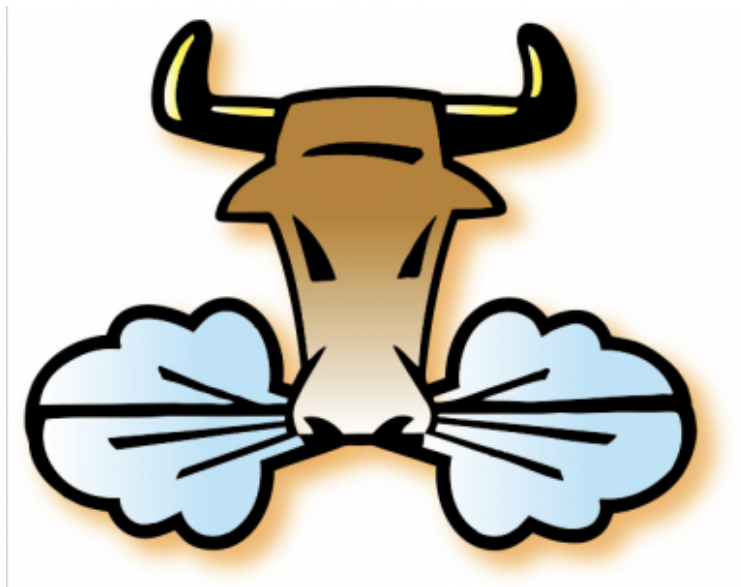


El Paso Independent School District

Lamar Elementary School

2023-2024 Goals/Performance Objectives/Strategies

Accountability Rating: Not Rated



Mission Statement

Our mission at Lamar School is to educate children academically, physically, emotionally, and socially so they can pursue dreams and achieve goals in education, community service, friendship, and wellness in a diverse global culture.

Vision

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

Value Statement

Lamar values your emotions and well-being by following EPISD counseling core values:

Integrity: Choosing to be truthful in whatever you say and do.

Responsibility: Proving you can be trusted with what is expected of you.

Patience: Waiting until later for what you want now.

Commitment: Making a plan and putting it into practice.

Peace: Proving you care more about each other than winning an argument.

Generosity: Making someone's day by giving something away.

Friendship: Using your words and actions to show others you care.

Creativity: Using your imagination to do something new.

Gratitude: Letting others know you see how they've helped you.

Kindness: Showing others they are valuable by how you treat them.

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Goals

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

Performance Objective 1: By June 2024, Lamar 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: Campus surveys and evaluations for climate number of extracurricular activities held, number of students who participate in those activities, Counselor caseload, discipline referrals to include ISS, OSS, and discipline removals, PBIS/SEL implementation review.

Strategy 1 Details		Reviews			
Strategy 1: Implementation of PBIS/SEL through the year, in the morning announcements, monthly recognition, honor roll, and perfect attendance recognition. Strategy's Expected Result/Impact: Create a culture where every student feels safe, supported and cared for. Staff Responsible for Monitoring: Administrators, Counselor, PBIS committee members. Title I: 2.5, 2.6 - 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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  Accomplished
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.

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

Performance Objective 2: By June 2024, Lamar will increase PK-5th grade student participation in UIL, extra-curricular, and co-curricular activities at all levels by 5% from 2 participants to 4 .

Evaluation Data Sources: Survey Results from the number of extracurricular activities, number of students who participate, and sign up and sign in sheets. Also, use the Fitness Gram in PE to measure the students growth.

Strategy 1 Details	Reviews			
Strategy 1: Increase extra-curricular activities by at least 2 activities, by implement the robotic and intramural programs at Lamar. Strategy's Expected Result/Impact: Increase the student participation in extra-curricular activities. Staff Responsible for Monitoring: Administrators, robotic and intramural coordinators. Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
<div><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></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.

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

Performance Objective 3: By June 2024, Lamar will create an integrated system of school supports, extended learning opportunities, and community partnerships by increasing and maintaining the number of meaningful community and youth-based organizations in formal partnerships with the district.

Evaluation Data Sources: District tracking tool, Fitness Gram, community out reach and partnerships.

