)

Prioritized Need 1: Promote a welcoming and supportive environment for all students, parents (to include EB, SPED, Advanced Placement, At-Risk, Econ. Dis.), and staff to include development around programs such as TELPAS, tutoring, new student orientation toolkit to eliminate barriers to involvement. **Root Cause:** Irvin High School has many students from feeder pattern that are not used to parental involvement.

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

Performance Objective 1: By June 2024, Irvin HS 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.
EB (from 12% to 15%)
SPED (from 7% to 10%)

Evaluation Data Sources: Frontline

Strategy 1 Details		Reviews			
Strategy 1: CCR Advisor, Counselors, and Admin will conduct incoming student recruitment events at various times/locations. Strategy's Expected Result/Impact: Increased enrollment Staff Responsible for Monitoring: CCRA, Counselors, Admin Title I: 2.6, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
		 Discontinue			

Performance Objective 1 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: There is a lack of communication to Irvin High School stakeholders in regard to the availability and benefits of programs such as P-TECH, JROTC, advanced academic programs, and other areas of endorsement with certification. Better perceptions and involvement need to be the focus. Root Cause: Recent past campus perceptions causes concern with higher achieving students and their parents which results in them choosing to go to a neighboring school.

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

Performance Objective 2: By June 2024, Irvin HS 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 71% to 65% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 10% to 7%.

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Increase opportunities for teachers to attend and participate Professional Development targeting EB student audience. Strategy's Expected Result/Impact: Increase number of students who meet exit criteria for TELPAS. Staff Responsible for Monitoring: LPAC clerk, Admin, Counselors, Campus Testing Coordinator TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 185 SCE (Campus)				
<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:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Special Education and Emergent Bilingual students are not performing comparable to their peers and have not met growth targets. Root Cause: Lack of student preparation, support in and out of the school day, lack of appropriate instructional strategies. Community continues to grow and diversify. Identifying an effective strategy that is going to be implemented across the campus.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Special Education and emergent bilinguals not performing at the level of their peers. Root Cause: Lack of professional development in strong first teach and differentiation.