

**El Paso Independent School District**

**Charles Q Murphree PK-8**

**2023-2024 Goals/Performance Objectives/Strategies**

**Accountability Rating: Not Rated**



# Mission Statement

We will provide education in a supportive and secure environment so that all students can demonstrate skills of a successful member of society.

## Vision

Charles Q Murphree is united in our commitment to ensure the academic and social success of our diverse children.

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# 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, CQM will increase PK-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%.

**Evaluation Data Sources:** Survey results

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Hire Athletic Coordinator to organize events and personnel. <b>Strategy's Expected Result/Impact:</b> Improved participation in 7th-8th grade sports. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 2: Strategic Staffing <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

## Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.
L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> We need to attract and keep new certified teachers with specialized skills. <b>Root Cause:</b> 26.5 % of our teachers may retire within the next 3-5 years.

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

**Performance Objective 2:** By June 2024, CQM will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 6 extended learning opportunities.

**Evaluation Data Sources:** Campus tracking tool

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

**Performance Objective 3:** By June 2024, CQM 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.

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

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





**Performance Objective 1:** By June 2024, EPISD 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.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hold weekly PLCs to share ideas and lessons focusing on successful first teach strategies that increase student academic achievement. <b>Strategy's Expected Result/Impact:</b> Increase student academic achievement. Interventions. <b>Staff Responsible for Monitoring:</b> Administration, CTCs, Dept. Heads  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> Tutors - 211 ESEA Title I Part A (Campus) - 211.11.6126.172.24.100.172 - \$10,000, Substitutes - 211 ESEA Title I Part A (Campus) - 211.11.6112.172.24.362.172 - \$11,250, Social Security - 211 ESEA Title I Part A (Campus) - \$145, Substitutes - 199 General Fund - 199.11.6112.172.11.362.172 - \$5,000, Part Time Temporary Support-Tutors - 185 SCE (Campus) - 185.11.6126.172.30.000.172 - \$15,000, Part Time Temporary Support-Tutors Social Security - 185 SCE (Campus) - 185.11.6141.172.30.362.172 - \$250	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Utilize walkthroughs ( 5 per week & 2 coaching sessions per administrator) to provide meaningful teacher feedback on instruction. <b>Strategy's Expected Result/Impact:</b> Improve classroom environment, increase academic success for students. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> 100% of teachers will implement the Fundamental Five Lesson plan delivery framework by the end of the current school year integrate with best practices from the IB MYP program and support leadership development to impact best practice. <b>Strategy's Expected Result/Impact:</b> Increase academic student achievement through best learning practices. <b>Staff Responsible for Monitoring:</b> Administration, CTCS, IBC, Dept. Heads  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1 <b>Funding Sources:</b> Reading Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.172.24.801.172 - \$500		Formative			Summative
		Oct	Jan	Mar	June



Strategy 4 Details		Reviews			
<b>Strategy 4:</b> As a Instructional Leadership team we will meet regularly to analyze data, identify problem areas, conduct root cause analysis, select strategies and activities with an overall purpose to adjust as needed. <b>Strategy's Expected Result/Impact:</b> To accomplish goals as stated by the accountability system. <b>Staff Responsible for Monitoring:</b> ILT Members, CIT  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> Testing Materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.172.24.801.172 - \$20,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
<b>Strategy 5:</b> By June 2024, Murphree will increase the percentage of students who demonstrate Kindergarten readiness from 60% to 75%. <b>Strategy's Expected Result/Impact:</b> Increase students reading on level of all grades moving forward. <b>Staff Responsible for Monitoring:</b> Reading CTC, Grade Level Leaders, Admin  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June





Strategy 6 Details	Reviews			
<b>Strategy 6:</b> By June 2024, CQM will provide music books for Fine Arts. <b>Strategy's Expected Result/Impact:</b> Ensure all students have instructional materials appropriate for instruction <b>Staff Responsible for Monitoring:</b> Secretary, Orchestra Teacher  <b>Title I:</b> 2.5, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> Orchestra Books - 211 ESEA Title I Part A (Campus) - 211.11.6329.172.24.801 - \$182	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

### Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Administration must complete 5 walkthroughs per week and a coaching session. <b>Root Cause:</b> Teachers need immediate feedback on their lesson delivery. <b>Prioritized Need 2:</b> Teachers need time to internalize the new curriculum. <b>Root Cause:</b> Teachers have not had enough time and training to feel confident with curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> To have teachers meet in PLC to focus on planning ideas, interventions and lessons to increase student academic achievement. <b>Root Cause:</b> We have a high population of emergent bilingual, special education and economically disadvantaged students.
L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> We need to attract and keep new certified teachers with specialized skills. <b>Root Cause:</b> 26.5 % of our teachers may retire within the next 3-5 years.

