

El Paso Independent School District

Magoffin Middle School

2023-2024 Goals/Performance Objectives/Strategies



Table of Contents

Goals	3
Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.	3
Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.	11
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	19
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	24
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	29





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, Magoffin MS, 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: CREATE 2-WAY COMMUNICATION BETWEEN STAFF AND COMMUNITY (PHONE CALLS/ TEXTS/ CLASS DOJO) TO ENSURE THAT PARENTS ALSO HAVE A VOIVE IN THE EDUCATIONAL DEVELOPMENT OF STUDENTS. Strategy's Expected Result/Impact: STUDENT ACADEMIC PERFORMANCE GOES UP/ ATTENDANCE IMPROVES Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Improve low-performing schools - 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: COFFEE WITH PRINCIPAL (ADMINISTRATION, STAFF) ONCE PER MONTH TO ENSURE COMMUNICATION LINES BETWEEN CAMPUS AND COMMUNITY ARE OPEN AND TRANSPARENT. Strategy's Expected Result/Impact: COMMUNITY BECOMES MORE INFORMED AND INVOLVED WITH SCHOOL CULTURE IMPROVEMENT. Staff Responsible for Monitoring: FULL STAFF. Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Refreshments for parent meeting with the principal - 211 ESEA Title I Part A (Campus) - \$600	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: CONSISTENT WELLNESS CHECK-IN ON STUDENT NEEDS TO ENSURE CAMPUS IS DOING ALL IT CAN SO STUDENTS ARE PREPARED TO LEARN. Strategy's Expected Result/Impact: STUDENTS' NEEDS ARE ADDRESSED WITH COUNSELORS AS NEEDED (EMOTIONAL, ACADEMIC, BASIC PHYSICAL NEEDS (FOR EXAMPLE, SUPPLIES, SHOES) Staff Responsible for Monitoring: FULL STAFF; COUNSELORS Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Results Driven Accountability Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 2: Ensure PBIS/SEL are components that are utilized with fidelity to ensure knowledge of behavior expectations, procedures and routine and allow students to gain social emotional competence. Root Cause: There was a bigger focus on SEL in previous years.

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase family and community involvement at the campus. Root Cause: Parental involvement is very minimal.

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

Performance Objective 2: By June 2024, Magoffin MS, will increase student participation in UIL, extra-curricular, co-curricular activities at all levels.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: INTRAMURAL ACTIVITIES OFFERED FOR ALL STUDENTS DURING LUNCH OR AFTER SCHOOL Strategy's Expected Result/Impact: STUDENT INTEREST/ INVOLVEMENT IN EXTRA-CURRICULAR ACTIVITIES/ ACADEMICS IMPROVES. Staff Responsible for Monitoring: DISTRICT/ CAMPUS TEAM Title I: 2.5 - TEA Priorities: Improve low-performing schools - 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: STUDENTS OFFERED OPPORTUNITY TO JOIN CLUBS (CHESS, ROBOTICS, STUDENT COUNCIL, ART, BOYS & GIRLS CLUB, INCLUSIVITY CLUB Strategy's Expected Result/Impact: STUDENTS BECOME MORE INVOLVED IN THIER OWN EDUCATION Staff Responsible for Monitoring: FULL STAFF AND SPONSORS Title I: 2.5 - TEA Priorities: Improve low-performing schools - 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 2 Prioritized Needs:





L1 Whole Child (Culture & Climate)

Prioritized Need 1: Offer a variety of opportunities for extra curricular activities, beyond sports and fine arts, across grade levels. **Root Cause:** Only sports and fine arts are where the majority of the students have extra curricular opportunities.

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

Performance Objective 3: By June 2024, Magoffin MS, will create an integrated system of school supports, extended learning opportunities and community partnerships.

Evaluation Data Sources: District tracking tool

Strategy 1 Details		Reviews			
Strategy 1: CONTINUE THE PARTNERSHIP WITH BOYS AND GIRLS CLUB FOR EXTENDED LEARNING OPPORTUNITIES AFTER THE SCHOOL DAY Strategy's Expected Result/Impact: STUDENT BEHAVIOR IMPROVEMENT AND ACADEMIC SUPPORT Staff Responsible for Monitoring: ADMINISTRATION Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - 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 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Offer a variety of opportunities for extra curricular activities, beyond sports and fine arts, across grade levels. Root Cause: Only sports and fine arts are where the majority of the students have extra curricular opportunities.

