

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



# Mission Statement

In collaboration with our families and community, Milam will provide a variety of whole child experiences which will strive for each student to excel in a safe and positive learning environment.

## Vision

Milam will prepare all students to become successful members of a global community.

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# Goals

**Goal 1:** WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 1:** By June 2024, Milam Elementary 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			
<b>Strategy 1:</b> Administer Panorama Student Growth Measure SEL Survey <b>Strategy's Expected Result/Impact:</b> A positive school climate for employees, students, and parents. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals Counselors  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize PBIS interventions (Milam Money, PBIS parties, etc.) school-wide. <b>Strategy's Expected Result/Impact:</b> Creating a safe environment for all students. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals, Counselors  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
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**Performance Objective 1 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<b>Prioritized Need 4:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff
<b>L3 Destination School (Staff Recruitment, Retention &amp;Prof. Dev)</b>
<b>Prioritized Need 1:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff

**Goal 1: WHOLE CHILD DEVELOPMENT** Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 2:** By June 2024, Milam Elementary will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 10% from 132 participants to 150.'

**Evaluation Data Sources:** Survey results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Recruit teachers to host after school clubs. <b>Strategy's Expected Result/Impact:</b> More teachers as leaders and mentors for students. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 <b>Funding Sources:</b> Teacher Stipend - 185 SCE (Campus) - 185.11.6117.131.24.100.131 - \$3,200	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Offer a wider range of extra curricular activities and clubs, to include intramurals, STEAM, art, gardening, yoga, etc. <b>Strategy's Expected Result/Impact:</b> More of a selection for students to pick from. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
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**Performance Objective 2 Prioritized Needs:**





L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Add more variety of extracurricular activity types; <b>Root Cause:</b> Recruit more staff and students, Stipend

**Goal 1: WHOLE CHILD DEVELOPMENT** Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 3:** By June 2024, Milam Elementary 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:** Campus Tracking Tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize the Military Liaison and Family/ Community Liaison to continue and increase community outreach. <b>Strategy's Expected Result/Impact:</b> Involve community partners to bring services and experiences to students and families. <b>Staff Responsible for Monitoring:</b> Military Liaison, Family & Community Liaison, Principal/Assistant Principals  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Establish a new contact within our PIE. <b>Strategy's Expected Result/Impact:</b> Provide more opportunities and experiences for students. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principal, Military Liaison  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hold monthly Family Engagement meetings and provide incentives. <b>Strategy's Expected Result/Impact:</b> More parent involvement in school events and functions. <b>Staff Responsible for Monitoring:</b> Family/Community Liaison  <b>Title I:</b> 4.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 <b>Funding Sources:</b> Items for Monthly meetings(snacks, coffee bar,) - 211 ESEA Title I Part A (Campus) - 211.61.6499.131.24.801.131 - \$500, Student Ambassador's, Family and Community Engagement Liaison (supplies for parent meetings, ) - 211 ESEA Title I Part A (Campus) - 211.61.6399.131.24.801.131 - \$500	Formative			Summative
	Oct	Jan	Mar	June
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### Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Add more variety of extracurricular activity types; <b>Root Cause:</b> Recruit more staff and students, Stipend







**Goal 1: WHOLE CHILD DEVELOPMENT** Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 4:** By June 2024, Milam Elementary 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.

**Evaluation Data Sources:** PEIMS On Point

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Onboard a second counselor based on the campus enrollment numbers. <b>Strategy's Expected Result/Impact:</b> Help support the social, emotional, and academic competence of the student. <b>Staff Responsible for Monitoring:</b> School Counselor  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Establish and designate counselor assigned grade levels to create fair and equal caseloads. <b>Strategy's Expected Result/Impact:</b> Foster a learning environment for the whole child to thrive. <b>Staff Responsible for Monitoring:</b> Principal/School Counselor  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Implement MTSS strategies through monthly character traits, classroom guidance lessons, and group/individual counseling sessions by purchasing reading materials and general supplies for Counseling Centers. <b>Strategy's Expected Result/Impact:</b> Help support the social and emotional learning of a student. <b>Staff Responsible for Monitoring:</b> Counselor Secretary Principal  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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#### Performance Objective 4 Prioritized Needs:





L1 Whole Child (Culture & Climate)	
<b>Prioritized Need 4:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training	<b>Root Cause:</b> New district initiatives to implement to new and current campus staff
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)	
<b>Prioritized Need 1:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training	<b>Root Cause:</b> New district initiatives to implement to new and current campus staff

**Goal 1: WHOLE CHILD DEVELOPMENT** Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 5:** By June 2024, Milam Elementary 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 school-wide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 70% of all classrooms.

**Evaluation Data Sources:** District Developed Tracking Rubric

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide ongoing campus professional development on MTSS <b>Strategy's Expected Result/Impact:</b> To maximize student achievement and support students social, emotional, and behavior needs. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals/ Counselors/PBIS Team  <b>Title I:</b> 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To review CILT data on a monthly basis. <b>Strategy's Expected Result/Impact:</b> Use the CILT data in order to improve the Campus. <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Utilize MFLC and social worker to provide parents and students with therapeutic services to target academic and social-emotional support. <b>Strategy's Expected Result/Impact:</b> Support for mental health <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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### Performance Objective 5 Prioritized Needs:





L1 Whole Child (Culture & Climate)	
<b>Prioritized Need 4:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff	
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)	
<b>Prioritized Need 1:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff	

**Goal 1: WHOLE CHILD DEVELOPMENT** Milam Elementary fosters learning environments for the whole child to thrive.

**Performance Objective 6:** By June 2024, Milam Elementary 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 18 to 15 and reduce the overall number of disciplinary referrals from 249 to 225.

**Evaluation Data Sources:** On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Host monthly PBIS parties and weekly behavior incentives. <b>Strategy's Expected Result/Impact:</b> Lower Referrals, Lower ISS. More on task behavior and engagement with instruction. <b>Staff Responsible for Monitoring:</b> Assistant Principals  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement discipline training for faculty, teachers , and staff on progressive discipline, MTSS, PBIS implementation & fidelity, and classroom management as well as monitor and track discipline transition plans. <b>Strategy's Expected Result/Impact:</b> Reduce student removals from instruction <b>Staff Responsible for Monitoring:</b> Assistant Principals  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Develop and implement monthly lessons on character traits based on a Counseling and Advising approved character education curriculum, components addressed: bullying prevention, conflict resolution programs. <b>Strategy's Expected Result/Impact:</b> Increase students' ability to manage and own their behavior <b>Staff Responsible for Monitoring:</b> Counselor  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture		Formative			Summative
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#### Performance Objective 6 Prioritized Needs:

L1 Whole Child (Culture & Climate)	
<b>Prioritized Need 4:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training	<b>Root Cause:</b> New district initiatives to implement to new and current campus staff
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)	
<b>Prioritized Need 1:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training	<b>Root Cause:</b> New district initiatives to implement to new and current campus staff

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

**Performance Objective 1:** By June 2024, Milam Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 70% of all classrooms.

**Evaluation Data Sources:** Walk through data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Administration will conduct 5 walkthroughs a week each and keep track of those walkthroughs a shared spreadsheet. Teachers will receive walkthrough feedback within 48 hours. <b>Strategy's Expected Result/Impact:</b> Improve teaching strategies, improve student learning. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principals.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
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**Performance Objective 1 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Develop and utilize inventory instrument designed to effectively track rigor, instructional model and scope and sequence alignment <b>Root Cause:</b> Change in CILT- new admin, new interventionists, change in CTCs





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

**Performance Objective 2:** By June 2024, Milam Elementary will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 60% to 62%.

