

**El Paso Independent School District**  
**Burges High School**  
**2023-2024 Goals/Performance Objectives/Strategies**



# Mission Statement

The Burges school community will foster advanced educational opportunities by contributing to the lifelong learning and success of students.

# Vision

The Burges school community will foster advanced educational opportunities by contributing to the lifelong learning and success of the students.

# Value Statement

BE Pillars: Engage, Encourage, Responsible, Respect, Resilient

# Table of Contents

Goals	4
Goal 1: WHOLE CHILD DEVELOPMENT Burges High School fosters learning environments for the whole child to thrive.	4
Goal 2: ACADEMIC EXCELLENCE Burges High School empowers all learners to excel in current and future pursuits.	10
Goal 3: DESTINATION DISTRICT Burges High School solidifies its position as El Paso's destination campus.	16
Goal 4: CULTURE OF ACCOUNTABILITY Burges High School cultivates a culture of transparency, care, and service.	21
Goal 5: EQUITY BY DESIGN Burges High School champions a targeted approach to universal access and system equity.	25

# Goals

**Goal 1:** WHOLE CHILD DEVELOPMENT Burges High School fosters learning environments for the whole child to thrive.

**Performance Objective 1:** By June 2024, Burges High School will create a culture where each student is supported by caring adults, as measured by a culture climate survey.

**Evaluation Data Sources:** CK-12 Survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> We will incorporate a big brother program where students that need extra support will be paired with a teacher that could help guide and support the student with instructional support and over life skills. <b>Strategy's Expected Result/Impact:</b> Students will be more successful in their studies. <b>Staff Responsible for Monitoring:</b> All administrators, counselors, and teachers.  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1, 3 <b>Funding Sources:</b> - 185 SCE (Campus) - \$42,050	N/A			
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>Continue/Modify</div> <div>Discontinue</div> </div>				







## Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects. <b>Prioritized Need 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited. <b>Prioritized Need 3:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects.

**Goal 1: WHOLE CHILD DEVELOPMENT** Burges High School fosters learning environments for the whole child to thrive.

**Performance Objective 2:** By June 2024, Burges High School will increase 9-12th 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> We will promote our extra curricular activities using social media, the campus marquee, and host a Meet the Mustangs. Meet the Mustangs is an event where all the extra curricular groups and clubs will promote and showcase what each of them has to offer. <b>Strategy's Expected Result/Impact:</b> More students will be involved in extra curricular activities. <b>Staff Responsible for Monitoring:</b> Each club and groups leader or mentor.  <b>Title I:</b> 2.4, 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Recruit teacher volunteers. <b>Strategy's Expected Result/Impact:</b> More clubs and groups will be available for students <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







**Performance Objective 2 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.

**Goal 1: WHOLE CHILD DEVELOPMENT** Burges High School fosters learning environments for the whole child to thrive.

**Performance Objective 3:** By June 2024, Burges High School will create a system of school supports, extended learning opportunities and community partnerships by increasing the number of meaningful community and student organizations.

**Evaluation Data Sources:** District Tracking Tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will assist teachers in creating more student groups and student clubs. <b>Strategy's Expected Result/Impact:</b> Have more students involved in school clubs. <b>Staff Responsible for Monitoring:</b> teacher leaders  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Burges will provide school supplies and equipment to support the classroom and extended learning opportunities. <b>Strategy's Expected Result/Impact:</b> Students will have the necessary supplies and equipment to become successful. <b>Staff Responsible for Monitoring:</b> Teachers and Administration  <b>Title I:</b> 2.4, 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 6 - L2 Academic Excellence (Student Achievement) 3, 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 211 ESEA Title I Part A (Campus) - 211.11.6399.004.24.801.004 - \$167,966	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

### Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.






<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<b>Prioritized Need 1:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects.
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 3:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects.
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.



**Goal 1: WHOLE CHILD DEVELOPMENT** Burges High School fosters learning environments for the whole child to thrive.

**Performance Objective 4:** By June 2024, Burges High School will strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for school wide behavior expectations, classrooms procedures and instruction, and student and staff awareness.