Strategy 1 Details	Reviews			
Strategy 1: Robotic and intramural programs will be offered through the years for any students wanting to participate. Strategy's Expected Result/Impact: To increase students learning opportunities with different extra-curriculum activities. Staff Responsible for Monitoring: Administrators and program coordinators. Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 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 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.

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

Performance Objective 4: By June 2024, Lamar will create an integrated system of school support, extended learning opportunities, and community partnerships by increasing and maintaining the number of meaningful community and youth-based organizations in formal partnerships with the district.

Evaluation Data Sources: District Tracking Tool, Fitness Gram, campus developed tracking rubric, learning walks and surveys.

Strategy 1 Details	Reviews			
Strategy 1: Provide faculty and staff with a refresher on classroom SEL strategies and activities to be included as bi-weekly routines. Provide needed supplies to teachers and students. Strategy's Expected Result/Impact: Faculty, staff, and students have the tools and materials for their classrooms and to integrate SEL strategies. Staff Responsible for Monitoring: Principal, secretary and counselor. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 2 Funding Sources: Supplies - 199 General Fund - \$5,021, Copy Machine - 199 General Fund - \$3,264	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 5: By June 2024, Lamar will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Elementary counselors carry a caseload of 1:500 students or less. In order to reduce all of the ISS, OSS, and disciplinary referrals.

Evaluation Data Sources: PEIMS On Point Reports, Disciplinary Action Summary Reports, Six-Week Audit reports.

Strategy 1 Details	Reviews			
Strategy 1: The counselor will give incentives for participation, perfect attendance, and good behavior through out the school year. Strategy's Expected Result/Impact: Students will learn how to self-monitor their behavior and have more parental engagement. Staff Responsible for Monitoring: Administrators, counselor and secretary. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 2 Funding Sources: Counselor incentives - 199 General Fund - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Encourage more parental engagement with incentives. Root Cause: Need to purchase incentives for parents and students.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 1: By June 2024, Lamar will develop and implement a guaranteed and viable student-centered District curriculum as measured by the 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 70% of all campuses.

HB3 Goal

Evaluation Data Sources: Walk-throughs by the administration, learning walks by campus teaching coaches, PLCs and data meetings and district assessment and 2023 -2024 STAAR results.

Strategy 1 Details	Reviews			
Strategy 1: Purchase academic material and supplies that will assist teachers, campus coaches, and interventionists in assisting struggling students. Strategy's Expected Result/Impact: Students will be able to perform better in the classroom and show academic growth in all subject areas. To improve academic achievement for at risk students. Staff Responsible for Monitoring: Principal, Teachers, CTCs and Secretary Title I: 2.4, 2.5, 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: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Supplies - 211 ESEA Title I Part A (Campus) - \$261	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></div><div>Continue/Modify</div></div><div><div></div><div></div><div>Discontinue</div></div></div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.

L2 Academic Excellence (Student Achievement)





Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. **Root Cause:** MAP testing data is not being provided in a timely manner. Need intervention materials.

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

Performance Objective 2: By June 2024, Lamar will develop and implement a guaranteed and viable student-centered District curriculum as measured by the Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of all campuses with a dual language program.

HB3 Goal

Evaluation Data Sources: Walk-throughs by administration, learning walks by CTCs, dual language department and the academic support team, PLCs and data meetings.

Strategy 1 Details		Reviews			
Strategy 1: Purchase of general supplies and materials for teacher's classroom to enhance student learning and overall achievement. Strategy's Expected Result/Impact: Students will be able to perform better in the classroom and show academic growth in all areas. Staff Responsible for Monitoring: Administrators, teachers and secretary. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - 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) 2 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.





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

Performance Objective 3: By June 2024, Lamar will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 50% to 60%.

