

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



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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, Western Hills 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			
Strategy 1: The CCCT will implement through WIN, Morning Announcements, PBIS/ SEL monthly rewards, Honor Roll Assemblies, and Attendance Assemblies. Strategy's Expected Result/Impact: Create a culture where each student feels cared for Staff Responsible for Monitoring: Counselor, Committee, Administration. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 4, 5, 6 - L2 Academic Excellence (Student Achievement) 1, 2, 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Social Emotional Learning professional development will be provided to teachers and staff to support students. Strategy's Expected Result/Impact: Will have an environment that promotes student SEL needs. Staff Responsible for Monitoring: Teachers, Staff, and Administration Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 6 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program.
Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Provide funds professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Professional development has not been given for enrichment.
Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4tg, 5th grade math. Root Cause: Interventions have focused on tier 3 students and need to be shifted to tier 1 students.
Prioritized Need 4: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program.
Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd. 4th and 5th grade math. . Root Cause: Interventions focused on closing learning gaps and tier 3 students.
Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd. 4th and 5th grade math. . Root Cause: Interventions focused on closing learning gaps and tier 3 students.
Prioritized Need 3: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program.
L5 Equity by Design (Demographics)
Prioritized Need 1: SEL survey was below 70% in each category, challenging feelings, Growth Midset, Self-Management, Social Awareness, Sense of Belonging, and Teacher Relationship. Root Cause: Western Hills has not prioritized SEL.

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

Performance Objective 2: Western Hills Elementary will increase student participation in UIL, extra-curricular, and co-curricular activities by 5%.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: We will introduce UIL information to teachers and recruit coordinators and coaches. To sponsor extra-curricular clubs and activities. Such as Clubs, intramurals, and Fine Arts. Strategy's Expected Result/Impact: Increase student attendance and increase student participation in UIL and extracurricular activities by 5%. Staff Responsible for Monitoring: Administration and Extracurricular sponsors. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L2 Academic Excellence (Student Achievement) 4 Funding Sources: Teacher after school extra curricular - 211 ESEA Title I Part A (Campus) - 211.11.6127.146.24.801.146 - \$3,785	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Additional opportunities needed for participation in extra-curricular activities Root Cause: Extra-curricular activities were not stressed with staff.
L2 Academic Excellence (Student Achievement)
Prioritized Need 4: Additional opportunities needed for participation in extra-curricular activities Root Cause: Extra-curricular activities were not stressed with staff.

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

Performance Objective 3: By June 2024, Western Hills 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 schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 70% of all campuses.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Provide Counselor with supplies used for students during lessons. Strategy's Expected Result/Impact: Students will benefit from knowledge gained from the Counselor having supplies ready and available. Staff Responsible for Monitoring: Secretary and Principal Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 6 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Supplies - 199 General Fund - 199.31.6399.146.99.100.146 - \$250	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To implement CCCT to recognize student achievement and good behavior through nine-week celebrations. Strategy's Expected Result/Impact: The student will learn to self-monitor their behaviors. Staff Responsible for Monitoring: Administration, Counselor, and CCCT Title I: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 5 - L2 Academic Excellence (Student Achievement) 2 Funding Sources: Incentives for students - 199 General Fund - 199.11.6499.146.11.100.146 - \$650	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 1: Provide funds professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Professional development has not been given for enrichment.

Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd. 4th and 5th grade math. . **Root Cause:** Interventions focused on closing learning gaps and tier 3 students.

Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment





Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd. 4th and 5th grade math. . **Root Cause:** Interventions focused on closing learning gaps and tier 3 students.

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

Performance Objective 4: By June 2024, Western Hills Elementary will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, and disciplinary removal for all student groups.