**Evaluation Data Sources:** Tableau

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Use our BECHS Buddies to support and mentor incoming freshman to the high school life. <b>Strategy's Expected Result/Impact:</b> Incoming freshman will feel more accepted and more adjusted. <b>Staff Responsible for Monitoring:</b> Our BECHS Buddies leader and our Administrator the over sees the BECHS program.  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
		 20%			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

#### Performance Objective 4 Prioritized Needs:






L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.

**Goal 1: WHOLE CHILD DEVELOPMENT** Burges High School fosters learning environments for the whole child to thrive.

**Performance Objective 5:** By June 2024, Burges High School will provide relevant and challenging coursework through multiple pathways available for students in grades 9-12 who earn college credit by completing an Advanced Placement (AP), On Ramps, or dual credit course.

**HB3 Goal**

**Evaluation Data Sources:** TEAL TEA Data File (Accountability),  
TAPR  
Tableau

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Burges will provide support before and after school and during our intersessions. We will provide any and all instructional and reading materials needed. <b>Strategy's Expected Result/Impact:</b> Students will be successful in advanced classes. <b>Staff Responsible for Monitoring:</b> teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> - 199 General Fund, - 211 ESEA Title I Part A (Campus)				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






**Performance Objective 5 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.

**Goal 2: ACADEMIC EXCELLENCE** Burges High School empowers all learners to excel in current and future pursuits.

**Performance Objective 1:** By June 2024, Burges High School will Increase student achievement outcomes as measured by a 5% increase in Domain 1 Student Achievement STAAR results.

**Evaluation Data Sources:** Eduphoria

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will increase our EOC scores by offering opportunities for students to get extra help during our intersession bootcamps and before/after school tutoring. We will also offer a Summer Bridge program in the summer. <b>Strategy's Expected Result/Impact:</b> When EOC scores come out in June. <b>Staff Responsible for Monitoring:</b> All teachers and administrators.  <b>Title I:</b> 2.5, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L2 Academic Excellence (Student Achievement) 1, 3 <b>Funding Sources:</b> - 185 SCE (Campus) - \$42,000, - 211 ESEA Title I Part A (Campus) - \$20,000	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







**Performance Objective 1 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects.
<b>Prioritized Need 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
<b>Prioritized Need 3:</b> Need textbooks for each core content. <b>Root Cause:</b> We currently do not have textbooks for our core subjects.

**Goal 2: ACADEMIC EXCELLENCE** Burges High School empowers all learners to excel in current and future pursuits.

**Performance Objective 2:** By June 2024, Burges High School will ensure all students graduate prepared for college as measured by a 10% increase the percent of 9th-12th grade students completing TSIA2 for our student population.

**Evaluation Data Sources:** OnPoint and Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will create a TSI Math and an English TSI advisory course. <b>Strategy's Expected Result/Impact:</b> Students will learn strategies needed to improve TSI scores. <b>Staff Responsible for Monitoring:</b> TSI teachers  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> During intersession we will offer TSI Bootcamps. <b>Strategy's Expected Result/Impact:</b> We will support students and give them the strategies needed to achieve the 10% increase in scores. <b>Staff Responsible for Monitoring:</b> TSI teachers  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> - 199 General Fund, - 185 SCE (Campus)	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 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.






## L2 Academic Excellence (Student Achievement)

**Prioritized Need 1:** Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. **Root Cause:** We did not get all the students to attend that we had invited.

**Goal 2: ACADEMIC EXCELLENCE** Burges High School empowers all learners to excel in current and future pursuits.

**Performance Objective 3:** By June 2024, Burges High School 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% for Econ Dis and SPED students.

**HB3 Goal**  
**Evaluation Data Sources:** OnPoint and Tableau

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> We will schedule students in English and Math College Prep courses. <b>Strategy's Expected Result/Impact:</b> Students will meet CCMR criteria. <b>Staff Responsible for Monitoring:</b> English and Math College Prep teachers.  <b>Title I:</b> 2.4 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Performance Objective 3 Prioritized Needs:**






L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.