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

Performance Objective 4: By June 2024, Magoffin MS, 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 70% of all campuses.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: BASED ON GOOD BEHAVIOR, INCENTIVE OPPORTUNITIES TO EARN PBIS LOBO BUCKS TO USE AT LOBO STORE. Strategy's Expected Result/Impact: STUDENT BEHAVIOR IMPROVES.... ACADEMICS IMPROVES. Staff Responsible for Monitoring: FULL STAFF Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: ENSURE SEL IS BEING IMPLEMENTED ON A DAILY BASIS BY STAFF FOR EXAMPLE CHARACTER AND ANTI-BULLYING LESSONS BY COUNSELORS TO BUILD POSITIVE MENTAL & SOCIAL HABITS IN OUR STUDENTS. Strategy's Expected Result/Impact: IMPROVED STUDENT BEHAVIOR AND INCREASED SELF AND SOCIAL AWARENESS Staff Responsible for Monitoring: ADMINISTRATION AND COUNSELORS Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)





Prioritized Need 2: Ensure PBIS/SEL are components that are utilized with fidelity to ensure knowledge of behavior expectations, procedures and routine and allow students to gain social emotional competence. **Root Cause:** There was a bigger focus on SEL in previous years.

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

Performance Objective 5: By June 2024, Magoffin MS, 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.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Will implement PBIS strategies to ensure students are focused on positive aspects of behavior and learn from them. Strategy's Expected Result/Impact: Less referrals Staff Responsible for Monitoring: administration Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June

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  Accomplished
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Ensure PBIS/SEL are components that are utilized with fidelity to ensure knowledge of behavior expectations, procedures and routine and allow students to gain social emotional competence. Root Cause: There was a bigger focus on SEL in previous years.

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

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

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Ensure instructional materials and resources are available for all teachers for the presentation of curriculum to ensure student achievement in all content areas and all sub groups, to ensure a cohesive and progressive curriculum that aligns to district and state academic standards. Strategy's Expected Result/Impact: Increase in student achievement. Staff Responsible for Monitoring: Principal; Asst. Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L5 Equity by Design (Demographics) 2 Funding Sources: Instructional resources and supplies, such as markers, chart tablets, dry erase etc. - 185 SCE (Campus) - \$6,400, Instructional resources and supplies, such as markers, chart tablets, dry erase etc. - 211 ESEA Title I Part A (Campus) - \$28,635				
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. Root Cause: There is no monitoring systems in place.
L5 Equity by Design (Demographics)
Prioritized Need 2: Increase growth in our SPED sub group. Root Cause: Only 36% of students reached approaches.

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

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

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Magoffin will ensure all teachers have the appropriate certification to teach the Dual Language program as well as provide the most effective language supports based on student need. Strategy's Expected Result/Impact: Dual Lang program will be followed with fidelity. Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 2: Allow teachers to gain additional certifications, i.e.. bilingual and cross content areas to provide more teaching opportunities. Root Cause: There are currently no teachers with bilingual certification and very few generalists.





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

Performance Objective 3: By June 2024, Magoffin MS will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR in Reading, Social Studies and Math results by 3%.

Evaluation Data Sources: Tableau, Eduphoria, OnPointe
TAPR

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: 100% of RLA teachers will identify students who are struggling with reading skills through regular assessments and reading interventionist will work one on one or in small group with identified students using campus and district provided resources.</p> <p>Strategy's Expected Result/Impact: Students will add growth or maintain current level.</p> <p>Staff Responsible for Monitoring: Administration, CTCs</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3 - L5 Equity by Design (Demographics) 1, 2</p> <p>Funding Sources: instructional, reading and testing materials - 185 SCE (Campus) - \$4,000</p>				

