

El Paso Independent School District

Nixon Elementary School

2023-2024 Goals/Performance Objectives/Strategies

Accountability Rating: D



Mission Statement

In partnership with our families and community, we will uphold the highest standards to provide inclusive and fair learning experiences that support the whole child.

Vision

INSPIRE and EMPOWER learners to THRIVE.

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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, Nixon will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey





Strategy 1 Details	Reviews			
Strategy 1: Implementation of a School-Wide Positive Behavior Intervention & Support program to foster a more positive learning environment for all students. Campus wide PBIS implementation. *Location Matrix *Coyote Cash/Store *PBIS events *4 squared with reflection sheets Strategy's Expected Result/Impact: Students will meet campus behavioral expectations to proactively address discipline occurrences. Staff Responsible for Monitoring: Teachers, Admin, Support personnel Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: School Culture and Climate 1, 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
Strategy 2: SEL professional development will be provided to teachers to support caring classroom environments. *Why? *Community Circles *Restorative Chats *Calming Corners *Treatment Agreements Strategy's Expected Result/Impact: Fostering caring classroom environments Staff Responsible for Monitoring: Teachers, Administration, Support personnel Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: School Culture and Climate 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: To provide supplies for office and administrative staff to work efficiently. Strategy's Expected Result/Impact: Increased efficiency of staff and administration Staff Responsible for Monitoring: Office Staff Secretary Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Office supplies - 199 General Fund - 199.23.6399.161.99.100.161 - \$2,576	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

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

Performance Objective 2: By June 2024, Nixon will increase 1st-5th grade student participation in school sponsored activities such as UIL, robotics, Student Ambassadors, Student Council, Talent Show, Spelling Bee, Science Fair, Robotics, Chess Club, extra-curricular, co-curricular activities at all levels by 5% from 50 participants to 53.

Evaluation Data Sources: Survey results

Strategy 1 Details		Reviews			
Strategy 1: Communicate extracurricular activities to community via Web page, Social Media, Coffee with the Principal, during parent teacher conference night and with a campus pamphlet to recruit and increase student participation. Strategy's Expected Result/Impact: Increase student participation and provide learning opportunities outside the structured classroom Staff Responsible for Monitoring: Instructional leadership team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: School Culture and Climate 3		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
				 Discontinue	

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

Performance Objective 3: By June 2024, Nixon will create an integrated system of school supports through the After School programming.

Evaluation Data Sources: District Tracking Tool





Strategy 1 Details	Reviews			
Strategy 1: Provide information to the community regarding: Snapology, Young Rembrandts, and YWCA after school program. Strategy's Expected Result/Impact: Support student after school care and participation Staff Responsible for Monitoring: Volunteering Entities Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

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

Performance Objective 4: By June 2024, Nixon will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 70% of all classrooms.

Evaluation Data Sources: District Developed Tracking Rubric





Strategy 1 Details	Reviews			
Strategy 1: Students will comply with campus wide PBIS implementation. *Location Matrix *Coyote Cash/Store *PBIS events *4 squared with reflection sheets Strategy's Expected Result/Impact: Students will meet campus behavioral expectations to proactively address discipline occurrences. Staff Responsible for Monitoring: Teachers, Admin, Support personnel Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: School Culture and Climate 1, 2 Funding Sources: Student Incentives/ PBIS - 199 General Fund - 199.11.6499.161.100.161 - \$11,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: SEL strategies will be provided for students: *Community Circles *Restorative Chats *Calming Corners *Treatment Agreements Strategy's Expected Result/Impact: Fostering caring classroom environments Staff Responsible for Monitoring: Teachers, Administration, Support personnel Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: School Culture and Climate 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Provide training and materials for counselor to support all faculty/staff to support the Social Emotional Learning of all students. Strategy's Expected Result/Impact: Fewer behavioral problems, fewer office referrals, increase in student productivity and attendance. Staff Responsible for Monitoring: Counselor, principal Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Funding Sources: general supplies counselor - 185 SCE (Campus) - 185.31.6399.161.30.100.161 - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>			

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

Performance Objective 5: By June 2024, Nixon will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by maintenance or reduction of all ISS, OSS, Disciplinary Removal for all student groups from .05% with 11 OSS, 15, ISS and 3 DAEP.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Restorative circles will be implemented when students have disciplinary infractions. Strategy's Expected Result/Impact: Develop students' ability to manage and own their behavior Staff Responsible for Monitoring: Disciplinary administrator, counselor and teacher Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: School Culture and Climate 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: By June 2024, Nixon will implement the 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 all classrooms.