Evaluation Data Sources: On Point Discipline Action Summary Report, TEAMS Reporting

Strategy 1 Details	Reviews			
Strategy 1: PBIS/SEL monthly meetings to ensure all students' needs are being meet. Strategy's Expected Result/Impact: Decrease in discipline incidents. Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide monthly funds to support PBIS/SEL Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide the Nurse with supplies needed to support teachers and students with building mindsets and healthy habits to meet student needs and for safety. Strategy's Expected Result/Impact: Students feel safe and supported. Staff Responsible for Monitoring: Nurse, Administration Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Nuses Supplies - 199 General Fund - \$1,262	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

Strategy 4 Details	Reviews			
Strategy 4: Provide Counselor with SEL/PBIS Professional Development. Strategy's Expected Result/Impact: Students will benefit from knowledge gained from Professional Development. Staff Responsible for Monitoring: Secretary, Administration Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Counselor Funds - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program. Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Provide funds professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Professional development has not been given for enrichment. Prioritized Need 4: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program. Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment Prioritized Need 3: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program.

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

Performance Objective 1: Western Hills Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by the 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 campuses.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Provide support by purchasing general supplies for classroom and student use. Strategy's Expected Result/Impact: Students will have supplies available to them. Staff Responsible for Monitoring: Administration, Secretary Title I: 2.4, 2.5 - 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: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Supplies for classroom use - 211 ESEA Title I Part A (Campus) - 211.11.6399.146.24.801.146 - \$3,785, Supplies for Core Classes - 185 SCE (Campus) - 185.11.6399.146.30.000.146 - \$5,000, Testing Materials - 185 SCE (Campus) - 185.11.6339.146.30.000.145 - \$5,500, General Supplies - 199 General Fund - 199.11.6399.146.11.100.146 - \$12,010, Reading Materials for the classrooms - 211 ESEA Title I Part A (Campus) - 211.11.6329.146.24.801.146 - \$2,500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
Strategy 2: Administration will complete a minimum of 5 classrooms per week to identify areas of strength and for continued growth. Strategy's Expected Result/Impact: Improved instructional practices improve student academic achievement. Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June
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



Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4th, 5th grade math. Root Cause: Interventions have focused on tier 3 students and need to be shifted to tier 1 students. Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students. Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.

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

Performance Objective 2: Western Hills Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by the Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for an instructional model, classroom environment and instruction, and language acquisition in all dual language classrooms.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Walkthrough feedback specific to curriculum implementation with the dual language framework shared with teacher Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4, 5 - L2 Academic Excellence (Student Achievement) 2, 3, 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: PLCs and half-day meetings with connecting languages department to help guide teachers on curriculum implementation strategies used in the dual language framework Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5, 6 - L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. Root Cause: Western Hills has not prioritized a structured SEL program.
Prioritized Need 2: Additional opportunities needed for participation in extra-curricular activities Root Cause: Extra-curricular activities were not stressed with staff.

L1 Whole Child (Culture & Climate)

Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4th, 5th grade math. **Root Cause:** Interventions have focused on tier 3 students and need to be shifted to tier 1 students.

Prioritized Need 4: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. **Root Cause:** Western Hills has not prioritized a structured SEL program.

Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. **Root Cause:** Interventions focused on closing learning gaps and tier 3 students.

Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. **Root Cause:** Closing learning gaps has been the priority since COVID, not enrichment

Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. **Root Cause:** Interventions focused on closing learning gaps and tier 3 students.





Prioritized Need 3: SEL Survey was below 70% in each category, Challenging Feelings, Growth Mindset, Self-Management, Social Awareness, Sense of Belonging, and Student Teacher Relationships. **Root Cause:** Western Hills has not prioritized a structured SEL program.

Prioritized Need 4: Additional opportunities needed for participation in extra-curricular activities **Root Cause:** Extra-curricular activities were not stressed with staff.

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

Performance Objective 3: Western Hills Elementary will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results in approaches 70% to 72%, meets 39% to 41%, and Masters 16% to 18%.

Evaluation Data Sources: Tableau, Eduphoria, NWEA Maps

Strategy 1 Details	Reviews			
Strategy 1: Hold CCCT meetings every other week to monitor achievement and make changes as need to provide student support. Title I: 2.4, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Progress monitoring with unit assessments, benchmarks, and NWEA Maps assessments. Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations. Staff Responsible for Monitoring: Teachers, CTCs, Interventionists, and Administration Title I: 2.4, 2.5, 2.6 - 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: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4th, 5th grade math. Root Cause: Interventions have focused on tier 3 students and need to be shifted to tier 1 students.
Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.

L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. . Root Cause: Interventions focused on closing learning gaps and tier 3 students.