Strategy 2 Details		Reviews			
Strategy 2: 100% of Math teachers will identify students who are struggling with numerical and problem solving skills through regular assessments and and interventionist will work one on one or in small group with identified students using campus and district provided resources. Strategy's Expected Result/Impact: Students will add growth or maintain current level. Staff Responsible for Monitoring: Administration., CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3 Funding Sources: Instructional Materials - 185 SCE (Campus) - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 3 Details		Reviews			
Strategy 3: Magoffin will provide additional interventions, either after school or Saturdays, to close the gaps in student learning. We will provide substitutes to allow teachers to PD time, plan, analyze data and internalize new curriculum to also close the gaps. Strategy's Expected Result/Impact: increase in student performance Staff Responsible for Monitoring: administration Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1, 2, 3 - L5 Equity by Design (Demographics) 2 Funding Sources: Tutoring - 211 ESEA Title I Part A (Campus) - \$5,082.50, Substitute Teachers - 185 SCE (Campus) - \$4,500, Substitute Teachers - 211 ESEA Title I Part A (Campus) - \$3,082.50		Formative			Summative
		Oct	Jan	Mar	June

Strategy 4 Details		Reviews			
Strategy 4: Magoffin will provide needed instructional materials, supplies, technology, reading and testing materials, and additional resources to ensure that all students have what is needed for maximized instruction in the classrooms, labs and library. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: Testing Materials - 211 ESEA Title I Part A (Campus) - \$3,100, Technology In the Classroom - 211 ESEA Title I Part A (Campus) - \$8,000, Instructional Supplies-Library/classrooms - 211 ESEA Title I Part A (Campus) - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. Root Cause: There is no monitoring systems in place.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Utilize assessment and diagnostic data to guide instruction and ensure student growth in math, specifically for EB and SPED students. Ensure that Tier one instruction and lesson design is rigorous and engaging. Root Cause: Scores in math are in a decline and fall below the 20% likely passed for 8th grade. Prioritized Need 2: Monitor student work to ensure the evidence of growth in specific SE's and goals as students are not demonstrating a year's growth in content areas. Root Cause: Scores in Math and Social Studies are declining as data sources are not consistently being utilized to drive instruction. Prioritized Need 3: Consistently monitor data for sub groups (EB/SPED) to ensure that there is continuous growth. Root Cause: Sub groups (EB/SPED) are struggling to meet academic targets.
L5 Equity by Design (Demographics)
Prioritized Need 1: Reduce the number of EB students that are in beginning or intermediate on TELPAS. Root Cause: Only 46% of students reached an advanced level. Prioritized Need 2: Increase growth in our SPED sub group. Root Cause: Only 36% of students reached approaches.

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

Performance Objective 4: By June 2024, Magoffin MS will increase student achievement outcomes in by 2% Reading for all students to include the two lowest performing student groups (SPED &EB) as well as demonstrating achievement for all students in 6-8 Grade at the Meet or Masters Level by 2%.

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: 100% of RLA teachers will identify students who are struggling with reading skills through regular assessments and reading interventionist will work one on one or in small group with identified students using campus and district provided resources. Strategy's Expected Result/Impact: Students will add growth or maintain current level. Staff Responsible for Monitoring: Administration., CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Magoffin will provide needed instructional materials, supplies, technology, reading and testing materials, and additional resources to ensure that all students have what is needed for maximized instruction in the classrooms, labs and library. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Magoffin will provide additional interventions, either after school or Saturdays, to close the gaps in student learning. We will provide substitutes to allow teachers to PD time, plan, analyze data and internalize new curriculum to also close the gaps. Strategy's Expected Result/Impact: increase in student outcomes Staff Responsible for Monitoring: administration Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: 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, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. Root Cause: There is no monitoring systems in place.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Utilize assessment and diagnostic data to guide instruction and ensure student growth in math, specifically for EB and SPED students. Ensure that Tier one instruction and lesson design is rigorous and engaging. Root Cause: Scores in math are in a decline and fall below the 20% likely passed for 8th grade. Prioritized Need 2: Monitor student work to ensure the evidence of growth in specific SE's and goals as students are not demonstrating a year's growth in content areas. Root Cause: Scores in Math and Social Studies are declining as data sources are not consistently being utilized to drive instruction. Prioritized Need 3: Consistently monitor data for sub groups (EB/SPED) to ensure that there is continuous growth. Root Cause: Sub groups (EB/SPED) are struggling to meet academic targets.