**Evaluation Data Sources:** Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide students and teachers with supplies, educational field trips, and manipulatives to support instruction <b>Strategy's Expected Result/Impact:</b> Increased quality instruction and engagement from students <b>Staff Responsible for Monitoring:</b> Principal CTC  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 <b>Funding Sources:</b> Classroom supplies, (headphones, ink, crayons, lamination, paper general classroom supplies, book carts.) - 211 ESEA Title I Part A (Campus) - 211.11.6399.131.24.801.131 - \$9,394.96, Field Trip Transportation - 211 ESEA Title I Part A (Campus) - 211.11.6494.131.24.801.131 - \$3,000, Classroom / Teacher Supplies - 185 SCE (Campus) - 185.11.6399.131.30.000.131 - \$9,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor campus data through professional development and PLCs. <b>Strategy's Expected Result/Impact:</b> Increase in High Quality Tier 1 Instruction <b>Staff Responsible for Monitoring:</b> CILT  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide all classrooms with Reading Materials to improve student achievement outcomes <b>Strategy's Expected Result/Impact:</b> Increase in student achievement outcomes, literacy.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> 211.11.6329.131.24.801.131 - 211 ESEA Title I Part A (Campus) - 211.11.6329.131.24.801.131 - \$4,500	Formative			Summative
	Oct	Jan	Mar	June
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### Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Not all students learning at high levels as demonstrated by Domain 1: STAAR <b>Root Cause:</b> Learning gaps due to student mobility and students do not have consistency with TEKS to reach 90/60/30 <b>Prioritized Need 2:</b> Improve 3rd grade scores- approaches, meets and masters <b>Root Cause:</b> Students with learning gaps need supplemental materials for intervention support
L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> Continue to supplement instructional staff/classrooms with promo boards; testing headphones and supplies <b>Root Cause:</b> Technology updates are difficult to stay current with the amount needed to purchase due to the campus enrollment.

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

**Performance Objective 3:** By June 2024, Milam Elementary will Increase student achievement outcomes as measured by the percent of low-income students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 58% with all student groups meeting board approved metrics. [HB3].

**HB3 Goal**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement systems and support to include professional development and monitoring for Elementary Literacy <b>Strategy's Expected Result/Impact:</b> Student outcomes will increase in 3rd grade reading  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide teachers with additional testing materials, supplemental programs targeted to promote the growth of low-income student achievement outcomes. <b>Strategy's Expected Result/Impact:</b> STAAR reading score increase <b>Staff Responsible for Monitoring:</b> CTC's Principal  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments <b>Funding Sources:</b> Testing Materials Supplemental Programs (Measuring Up! Forde Ferrier) - 211 ESEA Title I Part A (Campus) - 211.11.6339.131.24.801.131 - \$2,250	Formative			Summative
	Oct	Jan	Mar	June
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**Performance Objective 3 Prioritized Needs:**

## L2 Academic Excellence (Student Achievement)





**Prioritized Need 1:** Not all students learning at high levels as demonstrated by Domain 1: STAAR **Root Cause:** Learning gaps due to student mobility and students do not have consistency with TEKS to reach 90/60/30

**Prioritized Need 2:** Improve 3rd grade scores- approaches, meets and masters **Root Cause:** Students with learning gaps need supplemental materials for intervention support

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

**Performance Objective 4:** By June 2024, Milam Elementary 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 42% to 54% with all student groups meeting board approved metrics. [HB3]

**HB3 Goal**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement systems and support to include professional development and monitoring for Elementary Mathematics <b>Strategy's Expected Result/Impact:</b> Student outcomes will increase in 3rd grade math  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide teachers with additional testing materials to promote the growth of student achievement outcomes <b>Strategy's Expected Result/Impact:</b> STAAR Math scores increase <b>Staff Responsible for Monitoring:</b> CTC's Principal  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Funding Sources:</b> Testing Materials( Measuring Up) - 211 ESEA Title I Part A (Campus) - 211.11.6339.131.24.801.131 - \$2,250	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 4 Prioritized Needs:**