Strategy 1 Details	Reviews			
Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, Administration, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: CTCs will complete one coaching cycle with each teacher Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, administration, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June

Strategy 5 Details		Reviews			
Strategy 5: Purchase and replace library books, and classroom reading books to include activity books that support the district curriculum and books in other languages than English. Also, to purchase general supplies to support the use of the library. Strategy's Expected Result/Impact: Students will have access to current literature, and circulation will increase. In addition, students will have access to books to support the Accelerated Reader program. Staff Responsible for Monitoring: Librarian Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 2 - Curriculum, Instruction, and Assessment 1, 2 Funding Sources: Reading materials for library - 185 SCE (Campus) - 185.12.6329.161.30.000.161 - \$1,500, General supplies-library - 185 SCE (Campus) - 185.12.6399.161.30.000.161 - \$500		Formative			Summative
		Oct	Jan	Mar	June
Strategy 6 Details		Reviews			
Strategy 6: To provide the opportunity for an Author in schools presentation for students. Strategy's Expected Result/Impact: Increase opportunities for student exposure to authors, and various digital media to support virtual learning or presentations Staff Responsible for Monitoring: Administration GLL Teachers Librarian Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2 Funding Sources: Author - 211 ESEA Title I Part A (Campus) - 211.11.6299.161.24.801.161 - \$1,500		Formative			Summative
		Oct	Jan	Mar	June





Strategy 7 Details		Reviews			
Strategy 7: To provide tutoring opportunities that will provide accelerated instruction to target learning loss due to Covid and virtual instruction. Strategy's Expected Result/Impact: Increase in Math/Reading assessment scores to include- Istation, Stemscores, Unit Assessments, and Interim STAAR assessments. Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 8 Details		Reviews			
Strategy 8: Provide teacher substitute cover for testing and progress monitoring Strategy's Expected Result/Impact: Accommodate varying student testing needs. Staff Responsible for Monitoring: Administration and secretary Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Curriculum, Instruction, and Assessment 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: Provide remediation instruction during the intersession Strategy's Expected Result/Impact: Support student academic gaps Staff Responsible for Monitoring: Administration, CTC, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: Provide real world experiences for students with community based activities- field trips. Strategy's Expected Result/Impact: Build student background knowledge and experiences tied to curriculum Staff Responsible for Monitoring: Teachers, Administration, Secretary Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1 Funding Sources: Busses for field trips - 185 SCE (Campus) - 185.11.6499.161.30.000.161 - \$2,000, Field trips- admittance fee - 185 SCE (Campus) - 185.11.6494.161.300.000.161 - \$500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 11 Details		Reviews			
Strategy 11: Provide 45 minutes of targeted intervention daily utilizing differentiated instructional methods and materials Strategy's Expected Result/Impact: Achieve literacy and math goals Staff Responsible for Monitoring: Teachers, CTC, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 12 Details		Reviews			
Strategy 12: Implement a comprehensive MTSS process. Strategy's Expected Result/Impact: Support targeted student academic and social emotional needs, Staff Responsible for Monitoring: Teachers, MTSS coordinator, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 13 Details		Reviews			
Strategy 13: By June 2024, the campus will implement professional development to support the components of Tier I instruction to increase effective instructional strategies measured by campus walkthroughs and feedback. Provide opportunities for faculty/staff to attend training in best practices, new initiatives, and strategies and planning time. Strategy's Expected Result/Impact: Increase use of educational strategies to support increased learning outcomes. Staff Responsible for Monitoring: Teachers Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 14 Details		Reviews			
Strategy 14: Implement campus wide book study to improve instructional practices and alignment. Strategy's Expected Result/Impact: Develop and support campus wide alignment Staff Responsible for Monitoring: Teachers, ILT TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Funding Sources: Reading Materials book study - 211 ESEA Title I Part A (Campus) - 211.13.6329.161.24.801.161 - \$2,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 15 Details		Reviews			
Strategy 15: Campus leadership will attend professional development opportunities that support the needs and programming of the campus. Strategy's Expected Result/Impact: Meaningful Walkthrough feedback and increased knowledge to lead learning through PLC meetings Staff Responsible for Monitoring: Principal Assistant Principal Secretary Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: TEPSA Conference-Travel - 199 General Fund - 199.23.6411.161.99.100.161 - \$2,500, TEPSA Conference-registration - 199 General Fund - 199.23.6499.161.99.100.161 - \$1,500		Formative			Summative
		Oct	Jan	Mar	June
Strategy 16 Details		Reviews			
Strategy 16: Provide supplies for teachers and students to implement district curriculum with fidelity Strategy's Expected Result/Impact: Improved academic achievement Staff Responsible for Monitoring: Teachers, CTCs, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 2, 3 Funding Sources: Teacher and Student Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.161.24.801.161 - \$4,309, School supplies - 199 General Fund - 199.11.6399.161.11.100.161 - \$18,000, Teacher and student supplies - 185 SCE (Campus) - 185.11.6399.161.30.000.161 - \$7,650		Formative			Summative
		Oct	Jan	Mar	June