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

**Performance Objective 2:** By June 2024, CQM Teachers, administration, CTCs 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 in 50% of all classrooms with a dual language program.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> ELAR Teachers will conduct data talks in PLCs to plan intervention after the December benchmark <b>Strategy's Expected Result/Impact:</b> Increase student success, increase number of students passing STAAR and TELPAS growth. <b>Staff Responsible for Monitoring:</b> ELAR Dept Head, CTCs, Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> 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
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

**Performance Objective 2 Prioritized Needs:**





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Administration must complete 5 walkthroughs per week and a coaching session. <b>Root Cause:</b> Teachers need immediate feedback on their lesson delivery.
<b>Prioritized Need 2:</b> Teachers need time to internalize the new curriculum. <b>Root Cause:</b> Teachers have not had enough time and training to feel confident with curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> To have teachers meet in PLC to focus on planning ideas, interventions and lessons to increase student academic achievement. <b>Root Cause:</b> We have a high population of emergent bilingual, special education and economically disadvantaged students.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Not all teachers/students have sufficient knowledge when it comes to using technology & new curriculum. <b>Root Cause:</b> Teachers/students have a wide level of skills when it comes to technology.

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

**Performance Objective 3:** By June 2024, EPISD 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 52% to 58% with all student groups meeting board approved metrics. [HB3].

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

**Performance Objective 4:** By June 2024, EPISD will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 14% - 17%, & EB from 32% - 40%)

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Create targeted interventions plans and conduct a Social Studies symposium to better meet the needs of students in class and before STAAR. Initiate a 7th grade 2nd semester overlap of 8th Grade SS TEKS for the 2023-2024 school year. <b>Strategy's Expected Result/Impact:</b> Increase student success, increase number of students passing SS STAAR. <b>Staff Responsible for Monitoring:</b> CTCs, Dist. Facilitator, Social Studies Dept Head, Administration  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
		 Discontinue			





**Performance Objective 4 Prioritized Needs:**

L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> To have teachers meet in PLC to focus on planning ideas, interventions and lessons to increase student academic achievement. <b>Root Cause:</b> We have a high population of emergent bilingual, special education and economically disadvantaged students.

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

**Performance Objective 5:** By June 2024, EPISD 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 (SPED from 7% - 13%, & EB from 21% - 26%)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide extended day tutoring, RTI and/or intervention classes for struggling students based on common assessment data. Provide High Impact Tutors and High Impact Instructors. Create targeted intervention plans during PLC/RTI grade level meetings. Conduct goal setting conferences with students at-risk of not meeting the STAAR standards and provide a substitute teacher to facilitate  <b>Strategy's Expected Result/Impact:</b> Increase student success, increase in the number of students meeting STAAR expectations. <b>Staff Responsible for Monitoring:</b> Administration, CTCs, Dept. Heads  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Science Teachers will adopt model of 60% direct instructions/40% hands-on activities. <b>Strategy's Expected Result/Impact:</b> Increase student comprehension in Science & engagement <b>Staff Responsible for Monitoring:</b> Science Coach, Administration  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>- Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Create targeted intervention plans and conduct a Science symposium to better understand the needs of students in Science classroom and before STAAR. <b>Strategy's Expected Result/Impact:</b> Increase student success, increase in the number of students passing STAAR <b>Staff Responsible for Monitoring:</b> CTC, Science Dept Head  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> 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:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Administration must complete 5 walkthroughs per week and a coaching session. <b>Root Cause:</b> Teachers need immediate feedback on their lesson delivery. <b>Prioritized Need 2:</b> Teachers need time to internalize the new curriculum. <b>Root Cause:</b> Teachers have not had enough time and training to feel confident with curriculum.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> To have teachers meet in PLC to focus on planning ideas, interventions and lessons to increase student academic achievement. <b>Root Cause:</b> We have a high population of emergent bilingual, special education and economically disadvantaged students.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Not all teachers/students have sufficient knowledge when it comes to using technology & new curriculum. <b>Root Cause:</b> Teachers/students have a wide level of skills when it comes to technology.