L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Not all students learning at high levels as demonstrated by Domain 1: STAAR <b>Root Cause:</b> Learning gaps due to student mobility and students do not have consistency with TEKS to reach 90/60/30
<b>Prioritized Need 2:</b> Improve 3rd grade scores- approaches, meets and masters <b>Root Cause:</b> Students with learning gaps need supplemental materials for intervention support

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

**Performance Objective 1:** By June 2024, Milam Elementary will stabilize enrollment by increasing the number of students enrolling or transferring back to EPISD from 840 to 900.





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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement customer service training for all campus stakeholders <b>Strategy's Expected Result/Impact:</b> improve culture and perception <b>Staff Responsible for Monitoring:</b> Principal/Assistant Principals  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	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>				

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

**Performance Objective 2:** By June 2024, Milam Elementary 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			
<b>Strategy 1:</b> Attend local recruiting fairs to fill vacant positions. <b>Strategy's Expected Result/Impact:</b> Increase % filled positions on first day of school <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 3	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:**

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 3:</b> High staff turnover due to military campus demographics; increase/change in enrollment has led to position changes/adds <b>Root Cause:</b> High staff mobility can lead to inconsistency

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

**Performance Objective 3:** By June 2024, Milam Elementary will grow top talent by implementing a Comprehensive Professional Development Plan.





**Evaluation Data Sources:** Professional Development Plan Success Metrics

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Support 100% of faculty and staff receiving professional learning during the academic school year on targeted best teaching practices that will enable them to perform assigned duties at the highest quality in alignment with the Strategic Blueprint.  <b>Strategy's Expected Result/Impact:</b> Increased implementation of aligned best practices <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	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>				

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

**Performance Objective 4:** By June 2024, Milam Elementary will effectively market and communicate information to the campus' public resulting in improving the campus' image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

**Evaluation Data Sources:** Communication Platform data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Different communications platform, providing upcoming campus news. Weekly News Letters, Class Dojo messages to staff and parents. <b>Strategy's Expected Result/Impact:</b> Increase 2 way communication between, parent, teacher, admin to promote a positive culture. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 4.1 - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide training sessions and resources to staff and administration members to enhance customer service internal and external. <b>Strategy's Expected Result/Impact:</b> Increase positive impressions as defined by increase enrollment and staff well-being <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				



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

**Performance Objective 5:** By June 2024, Milam Elementary will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan and 21st century learning spaces.

**Evaluation Data Sources:** Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase modernization of the 21st century through the installation of Promethean boards and document cameras, <b>Strategy's Expected Result/Impact:</b> Increased access to Learning Opportunities <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 <b>Funding Sources:</b> Additional Document cameras, technology, printers. - 211 ESEA Title I Part A (Campus) - 211.11.6395.131.24.801.131 - \$15,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase modernization of the 21st century through replacement of furniture and equipment for innovative learning spaces to promote positive and functional student and academic growth. <b>Strategy's Expected Result/Impact:</b> Increase in student literacy and whole child development. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.5 <b>Funding Sources:</b> Flexible seating, whiteboard tables, classroom seating - 211 ESEA Title I Part A (Campus) - 211.11.6396.131.24.801.131 - \$2,400	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

**Performance Objective 5 Prioritized Needs:**





<b>L3 Destination School (Perceptions, Facilities, Programs, Technology)</b>
<b>Prioritized Need 1:</b> Continue to supplement instructional staff/classrooms with promo boards; testing headphones and supplies <b>Root Cause:</b> Technology updates are difficult to stay current with the amount needed to purchase due to the campus enrollment.

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

**Performance Objective 1:** By June 2024, Milam Elementary will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 94% to 96%.