**Goal 2: ACADEMIC EXCELLENCE** Burges High School empowers all learners to excel in current and future pursuits.

**Performance Objective 4:** By June 2024, Burges High School will ensure all students graduate prepared for college and/or career as measured by a 5% increase percentage of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by completing an associates degree, Level 1 certificate, or industry certification .

### HB3 Goal

**Evaluation Data Sources:** OnPoint and Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We have created a formal pathway with the CTE department. <b>Strategy's Expected Result/Impact:</b> This will give counselors and students a easy to follow plan for certifications. <b>Staff Responsible for Monitoring:</b> counselors and teachers  <b>Title I:</b> 2.4 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
	 20%			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				






### Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 2:</b> Create a outline for each CTE Pathway. <b>Root Cause:</b> Very minimal CTE Level 1 certifications.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 2:</b> Create a outline for each CTE Pathway. <b>Root Cause:</b> Very minimal CTE Level 1 certifications.

**Goal 2: ACADEMIC EXCELLENCE** Burges High School empowers all learners to excel in current and future pursuits.

**Performance Objective 5:** By June 2024, Burges High School will ensure all students graduate prepared for college and/or career as measured by a 5% increase SAT score.

**HB3 Goal**  
**Evaluation Data Sources:** OnPoint and Tableau

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> We will schedule students in English and Math College Prep courses. <b>Strategy's Expected Result/Impact:</b> Students scores on SAT will increase. <b>Staff Responsible for Monitoring:</b> teachers and administration  <b>Title I:</b> 2.4 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Performance Objective 5 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 3:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Increase students attendance at our EOC intersession bootcamps by starting starting our process of enrolling students earlier. <b>Root Cause:</b> We did not get all the students to attend that we had invited.



**Goal 3:** DESTINATION DISTRICT Burges High School solidifies its position as El Paso's destination campus.

**Performance Objective 1:** By June 2024, Burges High School will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 500 transfer students to 505 transfer students.

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase our BECHS information night at the middle schools. <b>Strategy's Expected Result/Impact:</b> We increase our number of students entering our BECHS program.  <b>Title I:</b> 2.4, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2 <b>Funding Sources:</b> - 199 General Fund	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:**






L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events

**Goal 3:** DESTINATION DISTRICT Burges High School solidifies its position as El Paso's destination campus.

**Performance Objective 2:** By June 2024, Burges High School 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%. We will also provide professional development for our teachers.

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We are represented at each and every job fair that EPISD hosts. We also attend job fairs that are hosted by UTEP. <b>Strategy's Expected Result/Impact:</b> We represent what Burges has to offer and increase our number of top talented teachers. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> We strive to retain teachers by providing them with sustenance during parent teacher conferences and any extended work days. We also provide teachers with incentives. <b>Strategy's Expected Result/Impact:</b> Keep teachers happy. <b>Staff Responsible for Monitoring:</b> administration  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Teachers will be provided a substitute when they attend professional development on or off campus. <b>Strategy's Expected Result/Impact:</b> No break in instruction while teachers attend professional development. <b>Staff Responsible for Monitoring:</b> Administration and clerks  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4, 5 - L2 Academic Excellence (Student Achievement) 4, 5 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1, 2 <b>Funding Sources:</b> - 211 ESEA Title I Part A (Campus), - 185 SCE (Campus)		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 3:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> We need to prioritize keeping our teachers happy. <b>Root Cause:</b> Teachers leave the district and go to neighboring districts.
<b>Prioritized Need 2:</b> We need to attend all district job fairs showcasing the benefits of working at Burges. <b>Root Cause:</b> Teachers need to know the benefits of working at Burges.

<b>L3 Destination School (Perceptions, Facilities, Programs, Technology)</b>
<b>Prioritized Need 1:</b> We need to prioritize keeping our teachers happy. <b>Root Cause:</b> Teachers leave the district and go to neighboring districts.
<b>Prioritized Need 2:</b> We need to attend all district job fairs showcasing the benefits of working at Burges. <b>Root Cause:</b> Teachers need to know the benefits of working at Burges.
<b>L5 Equity by Design (Demographics)</b>
<b>Prioritized Need 1:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 2:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.