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

Performance Objective 1: Western Hills Elementary will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD from 339 to 350 or more.

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

Strategy 1 Details	Reviews			
Strategy 1: Promote the campus moving to PK3 90/10 for the bilingual classes on social medias. Strategy's Expected Result/Impact: Parents will enroll students at Western Hills. Staff Responsible for Monitoring: Administration and Community and Family Engagement Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Creating classes for parents using the survey. Root Cause: Not all parents responded to the survey.

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

Performance Objective 2: Western Hills will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase the number of filled positions on the first day of school from 90% to 95%.

Evaluation Data Sources: Position Control Data

Strategy 1 Details	Reviews			
Strategy 1: Each Instructional Learning Team member will mentor and onboard each new employee. Strategy's Expected Result/Impact: New teachers will have support throughout the year. Staff Responsible for Monitoring: Instructional Learning Team Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Western Hills will grow top talent by implementing a Comprehensive Professional Development Plan to address teacher/administration needs. Strategy's Expected Result/Impact: Improve classroom teaching in TIER 1 instruction. Staff Responsible for Monitoring: Administration, Teachers, CTCs Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4th, 5th grade math. Root Cause: Interventions have focused on tier 3 students and need to be shifted to tier 1 students.
Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Not providing Western Hills one one-on-one and Onboarding checklist for teachers. Root Cause: Not consistent with professional development
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Not providing Western Hills one one-on-one and Onboarding checklist for teachers. Root Cause: Not consistent with professional development

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

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

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: 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. Strategy's Expected Result/Impact: Increased implementation of aligned best practices Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Increase modernization of the 21st century by installing Promethean boards and document cameras. Strategy's Expected Result/Impact: Increased access to Learning Opportunities Staff Responsible for Monitoring: Administration Title I: 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

Strategy 3 Details	Reviews			
Strategy 3: Western Hills will buy technology to replace outdated technology. Strategy's Expected Result/Impact: Students will have the necessary technology ready to use. Staff Responsible for Monitoring: Secretary and Administration Title I: 2.5 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 5 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Increase Meets standard by 2 percentage points for 3rd, 4th, 5th grade math. Root Cause: Interventions have focused on tier 3 students and need to be shifted to tier 1 students. Prioritized Need 5: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Increase Meets standard by 2 percentage points for 3rd, 4th and 5th grade math. Root Cause: Interventions focused on closing learning gaps and tier 3 students.

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

Performance Objective 1: By June 2024, Western Hills will foster a welcoming and safe environment where all students feel supported, increasing the student attendance rate from 93% to 95%.

Evaluation Data Sources: Attendance data Tableau

Strategy 1 Details	Reviews			
Strategy 1: Community and family engagement will host workshops, family nights, and activities for families. Strategy's Expected Result/Impact: Improve attendance. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Creating classes for parents using the survey. Root Cause: Not all parents responded to the survey.

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

Performance Objective 2: Western Hills will foster a welcoming and safe environment where all families and communities feel supported and increase the level of accountability by ensuring 100% of schools offer all required community events. (OTE- Equity and Stakeholder Engagement)

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details		Reviews			
Strategy 1: Have events that bring in families for various events (science night, performances, coffee with the principal, picnic) after school. Strategy's Expected Result/Impact: Create a warm welcome to the new year. Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
		N/A			
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Creating classes for parents using the survey. Root Cause: Not all parents responded to the survey.

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

Performance Objective 3: By June 2024, Western Hills 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).

Evaluation Data Sources: Thought Exchange and Let's Talk

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, Instructional Leadership Team Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				





Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Creating classes for parents using the survey. Root Cause: Not all parents responded to the survey.

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

Performance Objective 1: By June 2024, Western Hills 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%.

Evaluation Data Sources: TELPAS

Strategy 1 Details		Reviews			
Strategy 1: 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. Strategy's Expected Result/Impact: Reduction in the percentage of long-term Emergent Bilinguals Staff Responsible for Monitoring: Administration and LPAC Clerk Title I: 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: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 1		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)
Prioritized Need 3: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 6: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Provide funds for professional development to support teachers with enrichment activities for each child's needs during WIN. Root Cause: Closing learning gaps has been the priority since COVID, not enrichment