HB3 Goal

Evaluation Data Sources: Student's data on Tableau, Eduphoria reports and district assessments.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: Provide Intervention for after-school tutoring or Saturday School. Using the reading and math interventionist provided by the district to support Tier 3 students in achieving academic growth measured by Domain I.</p> <p>Strategy's Expected Result/Impact: Increase Unit Assessments, Benchmarks and STAAR results by 10% in Domain I.</p> <p>Staff Responsible for Monitoring: Administration, teachers, CTCs, reading and math interventionist, and secretary</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 2</p> <p>Funding Sources: Teachers - 211 ESEA Title I Part A (Campus) - 185.11.6117.125.30.125 - \$16,914</p>				

Strategy 2 Details		Reviews			
Strategy 2: Provide additional academic resources and testing resources to enhance students' academic performance. Strategy's Expected Result/Impact: Increase and provide additional practice with TEKS not mastered Staff Responsible for Monitoring: Administrators, teachers, CTCs, reading and math interventionist, and secretary. Title I: 2.4, 2.5, 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: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Academic Resources and Testing Materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.125.24.801.125 - \$8,925		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Weekly professional development with all grade levels. Root Cause: Need substitutes to cover teacher when working on Data Analysis.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 4: By June 2024, Lamar will Increase student achievement outcomes as measured by the percentage of 3rd-grade students that score "Meets" Grade level or above on STAAR reading will increase from 49% to 60% with all student groups meeting board-approved metrics. [HB3].

HB3 Goal

Evaluation Data Sources: Review district assessments and STAAR results.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Intervention (Tutoring) after school and on Saturday as needed to improve 3rd-grade STAAR reading scores. Strategy's Expected Result/Impact: Student's Reading Score for 3rd grade will increase by at least 10 points. Staff Responsible for Monitoring: Administrators, teachers, CTCs and math and reading interventionist. Title I: 2.4, 2.5, 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: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 2 Funding Sources: Teachers - 185 SCE (Campus) - \$11,350				
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.

L5 Equity by Design (Demographics)





Prioritized Need 2: Economically disadvantaged students are behind academically. **Root Cause:** Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 5: By June 2024, Lamar will increase student achievement outcomes as measured by the percentage of 3rd-grade students that score "Meets" grade level or above on STAAR math will increase from 39% to 60% with all student groups meeting board-approved metrics. [HB3]

HB3 Goal

Evaluation Data Sources: Review district assessment and STAAR data.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Teachers will analyze different data. Will meet with the Instructional Leading Team to review and adjust the lessons as needed to have student's academic growth. Strategy's Expected Result/Impact: Increase 3rd-grade Math STAAR scores by at least 10 points. Staff Responsible for Monitoring: Administrators, teachers, CTCs, math and reading interventionist. Title I: 2.4, 2.5, 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: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 2 Funding Sources: Substitutes - 199 General Fund - \$2,000, Teachers - 199 General Fund - \$10,723, Supplies - 199 General Fund - \$200				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 5 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Weekly professional development with all grade levels. Root Cause: Need substitutes to cover teacher when working on Data Analysis.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 1: By June 2024, Lamar will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by .05%.

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

Strategy 1 Details	Reviews			
Strategy 1: Parental Engagement Liaison will host workshops, family nights, and activities for school families and community members to attend. Strategy's Expected Result/Impact: To increase the number of new students enrolling or transferring back to EPISD. Staff Responsible for Monitoring: Administrators, PEL and secretary. Title I: 2.4, 2.5, 2.6, 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Purchase general supplies for parent involvement meetings and events which will take place at different time of the day (AM and PM). Strategy's Expected Result/Impact: Meetings will be held during different times of the day (AM and PM) in order for parents to attend at their convenience in order to get information from the district and other school activities. Staff Responsible for Monitoring: Administrators, PEL, and secretary. Title I: 2.4, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 2: By June 2024, Lamar will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on the first day of school from 91% to 93%.

Evaluation Data Sources: Continuously review TEAMS Vacancies and Tableau data center for highly qualified applicant teachers.

Strategy 1 Details		Reviews			
Strategy 1: Higher highly qualified teachers that meet all positions requirements as soon as they are available, meet all the districts HR requirements and willing to accept the position. Strategy's Expected Result/Impact: For all the classroom to have a highly qualified teacher as soon as possible. Staff Responsible for Monitoring: Principal Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue





Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: Hire and Retain highly qualified teachers. Root Cause: Other districts pay more.

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

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

Evaluation Data Sources: Technology Campus Support Plan Success Criteria. Implementation of ClassDojo, Emails, Blackboard, and school social media accounts.