**Goal 3:** DESTINATION DISTRICT Burges High School solidifies its position as El Paso's destination campus.

**Performance Objective 3:** By June 2024, Burges High School will increase the number of quality teachers by implementing a new teacher mentorship program.

**Evaluation Data Sources:** Campus created surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Mentorship program for new teachers. <b>Strategy's Expected Result/Impact:</b> We will increase the number of quality teachers on campus. <b>Staff Responsible for Monitoring:</b> administration and CTCs  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 <b>Funding Sources:</b> - 199 General Fund, - 211 ESEA Title I Part A (Campus)	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







**Performance Objective 3 Prioritized Needs:**

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<b>Prioritized Need 1:</b> We need to prioritize keeping our teachers happy. <b>Root Cause:</b> Teachers leave the district and go to neighboring districts.
<b>Prioritized Need 2:</b> We need to attend all district job fairs showcasing the benefits of working at Burges. <b>Root Cause:</b> Teachers need to know the benefits of working at Burges.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
<b>Prioritized Need 1:</b> We need to prioritize keeping our teachers happy. <b>Root Cause:</b> Teachers leave the district and go to neighboring districts.
<b>Prioritized Need 2:</b> We need to attend all district job fairs showcasing the benefits of working at Burges. <b>Root Cause:</b> Teachers need to know the benefits of working at Burges.

**Goal 4: CULTURE OF ACCOUNTABILITY** Burges High School cultivates a culture of transparency, care, and service.

**Performance Objective 1:** By June 2024, Burges High School will foster a welcoming and safe environment where all students feel supported resulting in a 5% increase student attendance rate.

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will create an attendance team that monitors students with excessive absences. The team will contact families when students attendance performance drops. <b>Strategy's Expected Result/Impact:</b> Students grades will increase. <b>Staff Responsible for Monitoring:</b> The attendance team: The Assistant Principal, The Grad Coach, The campus assigned Alpha, and the attendance clerks.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The Attendance team will offer incentives to the students to increase attendance rates. <b>Strategy's Expected Result/Impact:</b> Students will strive for perfect attendance to receive incentives. <b>Staff Responsible for Monitoring:</b> The attendance team: The Assistant Principal, The Grad Coach, The campus assigned Alpha, and the attendance clerks.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 6 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2 <b>Funding Sources:</b> - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				






**Performance Objective 1 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 6:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<b>Prioritized Need 1:</b> Create campus attendance team. <b>Root Cause:</b> We have a high number of excessive absences.
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events

**Goal 4: CULTURE OF ACCOUNTABILITY** Burges High School cultivates a culture of transparency, care, and service.

**Performance Objective 2:** By June 2024, Burges High School will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring that community events are offered and advertised.

**Evaluation Data Sources:** Campus created surveys

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> We will encourage more opportunities for parents and community members to get involved with the campus by ensuring better communication with all stake holders by sending out a monthly newsletter and ALL calls for campus events and updates. <b>Strategy's Expected Result/Impact:</b> Parents will become more involved with events at the campus. <b>Staff Responsible for Monitoring:</b> administration  <b>Title I:</b> 4.1 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2 <b>Funding Sources:</b> - 199 General Fund, - 211 ESEA Title I Part A (Campus)		Formative			Summative
		Oct	Jan	Mar	June
		 20%			
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

**Performance Objective 2 Prioritized Needs:**






L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events



**Goal 4: CULTURE OF ACCOUNTABILITY** Burges High School cultivates a culture of transparency, care, and service.

**Performance Objective 3:** By June 2024, Burges High School 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 surveys and Let's Talk Platform. We also host a monthly CIT meeting and monthly Coffee with the Principal meetings to inform and gather feedback from community members.

**Evaluation Data Sources:** survey results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will host monthly CIT meetings and Coffee with the Principal meetings. <b>Strategy's Expected Result/Impact:</b> We will inform the team of campus needs and receive feedback from the community. <b>Staff Responsible for Monitoring:</b> CIT team and the Principal.  <b>Title I:</b> 4.1, 4.2 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2 <b>Funding Sources:</b> - 199 General Fund, - 211 ESEA Title I Part A (Campus)	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






**Performance Objective 3 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events
L4 Culture of Accountability (Parent & Community Engagement)
<b>Prioritized Need 2:</b> Need more parent and community involvement. <b>Root Cause:</b> We need to have more campus events

**Goal 5: EQUITY BY DESIGN** Burges High School champions a targeted approach to universal access and system equity.

**Performance Objective 1:** By June 2024, Burges High School will foster equitable access to opportunities as measured by a 2% increase in the percent of underrepresented populations (i.e., special education and emergent bilingual).