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

Performance Objective 5: By June 2024, Magoffin MS will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: 100% of Math teachers will identify and support students who are struggling with numerical and problem solving skills through regular assessments and and interventionist will work one on one or in small group with identified students using campus and district provided resources. Strategy's Expected Result/Impact: Students will add growth or maintain current level. Staff Responsible for Monitoring: Administration., CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: 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, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. Root Cause: There is no monitoring systems in place.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Utilize assessment and diagnostic data to guide instruction and ensure student growth in math, specifically for EB and SPED students. Ensure that Tier one instruction and lesson design is rigorous and engaging. Root Cause: Scores in math are in a decline and fall below the 20% likely passed for 8th grade.
Prioritized Need 2: Monitor student work to ensure the evidence of growth in specific SE's and goals as students are not demonstrating a year's growth in content areas. Root Cause: Scores in Math and Social Studies are declining as data sources are not consistently being utilized to drive instruction.
Prioritized Need 3: Consistently monitor data for sub groups (EB/SPED) to ensure that there is continuous growth. Root Cause: Sub groups (EB/SPED) are struggling to meet academic targets.

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

Performance Objective 1: By June 2024, Magoffin MS will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Magoffin will utilize campus committees such as courtesy and PBIS to recognize and celebrate students, teachers, and staff achievements through various platforms and events, fostering a sense of pride and community. Strategy's Expected Result/Impact: Increase in positive school culture Staff Responsible for Monitoring: Administration, PBIS team Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide on boarding training and mentoring opportunities to all new (0-3 year) teachers to support in their learning and maximize best practices. Strategy's Expected Result/Impact: Strong teachers Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Magoffin will provide all administrators, teachers and staff opportunities for professional growth by attending training provided by district, ESC19, local, out of town and/or virtual conferences. Campus will also encourage PLCs and book studies to better guide and implement campus and district wide initiatives, best practices in instruction, which will allow for a more sustainable and enriching environment that will focus on student growth. Strategy's Expected Result/Impact: Increase administration, teachers and staff knowledge of research based strategies and best practices. Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Registration fees, travel - 185 SCE (Campus) - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Magoffin will recruit, hire and retain qualified staff to improve student performance and to create opportunities to develop the whole child. Strategy's Expected Result/Impact: Improve student performance, increase opportunities to develop the whole child. Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 2: Ensure PBIS/SEL are components that are utilized with fidelity to ensure knowledge of behavior expectations, procedures and routine and allow students to gain social emotional competence. **Root Cause:** There was a bigger focus on SEL in previous years.

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. **Root Cause:** There is no monitoring systems in place.

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Utilize assessment and diagnostic data to guide instruction and ensure student growth in math, specifically for EB and SPED students. Ensure that Tier one instruction and lesson design is rigorous and engaging. **Root Cause:** Scores in math are in a decline and fall below the 20% likely passed for 8th grade.

Prioritized Need 2: Monitor student work to ensure the evidence of growth in specific SE's and goals as students are not demonstrating a year's growth in content areas. **Root Cause:** Scores in Math and Social Studies are declining as data sources are not consistently being utilized to drive instruction.

Prioritized Need 3: Consistently monitor data for sub groups (EB/SPED) to ensure that there is continuous growth. **Root Cause:** Sub groups (EB/SPED) are struggling to meet academic targets.

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

Prioritized Need 1: Provide varied professional development opportunities, based on campus data and need, to ensure teachers and staff continue to grown in their craft and in turn impact student growth. **Root Cause:** PD was more often provided via PLCs.





L4 Culture of Accountability (Parent & Community Engagement)

Prioritized Need 1: Increase family and community involvement at the campus. **Root Cause:** Parental involvement is very minimal.

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

Performance Objective 2: By June 2024, Magoffin MS will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Magoffin will work towards providing every student with their own personal device to facilitate digital learning and establish a streamlined process to quickly resolve IT related issues to minimize disruptions. Strategy's Expected Result/Impact: No disruption to instruction as all students will have working devices. Staff Responsible for Monitoring: Administration, tech specialist Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Ensure all students have a working device and resources needed. Root Cause: Devices that were damaged would take very long to get fixed and back in student hands. New students would not get devices in a reasonable amount of time.