Strategy 17 Details	Reviews			
Strategy 17: Kinder-5th grade students will participate in a monthly hands on science lesson. Strategy's Expected Result/Impact: Support students science conceptual knowledge from concrete to abstract. Staff Responsible for Monitoring: CTC, Teachers, Administration Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 3	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>				

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

Performance Objective 2: By June 2024, Nixon will implement the 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 all dual language classrooms.

Strategy 1 Details	Reviews			
Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, Administration, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: CTCs will complete one coaching cycle with each teacher Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, administration, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Provide supplies for teachers and students to implement district curriculum with fidelity Strategy's Expected Result/Impact: Improved academic achievement Staff Responsible for Monitoring: Teachers, CTCs, Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 2, 3 Funding Sources: Teacher and Student Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.161.24.801.161 - \$4,309	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>				

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

Performance Objective 3: By June 2024, Nixon will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from approaches at 70% to 80%, meets at 41% to 50% and masters at 16% to 20%.





Strategy 1 Details		Reviews			
Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3 Funding Sources: substitutes - 211 ESEA Title I Part A (Campus) - 211.11.6112.161.24.362.161 - \$13,875		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Resources aligned to STARR rigor and questioning format Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations) Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: By June 2024, Nixon 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 29% to 50% with all student groups meeting board approved metrics. [HB3].





Strategy 1 Details		Reviews			
Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Classroom instructional resources to support student academic achievement aligned to STARR rigor and questioning format Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3 Funding Sources: Instructional Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.161.24.801.161 - \$10,695	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations) Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





Performance Objective 5: By June 2024, Nixon 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 38% to 50% with all student groups meeting board approved metrics. [HB3]

Strategy 1 Details		Reviews			
Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Resources aligned to STARR rigor and questioning format Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations) Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





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

Performance Objective 1: By June 2024, Nixon will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 123 to 124.