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure all SpEd and EB students are given the opportunities to participate in various programs and extracurricular activities. <b>Strategy's Expected Result/Impact:</b> The number of SpEd and EB students participating in various programs and extra curricular activities will increase by 2%. <b>Staff Responsible for Monitoring:</b> All teachers and administration.  <b>Title I:</b> 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4, 5 - L2 Academic Excellence (Student Achievement) 4, 5 - L5 Equity by Design (Demographics) 1, 2 <b>Funding Sources:</b> - 199 General Fund	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 3:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.

<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
<b>L5 Equity by Design (Demographics)</b>
<b>Prioritized Need 1:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential. <b>Prioritized Need 2:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.

**Goal 5: EQUITY BY DESIGN** Burges High School champions a targeted approach to universal access and system equity.

**Performance Objective 2:** By June 2024, Burges High School will foster equitable access to opportunities as measured by a 2% increase in enrollment of underrepresented populations (i.e., special education and emergent bilingual) of high school student groups in advanced academic courses (AP, On Ramps, and Dual Credit).

**Evaluation Data Sources:** Frontline student schedules

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> We will have our counselors speak to parents of EB and SpEd students to encourage them to register for advanced courses. <b>Strategy's Expected Result/Impact:</b> We will increase the number of underrepresented populations in advanced courses by 2%. <b>Staff Responsible for Monitoring:</b> Teachers, counselors, and parents.  <b>Title I:</b> 2.4, 2.6, 4.1 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4, 5 - L2 Academic Excellence (Student Achievement) 4, 5 - L5 Equity by Design (Demographics) 1, 2 <b>Funding Sources:</b> - 199 General Fund				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

### Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 3:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.

## L2 Academic Excellence (Student Achievement)

**Prioritized Need 4:** We need more training for our teachers with regard to special education students and their needs. **Root Cause:** Special Education students are not as successful as their potential.

**Prioritized Need 5:** We need more training for our teachers with regard to emergent bilingual students and their needs. **Root Cause:** Emergent bilingual students are not as successful as their potential.

## L5 Equity by Design (Demographics)






**Prioritized Need 1:** We need more training for our teachers with regard to special education students and their needs. **Root Cause:** Special Education students are not as successful as their potential.

**Prioritized Need 2:** We need more training for our teachers with regard to emergent bilingual students and their needs. **Root Cause:** Emergent bilingual students are not as successful as their potential.

**Goal 5: EQUITY BY DESIGN** Burges High School champions a targeted approach to universal access and system equity.

**Performance Objective 3:** By June 2024, Burges High School will decrease, by 10% , the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite as well as decrease, by 10%, the percentage of Emergent Bilingual Achieving Beginning on TELPAS reading.

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> We have our EB students in ESOL english classes and specific advisory classes, as well as offer extra assistance before and after school. <b>Strategy's Expected Result/Impact:</b> EB students will increase their TELPAS scores. <b>Staff Responsible for Monitoring:</b> ESOL teachers.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4, 5 - L2 Academic Excellence (Student Achievement) 4, 5 - L5 Equity by Design (Demographics) 1, 2 <b>Funding Sources:</b> - 199 General Fund, - 185 SCE (Campus), - 211 ESEA Title I Part A (Campus) - \$5,000				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

### Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 3:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 4:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential.

<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 5:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.
<b>L5 Equity by Design (Demographics)</b>
<b>Prioritized Need 1:</b> We need more training for our teachers with regard to special education students and their needs. <b>Root Cause:</b> Special Education students are not as successful as their potential. <b>Prioritized Need 2:</b> We need more training for our teachers with regard to emergent bilingual students and their needs. <b>Root Cause:</b> Emergent bilingual students are not as successful as their potential.