

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

Accountability Rating: B



Mission Statement

Mesita Mission

We will provide and promote an environment in which each child will develop his/her maximum intellectual, social, physical, and emotional potential which will lay the foundation for successful learning. We can accomplish all by providing with rigorous first teach instruction, SEL lessons, and strong PE program.

Vision

Mesita Vision

Mesita Elementary School believes that every student will gain the academic, social, and emotional skills while under our care to succeed in our global community

Value Statement

Mesita Value Statement

"We at Mesita believe that each student deserves the highest quality of education possible as well as be treated with kindness and respect".

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Goals

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

Performance Objective 1: By June 2024, Mesita ES will create a culture where 100% of students are supported by caring adults. as measured by student participation in campus/district provided activities, events, and programs.

Evaluation Data Sources: Grades PK-5 student participation lists

Strategy 1 Details		Reviews			
Strategy 1: Increase the number of parents attending parent workshops, academic nights and parents as partners meetings. Strategy's Expected Result/Impact: Increase in parent involvement. Staff Responsible for Monitoring: Parent Liaison TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: Resources for parent workshops, meetings - 211 ESEA Title I Part A (Campus) - 61.6499 - \$651		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

Performance Objective 2: By June 2024, Mesita ES will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% of 265.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Implement a weekly afterschool teacher-led student activities. Strategy's Expected Result/Impact: Increase student participation in extra-curricular activities and improve climate culture. Staff Responsible for Monitoring: Faculty TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Review early childhood education student data that will determine a 90% successful transition rate from PK to elementary grade levels Strategy's Expected Result/Impact: Successful preparation for social, emotional and academic success at the elementary level; Circle Progress Monitoring results will show progress from BOY to EOY Staff Responsible for Monitoring: PK Teachers, ILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
Prioritized Need 2: A more accurate PBIS data base to record and view disciplinary reflection forms and referrals. Root Cause: No PBIS Committee currently in place.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

Performance Objective 3: By June 2024, Mesita ES will maintain an integrated system of school supports, extended learning opportunities and community partnerships by continuing our After- school Learning Site with YWCA program at our main campus.

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Continue a strong partnership with the YWCA program. Strategy's Expected Result/Impact: Maintaining the program and have it available to parents. Staff Responsible for Monitoring: YWCA and School Secretary 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 will participate in at least one physical activity program/ fitness assessment during the school year such as Fitness Grams, Intramurals, and coordinated PE wellness activities. Strategy's Expected Result/Impact: Students' physical well-being Staff Responsible for Monitoring: PE Coaches Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 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 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

Performance Objective 4: By June 2024, Mesita ES 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 from 13.68% to 10% and reduce the overall number of disciplinary removals.

Evaluation Data Sources: PEIMS Report

Strategy 1 Details	Reviews			
Strategy 1: Implementation of PBIS and improve classroom management/student engagement. Strategy's Expected Result/Impact: Positive student behavior. Staff Responsible for Monitoring: Faculty and Staff. TEA Priorities: Build a foundation of reading and math - 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
<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 2: A more accurate PBIS data base to record and view disciplinary reflection forms and referrals. Root Cause: No PBIS Committee currently in place.

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

Performance Objective 5: By June 2024, Mesita ES will build mindsets, healthy habits, and skills that strengthen students' social, emotional, and academic competence especially for those students identified as at-risk, economically disadvantaged, Emergent Bilinguals, and Special Education, by ensuring Principal and academic support team completes fidelity walkthroughs on PBIS/SEL. Use data collected to meet all established percentages for schoolwide behavior expectations, classroom procedures and instruction, and student and staff awareness in 100% of classrooms.

Evaluation Data Sources: PBIS data

Strategy 1 Details	Reviews			
Strategy 1: PBIS/ SEL programs are implemented and completed with fidelity. Strategy's Expected Result/Impact: Growth mindsets, and positive behavior. Staff Responsible for Monitoring: PBIS Committee and Admin Team. 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: Admin Walkthroughs. Strategy's Expected Result/Impact: A positive school and classroom environment. Staff Responsible for Monitoring: Admin Team ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	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 2: A more accurate PBIS data base to record and view disciplinary reflection forms and referrals. Root Cause: No PBIS Committee currently in place.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.





L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.