Strategy 1 Details	Reviews			
Strategy 1: Nixon will host annual campus based registration events after school and on Saturday's to promote Nixon and support families with enrollment Strategy's Expected Result/Impact: Increase enrollment Staff Responsible for Monitoring: Administration, office staff, registrar, teachers Title I: 2.5, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: New Coyote mentorship and outreach through student ambassadors, student council and family outreach Strategy's Expected Result/Impact: Improve communication with community and encourage enrollment Staff Responsible for Monitoring: Administration, office staff, registrar Title I: 2.5, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Campus advertising (Social media monthly post per grade level, pamphlet, web page) Strategy's Expected Result/Impact: Improve communication with community and encourage enrollment Staff Responsible for Monitoring: Administration and teachers Title I: 2.5, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Nixon 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			
Strategy 1: Nixon will hold interviews with varied stakeholder input Strategy's Expected Result/Impact: Retain top talent Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: New teacher/employee, "Pup" Academy will meet monthly to discuss concerns and problem solve, and to help employees assimilate to the Nixon community. Strategy's Expected Result/Impact: New teachers/employees will be retained at campus due to positive climate/culture. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





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

Performance Objective 3: By June 2024, Nixon 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			
Strategy 1: Development of a campus technology support plan Strategy's Expected Result/Impact: Integrate 21st century learning opportunities Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

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

Performance Objective 1: By June 2024, Nixon will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92.84% to 95%.





Strategy 1 Details	Reviews			
Strategy 1: P-E-R-F-E-C-T A-T-T-E-N-D-A-N-C-E initiative: Each class will gain a letter each day the entire class is present and hang their attendance flags outside their classroom. Each time "perfect attendance" is spelled the class will receive a reward. Strategy's Expected Result/Impact: Increase attendance rate Staff Responsible for Monitoring: PEIMs clerk, teacher, and administration Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: Demographics 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Never Been Absent (NBA): Students will monitor their attendance each 9 weeks using the posters in the class room. Strategy's Expected Result/Impact: Increased attendance rate Staff Responsible for Monitoring: Students, teachers, PEIMs clerk, administration Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: Demographics 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Nixon 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			
Strategy 1: Parent/Teacher & Student Led Conferences Strategy's Expected Result/Impact: Foster communication with students, teachers and families regarding student levels and goal attainment Staff Responsible for Monitoring: Teachers, students, CTCs, administration, Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Beginning of the Year: Host meet the teacher/Picnic on the patio event Strategy's Expected Result/Impact: Set foundation for community partnerships Staff Responsible for Monitoring: Teachers, Administration, Office Staff Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Host annual Fall Festival/Chili Cook Off Strategy's Expected Result/Impact: Increase parent involvement and build community partnerships Staff Responsible for Monitoring: MFL/PEL, administration Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details		Reviews			
Strategy 4: MFL & PEL monthly community engagement activities: Parent engagement activities (Coffee with the principal, parent information meetings, Thanksgiving luncheon, Mothers Day Luncheon, etc.) Strategy's Expected Result/Impact: Build community partnerships Staff Responsible for Monitoring: Military family liaison, administration Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2 Funding Sources: Supplies MFL/PEL - 211 ESEA Title I Part A (Campus) - 211.61.6399.161.24.801.161 - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Build partnership with PTO to host community engagement events and support campus and teacher needs Strategy's Expected Result/Impact: Family Dance, Family Meal evenings, Chili cook off, Water/Field Day, Fall festival Staff Responsible for Monitoring: Administration Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 6 Details		Reviews			
Strategy 6: Purchase supplies necessary to maintain the nurse's office to provide for student health and safety. Strategy's Expected Result/Impact: Student safety Staff Responsible for Monitoring: Nurse Secretary Administration Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: Nurse supplies - 199 General Fund - 199.33.6399.161.99.100.161 - \$2,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: To purchase a movie license for the purpose of holding family movie nights, and other activities where parents will attend engagement sessions while students see a movie. Strategy's Expected Result/Impact: Increased parental engagement. Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

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

Performance Objective 3: By June 2024, Nixon will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days).

Strategy 1 Details	Reviews			
Strategy 1: Develop surveys to gather input from community stakeholders Strategy's Expected Result/Impact: Collect feedback to monitor and adjust programming Staff Responsible for Monitoring: Administration, ILT Title I: 2.5, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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 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]

Strategy 1 Details	Reviews			
Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, Administration, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: CTCs will complete one coaching cycle with each teacher Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach Staff Responsible for Monitoring: CTCs, administration, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				