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





**Performance Objective 6:** By June 2024, EPISD will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5% [from 706 students (Econ Dis), 700 students (Non-Econ Dis), 17 (SPED) to 741 students (Econ Dis) , 735 (Non-Econ Dis), 18 SPED [HB3] (Academics-College Career Readiness)]



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

**Performance Objective 7:** By June 2024, CQM will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from approaches 54% to 70%, Meets from 21% to 45% and Masters from 6% to 30%

**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Progress monitoring with unit assessments, benchmarks, and district programs ( MAPS) . <b>Strategy's Expected Result/Impact:</b> Monitoring student growth <b>Staff Responsible for Monitoring:</b> Teachers, administration, CTCs  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Strategic Staffing - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





**Performance Objective 7 Prioritized Needs:**

L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> To have teachers meet in PLC to focus on planning ideas, interventions and lessons to increase student academic achievement. <b>Root Cause:</b> We have a high population of emergent bilingual, special education and economically disadvantaged students.

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

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Murphree will stabilize enrollment in comparison to the 2021/2022 school year. <b>Strategy's Expected Result/Impact:</b> Increase parent involvement opportunities and campus image/Stabilize or increase student enrollment. <b>Staff Responsible for Monitoring:</b> All Campus Stakeholders  <b>Title I:</b> 4.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - <b>Additional Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June





 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Performance Objective 1 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> To use one communication platform to uniformly and consistently communicate and reach out to parents, teachers, and community stakeholders. <b>Root Cause:</b> As a result of two campuses merging (Morehead and LBJ) there is a wide range of communication platforms that are still being used by teachers. Consequently, communication with parents is inconsistent. (Facebook, Twitter, Automated calls, Google Voice, Class Dojo).

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

**Performance Objective 2:** By June 2024, EPISD will strengthen the district's financial solvency by creating a facilities master plan that includes facilities assessment, demographic study, school boundary outlook, recommended program expansion, and rightsizing measures.





Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Murphree will actively recruit when positions are available and ensure that all teachers are 100% highly qualified <b>Strategy's Expected Result/Impact:</b> Student achievement and growth are ensured by filling positions with highly qualified teachers impacting tier-one instruction. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Results Driven Accountability</b> <b>Prioritized Needs:</b> 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:**

L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> We need to attract and keep new certified teachers with specialized skills. <b>Root Cause:</b> 26.5 % of our teachers may retire within the next 3-5 years.

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

**Performance Objective 3:** By June 2024, EPISD 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%.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> By June 2024, Murphree will empower employees with educational opportunities and skills to enable them to attain their best possible health (physical, emotional, & mental) well-being, positively affecting employee morale and job satisfaction. <b>Strategy's Expected Result/Impact:</b> Increase employee retention and positively impact campus culture. <b>Staff Responsible for Monitoring:</b> Admin., Counselors,  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> 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:**

L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> We need to attract and keep new certified teachers with specialized skills. <b>Root Cause:</b> 26.5 % of our teachers may retire within the next 3-5 years.

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

**Performance Objective 4:** By June 2024, EPISD will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide instructional materials, equipment, technology/computers/iPads and resources to teachers and staff in order to increase student achievement (to include student culture and retention) and support curriculum.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student achievement through best practice and blended learning.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, All Teachers, Instructional Coaches, PEL</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Results Driven Accountability</b></p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1</p> <p><b>Funding Sources:</b> Technology Equipment - 211 ESEA Title I Part A (Campus) - 211.11.6395.172.24.801.172 - \$4,000, General Supplies - 211 ESEA Title I Part A (Campus) - 211.11.63.99.172.24.801.172 - \$29,046, General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6329.172.24.801.172 - \$379.50, Reading Materials - 211 ESEA Title I Part A (Campus) - 211.61.6329.172.24.801.172 - \$379.50, General Supplies - 199 General Fund - 199.11.6399.172.11.000.172, Library General Supplies - 199 General Fund - 199.12.6399.172.11.100.172 - \$500, Admin General Supplies - 199 General Fund - 199.23.6399.172.99.100.172 - \$5,000, Counseling General Supplies - 199 General Fund - 199.31.6399.172.99.100.172 - \$200, Nursing General Supplies - 199 General Fund - 199.33.6399.172.99.100.172 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 2 Details		Reviews			
<b>Strategy 2:</b> By June 2024, Murphree will implement a campus-based online system that maximizes student learning opportunities and skills for the 21st century. <b>Strategy's Expected Result/Impact:</b> Increase student engagement, and foster enriching skills and learning experiences. <b>Staff Responsible for Monitoring:</b> Leadership team, Faculty  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b> <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> General Supplies - 185 SCE (Campus) - 185.11.6399.172.30.000.172 - \$15,850		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