**Evaluation Data Sources:** Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attendance incentives (Traveling Class Trophy) <b>Strategy's Expected Result/Impact:</b> increase attendance and positive impact student achievement <b>Staff Responsible for Monitoring:</b> Attendance Clerk AP Principal  <b>Title I:</b> 2.5, 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase number of campus events and theme weeks <b>Strategy's Expected Result/Impact:</b> increase attendance and positive impact student achievement <b>Staff Responsible for Monitoring:</b> Attendance Clerk AP Principal  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement Attendance notification, improvement, and tracking solution purchase to work with attendance for timely intervention. <b>Strategy's Expected Result/Impact:</b> Increased attendance rate (ADA)	Formative			Summative
	Oct	Jan	Mar	June

<b>Staff Responsible for Monitoring:</b> Attendance Clerk AP  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1				
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Increase attendance rates <b>Root Cause:</b> Kindergarten, lowest grade level for attendance 93.44%

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

**Performance Objective 2:** By June 2024, Milam Elementary will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring the campus holds all required community events.

**Evaluation Data Sources:** Community Events Documentation

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Establish two way communication methods, such as Class Dojo to communicate with parents. <b>Strategy's Expected Result/Impact:</b> Teachers and parents will have open communication with each other which will increase positive behaviors and help families feel welcome and supported. <b>Staff Responsible for Monitoring:</b> Principal AP	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Host monthly campus events and workshops, such as STEAM Night, GT Expo, Career Fair, STAAR Night, Wellness Wednesday <b>Staff Responsible for Monitoring:</b> PEL Principal  <b>Title I:</b> 4.2 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 4 - 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 2 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 4:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> More focus on the MTSS- PBIS, RTI, Counseling; Health/Wellness; Military campus focused training <b>Root Cause:</b> New district initiatives to implement to new and current campus staff

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

**Performance Objective 3:** By June 2024, Milam Elementary will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by increasing the annual percentage of campus funds.

**Evaluation Data Sources:** Tableau Dashboard and Financial Reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Plan ahead efficiently to ensure spending deadlines are met. <b>Strategy's Expected Result/Impact:</b> 100% use of all budgets 185 and 211 funding <b>Staff Responsible for Monitoring:</b> Principal Secretary to the Principal  <b>Title I:</b> 2.6	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>				

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

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

**Evaluation Data Sources:** TELPAS

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Develop support systems, training, resources and campus monitoring designed to Increase the percentage of students advancing one or more proficiency levels in English language acquisition as measured by TELPAS. <b>Strategy's Expected Result/Impact:</b> Reduction in the percentage of long-term Emergent Bilinguals <b>Staff Responsible for Monitoring:</b> Principal/AP LPAC Clerk  <b>Title I:</b> 2.6 <b>Prioritized Needs:</b> 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:**

L5 Equity by Design (Demographics)	
<b>Prioritized Need 1:</b> Academic (STAAR) Equity Gaps exist with Student Groups: Emergent Bilingual and SPED	<b>Root Cause:</b> Gaps in language instruction: Almost 15% of 4th grade EB students reading at beginning level. 20% of 3rd grade EB students reading at beginning level.

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

**Performance Objective 2:** By June 2024, Milam Elementary will provide high-quality, relevant, and differentiated resources matched to the needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study.

**Evaluation Data Sources:** Equity Study Success Criteria

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement systems and supports for monitoring monthly expenditures. <b>Strategy's Expected Result/Impact:</b> campus budget will be spent according to district deadlines. <b>Staff Responsible for Monitoring:</b> Principal Secretary to the Principal	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>				



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

**Performance Objective 3:** By June 2024, Milam Elementary will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Continue to recruit, onboard, and retain diverse staff <b>Strategy's Expected Result/Impact:</b> Employee Retention <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals		Formative			Summative
		Oct	Jan	Mar	June
		<div><div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div><div></div><div></div></div><div>Discontinue</div></div></div></div></div></div></div>			