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

Performance Objective 3: By June 2024, Magoffin MS, will stabilize enrollment by increasing the number of new students or transferring them back to EPISD by 1%.

Strategy 1 Details		Reviews			
Strategy 1: Work in collaboration with the Alpha team to reach out to those leavers and bring back to the district. Strategy's Expected Result/Impact: Students returning to the district. Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3		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:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Increase attendance rate. Root Cause: Attendance goal was not met.

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

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

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details		Reviews			
Strategy 1: Magoffin will establish an attendance team composed of staff members from various departments (teachers, counselors administrators, and support staff) to review attendance data, identify trends, and develop targeted interventions for students with chronic absenteeism, as well as offer student incentives. Strategy's Expected Result/Impact: Increase in campus attendance. Staff Responsible for Monitoring: Administration, attendance clerk Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Magoffin will collaborate with feeder schools to share attendance data, best practices, and intervention strategies to promote consistent attendance expectations and conduct parent meetings and home-visit to address families with student who have chronic absenteeism. Strategy's Expected Result/Impact: Increase in attendance across feeder pattern. Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: Increase attendance rate. Root Cause: Attendance goal was not met.

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

Performance Objective 2: By June 2024, Magoffin MS will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability in all required community events.

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Magoffin will organize mandatory Title 1 and campus compact meetings to engage families and share information about school policies, programs, and resources. Strategy's Expected Result/Impact: Parents become more knowledgeable and apt to participate in schoolwide events. Staff Responsible for Monitoring: Administration Title I: 4.2 - TEA Priorities: Improve low-performing schools - 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: Magoffin will organize parent classes, instructional nights, and community events to allow families take part in the educational development of all students and grow themselves. Strategy's Expected Result/Impact: Parents grow and continue to learn. Staff Responsible for Monitoring: Administration Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Instructional Supplies - 211 ESEA Title I Part A (Campus) - \$800	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)





Prioritized Need 1: Increase family and community involvement at the campus. Root Cause: Parental involvement is very minimal.
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Magoffin MS 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 and Let's Talk Platform.

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
Strategy 1: Ensure parents have a way to quickly and effectively communication with the campus, e.g.. let's talk, class dojo, phone calls etc. Strategy's Expected Result/Impact: increased communication with parents and families Staff Responsible for Monitoring: administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
  Accomplished
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Performance Objective 3 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase family and community involvement at the campus. Root Cause: Parental involvement is very minimal.

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

Performance Objective 1: By June 2024, Magoffin MS will foster equitable access to opportunities as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits.

Evaluation Data Sources: Frontline Data, Eduphoria

Strategy 1 Details		Reviews			
Strategy 1: Campus Support Systems-All teachers will collaborate to establish progress monitoring of SPED and EB students in school courses and adjust support strategies as needed to ensure success in these courses. Staff Responsible for Monitoring: Administration, teachers Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 3 - L5 Equity by Design (Demographics) 2		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Monitor sub groups (EB/SPED) in a consistent manner. Root Cause: There is no monitoring systems in place.
L2 Academic Excellence (Student Achievement)
Prioritized Need 3: Consistently monitor data for sub groups (EB/SPED) to ensure that there is continuous growth. Root Cause: Sub groups (EB/SPED) are struggling to meet academic targets.
L5 Equity by Design (Demographics)
Prioritized Need 2: Increase growth in our SPED sub group. Root Cause: Only 36% of students reached approaches.

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

Performance Objective 2: By June 2024, Magoffin MS will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Intermediate on TELPAS Composite from 44% to 40% as well as increasing the number of Emergent Bilingual Achieving ADV/ADV HIGH on TELPAS reading by 4%.

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: All teachers across subjects will integrate language development strategies and activities into their instruction using English as the medium and promote language proficiency. Staff Responsible for Monitoring: administration Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Ensure PBIS/SEL are components that are utilized with fidelity to ensure knowledge of behavior expectations, procedures and routine and allow students to gain social emotional competence. Root Cause: There was a bigger focus on SEL in previous years.
L5 Equity by Design (Demographics)
Prioritized Need 1: Reduce the number of EB students that are in beginning or intermediate on TELPAS. Root Cause: Only 46% of students reached an advanced level.