#### Performance Objective 4 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> Not all teachers/students have sufficient knowledge when it comes to using technology & new curriculum. <b>Root Cause:</b> Teachers/students have a wide level of skills when it comes to technology.

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

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

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> By June 2024, Murphree will create conditions for a healthy learning environment that fosters cultural awareness, and well-being among all student groups. <b>Strategy's Expected Result/Impact:</b> Increase Student Attendance in creating a positive learning environment <b>Staff Responsible for Monitoring:</b> All Campus Stakeholders  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>- Additional Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 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)
<b>Prioritized Need 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.
L5 Equity by Design (Demographics)
<b>Prioritized Need 1:</b> We need to attract and keep new certified teachers with specialized skills. <b>Root Cause:</b> 26.5 % of our teachers may retire within the next 3-5 years.

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

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> By June 2024, Murphree will cultivate a mindset and commitment to customer service that promotes respect, transparency, and trust as defined by the metrics.</p> <p><b>Strategy's Expected Result/Impact:</b> Create a positive and trusting community image.</p> <p><b>Staff Responsible for Monitoring:</b> All campus stakeholders</p> <p><b>Title I:</b> 4.2</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Targeted Support Strategy</b></p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1 - L4 Culture of Accountability (Parent &amp; Community Engagement) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> By June 2024, Murphree will ensure threat assessment protocols are implemented and followed at all campuses via their onsite threat assessment team. The campus team shall document incidents and identify the tools needed to assess, monitor, and support the student, family, and campus community.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase community involvement in campus events and positively impact community perspective.</p> <p><b>Staff Responsible for Monitoring:</b> Admin., Campus security, District Officers,</p> <p><b>Title I:</b> 4.1</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	Formative			Summative
	Oct	Jan	Mar	June



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Murphree will increase parent and community involvement by 10% for the school year 2022-2023 <b>Strategy's Expected Result/Impact:</b> Increased Community involvement thus increasing a positive campus outlook, provide field trips for student. <b>Staff Responsible for Monitoring:</b> Admin., Leadership team, Parent liasion  <b>Title I:</b> 4.1, 4.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> Transportation Student Activities - 199 General Fund - 199.11.6494.172.11.000.172 - \$1,500, Field Trip Entry Fee and Misc Operation Costs - 199 General Fund - 199.11.6499.172.11.000.172	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:





L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> To use one communication platform to uniformly and consistently communicate and reach out to parents, teachers, and community stakeholders. <b>Root Cause:</b> As a result of two campuses merging (Morehead and LBJ) there is a wide range of communication platforms that are still being used by teachers. Consequently, communication with parents is inconsistent. (Facebook, Twitter, Automated calls, Google Voice, Class Dojo).

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

**Performance Objective 1:** By June 2024, EPISD will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit). (Academics-College Career Readiness, Specialized Learning)

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

**Performance Objective 2:** By June 2024, EPISD will provide high-quality, relevant, and differentiated resources matched to each school's needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study. (OTE)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase and pay for text books for students <b>Strategy's Expected Result/Impact:</b> Access to materials for all students <b>Staff Responsible for Monitoring:</b> Book room clerk senior clerk  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments <b>- Targeted Support Strategy</b> <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 <b>Funding Sources:</b> Textbook Replacement - 199 General Fund - 199.11.6321.172.11.000.172 - \$1,000	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 1:</b> Low community engagement. <b>Root Cause:</b> Merging of the two campuses, operational structures are still being refined to maximize community engagement. The focus was on merging the two campuses resulting in a lack of time and resources to effectively maximize community engagement.

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

**Performance Objective 3:** By June 2024, EPISD 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 in the lowest performing campuses. (HR)

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

**Performance Objective 4:** By June 2024, EPISD will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs. (HR)