Strategy 1 Details	Reviews			
Strategy 1: Increase parent and community members communication by a two-way system; EX.: ClassDojo, emails, blackboard and school social media accounts. Strategy's Expected Result/Impact: More open communication with parents and community members. Staff Responsible for Monitoring: Administrators, and all school members (faculty and staff). Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 1: By June 2024, Lamar will foster a welcoming and safe environment where all students feel supported resulting in an increase in student attendance rate from 94% to 95%.

Evaluation Data Sources: Continuously monitor and review the On Point Attendance Rate and Tableau Server Data.

Strategy 1 Details		Reviews			
Strategy 1: Reward students with improved, near and perfect attendance constantly. Counselor will celebrate perfect attendance every nine weeks with an ice-cream social. Strategy's Expected Result/Impact: Improve students attendance and motive them to attend school. Staff Responsible for Monitoring: Administrators, PEIMS clerk, teachers and counselor. Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.

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

Performance Objective 2: By June 2024, Lamar 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: Community Events Documentation and upload documents to the Crate 1 folder.

Strategy 1 Details		Reviews			
Strategy 1: Parent Engagement Liaison (PEL) will conduct monthly parent engagement meeting to inform parents of district, school and community events that effect them and their students. The meetings will be conducted in both the AM and PM in order to adjust to working parents schedules. Strategy's Expected Result/Impact: To have more parent engagement in the school community, to have the parents have district and school information in order to assist their students achieve social emotional and academic growth. Staff Responsible for Monitoring: Administrators and parent liaison (PEL). Title I: 2.5, 2.6, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1		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: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.

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

Performance Objective 3: By June 2024, Lamar 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, Let's Talk surveys, ClassDojo, Emails, Blackboard and School social media.

Strategy 1 Details	Reviews			
Strategy 1: Have a two-way communication with parents and community members through different methods from the school to everyone involved. Strategy's Expected Result/Impact: Open communication with parents and community members. Staff Responsible for Monitoring: Administrators, Faculty and Staff. Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: To provide a positive culture and climate for all students, parents, faculty, and staff. Root Cause: Students are economically disadvantaged and at a higher rate of risk.

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

Performance Objective 1: By June 2024, Lamar will foster equitable access to opportunities and eliminate barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 30% to 19% as well as reduce the number of Emergent bilinguals achieving Beginning on TELPAS reading from 14% to 7%.

Evaluation Data Sources: Review and Analysis TELPAS Results

Strategy 1 Details		Reviews			
Strategy 1: Practice with student's regularly all the TELPAS domains through out the school year. Strategy's Expected Result/Impact: Review and analyses TELPAS results and monitors student's growth in the proficiency levels on all TELPAS domains. Staff Responsible for Monitoring: Administrators, teachers, CTCs, math and reading interventionist. 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 (Student Achievement) 1 - L5 Equity by Design (Demographics) 2		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.
L5 Equity by Design (Demographics)
Prioritized Need 2: Economically disadvantaged students are behind academically. Root Cause: Build stronger relationships between the students, community, and school and deliver meaningful lessons.

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

Performance Objective 2: By June 2024, Lamar will provide targeted instruction designed to supplement the regular education program for students who are at-risk or who have not performed satisfactorily on previous STAAR.

HB3 Goal

Evaluation Data Sources: Review and analysis different data from Tableau, Eduphoria, and previous STAAR results (TEA website).

Strategy 1 Details		Reviews			
Strategy 1: Teachers, CTCs, math and reading interventionist will work with Tier 3 students. They will implement programs and strategies that the district has provided for the at-risk Tier 3 students. Strategy's Expected Result/Impact: Support all at-risk students, especially the Tier 3 students to grow academically and growth on their STAAR results. Staff Responsible for Monitoring: Administration, teachers, CTCs, math and reading interventionist. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - 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) 2 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Students not attaining an "approaching level" on EOY mocks. Root Cause: Students not participating in intervention classes daily has put them behind academically.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Teachers review data constantly. Adjust lessons as needed. Root Cause: MAP testing data is not being provided in a timely manner. Need intervention materials.