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

Performance Objective 1: By June 2024, Mesita ES will implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team. Learning walkthroughs will ensure curriculum fidelity to establish 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: Walk through data

Strategy 1 Details		Reviews			
Strategy 1: Walkthroughs and Fidelity/Learning Walks. Strategy's Expected Result/Impact: Effective use and implementation of new curriculum. Staff Responsible for Monitoring: Administration and ILT. 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, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: Library Books - 185 SCE (Campus) - 12.6329 - \$7,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Professional Development Strategy's Expected Result/Impact: Learn and effective use of new curriculum materials. Staff Responsible for Monitoring: Campus Teaching Coaches and District Facilitators. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Establish biweekly 90 min PLCs Strategy's Expected Result/Impact: Increase teacher knowledge on new curriculum. Staff Responsible for Monitoring: Faculty and Campus Teaching Coach. 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) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.
Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.
L5 Equity by Design (Demographics)
Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. Root Cause: Lack of practice on new TELPAS testing method.

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

Performance Objective 2: By June 2024, Mesita ES will implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team. Learning walkthroughs will ensure dual language fidelity to continue the two-way 50/50 instructional model, classroom environment, and language acquisition in all grade levels .

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Professional Development for new teachers on the model and implementation of the program. Strategy's Expected Result/Impact: Effective dual language instruction. Staff Responsible for Monitoring: Administration ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.
Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.
L5 Equity by Design (Demographics)
Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. Root Cause: Lack of practice on new TELPAS testing method.

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

Performance Objective 3: By June 2024, Mesita ES will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results to 65% in reading, 55% in math and 54% in science.

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Analyze data on a biweekly basis and implement interventions according to student's performance levels. Strategy's Expected Result/Impact: Establish interventions and increase student performance. Staff Responsible for Monitoring: Faculty and ILT ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Part-time tutors - 211 ESEA Title I Part A (Campus) - 11.6126 - \$25,000, Part-time tutors benefits - 211 ESEA Title I Part A (Campus) - 11.6141 - \$363, Instructional materials and supplies - 185 SCE (Campus) - 11.6399 - \$5,284, Library books - 185 SCE (Campus) - 12.6339, Instructional materials and supplies - 211 ESEA Title I Part A (Campus) - 11.6399 - \$9,145	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.
Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.

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

Performance Objective 4: By June 2024, Mesita ES will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 56% to 58% with all student groups.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Analyze data on a biweekly basis and implement interventions according to student's performance levels. Strategy's Expected Result/Impact: Establish interventions and increase student performance. Staff Responsible for Monitoring: Faculty and ILT ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.
Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L5 Equity by Design (Demographics)
Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. Root Cause: Lack of practice on new TELPAS testing method.

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

Performance Objective 5: By June 2024, Mesita ES will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 48% to 50% with all student groups meeting board approved metrics.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Analyze data on a biweekly basis and implement interventions according to student's performance levels. Strategy's Expected Result/Impact: Establish interventions and increase student performance. Staff Responsible for Monitoring: Faculty and ILT ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
  Accomplished
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum. Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.

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

Performance Objective 1: By June 2024, Mesita ES will stabilize enrollment by increasing the number of new students enrolling or transferring back to Mesita by 5% .

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

Strategy 1 Details	Reviews			
Strategy 1: Promote Mesita academic programs by providing workshops and informational meetings. Strategy's Expected Result/Impact: Community awareness and increase student enrollment. Staff Responsible for Monitoring: Parent Liaison, Staff and Faculty Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.

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

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

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Assign mentors to new teachers. ILT provide continuous support to teachers. Provide positive support to faculty and staff. Strategy's Expected Result/Impact: Build a campus positive environment. Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide teachers and administrators support, through Professional Development, in-town and out-of-town, to include conferences such as, but not limited to, La Cosecha, ATDLE, TAGT, TABE, NABE, etc., which will focus on closing gaps and improving student achievement, especially for students identified as at-risk, economically disadvantaged	Formative			Summative
	Oct	Jan	Mar	June

and Emergent Bilinguals, through core curriculum, dual language, G/T strategies, positive/safe environment, and intervention strategies, to include summer planning sessions, in-town and out-of-town conferences, in order for Highly Qualified teachers to enable all children to meet the state's academic standards.

Strategy's Expected Result/Impact: High student achievement; teacher/administrator professional growth

Staff Responsible for Monitoring: Principal and ILT

Title I:

2.6

- TEA Priorities:

Recruit, support, retain teachers and principals

Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1

Funding Sources: Substitutes - 185 SCE (Campus) - 11.6112 - \$8,000, Travel/Teachers - 185 SCE (Campus) - 13.6411 - \$10,000, Substitutes - 211 ESEA Title I Part A (Campus) - 11.6112 - \$10,000, Summer Instructional Planning - 211 ESEA Title I Part A (Campus) - 13.6117 - \$10,941, Summer Planning/Benefits - 211 ESEA Title I Part A (Campus) - \$1,397, Travel/Teachers - 211 ESEA Title I Part A (Campus) - 13.6411 - \$4,458, Travel/Administration - 211 ESEA Title I Part A (Campus) - 23.6411 - \$3,000, Substitutes/Benefits - 185 SCE (Campus) - 11.6141 - \$121



No Progress



Accomplished



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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 1: Time to internalize the new curriculum. **Root Cause:** Brand new district curriculum.

Prioritized Need 2: Teachers need Dual Language Visuals. **Root Cause:** Not following the 50/50 model and fidelity to the program.

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: High-quality instruction **Root Cause:** Students received instruction from long-term subs.

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

Prioritized Need 1: Support novice teachers. **Root Cause:** Mentor teachers were not assign to novice teachers.





L5 Equity by Design (Demographics)

Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. **Root Cause:** Lack of practice on new TELPAS testing method.

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

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

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Integrating technology into our project-based learning. Strategy's Expected Result/Impact: Students will show learning using different district approved educational apps. Staff Responsible for Monitoring: Faculty and ILT ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide devices to all students. Strategy's Expected Result/Impact: Students will be 21st century learners. Staff Responsible for Monitoring: Guadalupe Pineda 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	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum. Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.
L5 Equity by Design (Demographics)
Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. Root Cause: Lack of practice on new TELPAS testing method.

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

Performance Objective 1: By June 2024, Mesita ES will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 93.33% to 95%.

Evaluation Data Sources: Attendance Rate (ADA) data Mesita Elementary School was a top school in attendance by exceeding the 94 % threshold, at 96.08 for last school year.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will implement the Perfect Attendance Program . Strategy's Expected Result/Impact: Students will be motivated to attend school on a daily basis. Staff Responsible for Monitoring: Faculty and Office Staff ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Parents will receive attendance letters. Strategy's Expected Result/Impact: Decrease student's absences. Staff Responsible for Monitoring: Guadalupe Pineda ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 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: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

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

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details		Reviews			
Strategy 1: Mesita will use multiple forms of communication to reach all parents and guardians, such as notes, class dojo, and telephone call outs. Strategy's Expected Result/Impact: Increase parent involvement and participation. Staff Responsible for Monitoring: Faculty and Staff ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 2		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 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
Prioritized Need 2: A more accurate PBIS data base to record and view disciplinary reflection forms and referrals. Root Cause: No PBIS Committee currently in place.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

Performance Objective 3: By June 2024, Mesita ES will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 8 to 9 and response rate from 5 to 3 days).

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
Strategy 1: Admin will respond to messages on a timely manner. Strategy's Expected Result/Impact: Strong relationships within community. Staff Responsible for Monitoring: Admin 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: Inform parents about student's performance and behavior through messages, class dojos, phone calls, conferences, and emails. Strategy's Expected Result/Impact: Strong parent relationships. Staff Responsible for Monitoring: Faculty and Staff ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Develop and distribute Parent and Family Engagement policy to parents/guardians at Mesita ECDC and ES. Strategy's Expected Result/Impact: Increased parental engagement in campus events, activities, workshops Staff Responsible for Monitoring: PEL	Formative			Summative
	Oct	Jan	Mar	June

Title I: 4.1, 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2				
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Extra-Curricular Participation needs to increase numbers of students and activities. The problem of busing students to the ECDC campus and teacher incentive is needed. Root Cause: Having two campuses and lack of transportation for students who will benefit for an after school club.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase student attendance from 93.33% to 95%. Root Cause: Student illness, parents not calling when students are absent.

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

Performance Objective 1: By June 2024, Mesita ES will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Intermediate on TELPAS Composite from 16% to 14% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 10% to 8%.

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Professional Development for teachers on State Mandated Regulations for EB students. Strategy's Expected Result/Impact: Decrease the number of long-term EB coded students. Staff Responsible for Monitoring: LPAC Committee ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Fidelity to the Dual Language 50/50 model. Strategy's Expected Result/Impact: Student's growth in language acquisition. Staff Responsible for Monitoring: Admin ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 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 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Time to internalize the new curriculum. Root Cause: Brand new district curriculum.
Prioritized Need 2: Teachers need Dual Language Visuals. Root Cause: Not following the 50/50 model and fidelity to the program.

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: High-quality instruction Root Cause: Students received instruction from long-term subs.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Support novice teachers. Root Cause: Mentor teachers were not assign to novice teachers.
L5 Equity by Design (Demographics)
Prioritized Need 1: Embed writing into technology for student readiness upon taking the TELPAS reading assessment to attain a higher score on this assessment. Root Cause: Lack of practice on new TELPAS testing method.