

**El Paso Independent School District**  
**Green Elementary School**  
**2023-2024 Formative Review**



**Board Approval Date:** October 17, 2023

# Mission Statement

The Dr. Green faculty and staff will work to ensure each child receives equal opportunities to attain success in the areas of academics, social interaction, wellness, and self-discipline in order to become a productive citizen of our society.

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

**High Priority**

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To hire highly qualified individuals to better address the needs of our diverse student population. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To provide training to students, teachers, and parents to ensure successful implementation of the PBIS and SEL programs campus wide. <b>Strategy's Expected Result/Impact:</b> To maintain a positive school culture. To implement restorative discipline. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor, Campus Culture and climate Team Chair.  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			







Strategy 3 Details	Reviews			
<b>Strategy 3:</b> To implement character education program focusing on character skills and positive character development. <b>Strategy's Expected Result/Impact:</b> Develop a well-rounded student. Decrease in discipline referrals. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Counselor  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Dr. Green will decrease disproportionality rates of students groups, demonstrated in disciplinary actions through progressive discipline and implementation of early interventions. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal.  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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, Dr. Green will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing and maintaining the number of meaningful community and youth-based organization in formal partnership with the district.

**High Priority**

**Evaluation Data Sources:** District tracking tool









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase Library materials and supplies for campus library program. <b>Strategy's Expected Result/Impact:</b> Enhance the academic achievement of at risk, economically disadvantage and other students in all content areas. <b>Staff Responsible for Monitoring:</b> Librarian  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 <b>Funding Sources:</b> Reading Materials - 211 ESEA Title I Part A (Campus) - 211.12.6329.162.24.801.162 - \$3,500, General Supplies - 199 General Fund - 199.12.6399.162.11.11.100.162 - \$500	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> By June 2024, Dr. Green will increase 2nd to 5th grades student participation in extra-curricular activities from 40 to 50 students. <b>Strategy's Expected Result/Impact:</b> Choir, Robotics, Art class signing sheets. <b>Staff Responsible for Monitoring:</b> Administrator.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 3:** By June 2024, Dr. Green 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 .

**High Priority**

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to implement and promote district-mandated PBIS, Positive Behavior Intervention Support, focusing on preventive and responsive approaches. <b>Strategy's Expected Result/Impact:</b> Increase positive interactions to improve students' social behavior and academic outcomes, establishing a climate where appropriate behavior is the norm. <b>Staff Responsible for Monitoring:</b> Administration, PBIS Team and classroom teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to utilize SEL activities <b>Strategy's Expected Result/Impact:</b> Provide teachers with a variety of activities to implement during daily SEL to support children acquiring and effectively applying the knowledge, attitudes, and skills necessary to understand and manage emotions and set and achieve positive goals. <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </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, Dr. Green will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 37 referrals to 30 referrals.

**High Priority**






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

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

**Performance Objective 1:** By June 2024, Dr. Green will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and

sequence for reading language arts, math, science, and social studies instruction.

**High Priority**  
**Evaluation Data Sources:** Walk through data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct administrative walk through weekly to monitor instruction and best practices. <b>Strategy's Expected Result/Impact:</b> Provide feedback and support for teachers to ensure a strong first teach and positive student learning <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 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>				

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

**Performance Objective 2:** By June 2024, Dr. Green will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition.






**High Priority**  
**Evaluation Data Sources:** Walk through data

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

**Performance Objective 3:** By June 2024, Dr. Green will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results by 5 percent in the approaching, meets and masters results.

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



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Dr. Green Will provide substitutes to cover teachers attending student ARDs, participating in STAAR testing, and other campus events, to include other campus personnel as needed. <b>Strategy's Expected Result/Impact:</b> Ensure positive testing enviroment <b>Staff Responsible for Monitoring:</b> Administration, Secretary  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 <b>Funding Sources:</b> Substitute Teachers/Profs - 199 General Fund - 199.11.6112.16211.362.162 - \$3,500	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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, Dr. Green will Increase student achievement outcomes as measured by score of "Meets" Grade level or above on STAAR reading by 4% from 62 % to 66%.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR Scores.

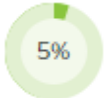





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize campus teaching coach to model instructional strategies and best practices <b>Strategy's Expected Result/Impact:</b> Build capacity and knowledge in faculty resulting in positive student learning outcomes and improved student achievement <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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, Dr. Green will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD

**High Priority**

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


Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to review campus parental involvement policy at beginning of year and distribute through welcome back communication folder  <b>Strategy's Expected Result/Impact:</b> Increase parent awareness of plan to ensure all students receive a quality education with the cooperation of administration, faculty, staff and parents. Provide excellent customer service to parents, students.  <b>Staff Responsible for Monitoring:</b> Administration and classroom teachers.  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

**Performance Objective 2:** By June 2024, Dr. Green 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%.

**High Priority**

**Evaluation Data Sources:** # Vacancies data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote a positive work environment to encourage retention of faculty and staff  <b>Strategy's Expected Result/Impact:</b> Minimal employee turnover rate.  <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

0%

No Progress

100%

Accomplished

Continue/Modify

Discontinue

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

**Performance Objective 3:** By June 2024, Dr. Green will effectively market and communicate information to the district's public resulting in Improving the district's image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

**High Priority**

**Evaluation Data Sources:** Communication Platform data







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will continue to communicate with parents through seesaw. <b>Strategy's Expected Result/Impact:</b> Better communication between parents ansdschool <b>Staff Responsible for Monitoring:</b> Faculty  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A	<div><div>50%</div></div>		
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				

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

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

**High Priority**

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










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase materials supplies, technology hardware and software as needed for instruction, in addition to administration needs. Purchase furniture as needed. <b>Strategy's Expected Result/Impact:</b> Integrate technology throughout the curriculum to provide a classroom environment where students are actively engaged resulting in positive student learning outcomes. Purchase furniture as needed to enhance classroom instruction. <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 <b>Funding Sources:</b> Technology - 199 General Fund - 199.23.6395.162.99.100.162 - \$1,600, Supplies - 199 General Fund - 199.23.6396.162.99.100.162 - \$3,650, Supplies - 185 SCE (Campus) - 185.11.6399.162.30.000.162 - \$9,300, Furniture - 199 General Fund - 199.23.6396.162.99.100.162 - \$4,000, Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.162.24.801.162 - \$6,800, Local Supplies - 199 General Fund - 199.11.6399.162.11.100.162 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Rental Operation Leases <b>Strategy's Expected Result/Impact:</b> Shredding and copier machine  <b>Funding Sources:</b> Shredding - 199 General Fund - 199.23.6269.162.99.100.162 - \$150	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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 1:** By June 2024, Dr. Green will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.

**High Priority**

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







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Communicate attendance policies to parents <b>Strategy's Expected Result/Impact:</b> Increase overall attendance rate resulting in positive student outcomes. <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement 45-day attendance improvement plan with parents of students with three or more unexcused absences. <b>Strategy's Expected Result/Impact:</b> Increase overall attendance rate resulting in positive student outcomes <b>Staff Responsible for Monitoring:</b> Administration  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Recognize students every nine-weeks and at end-of-year for perfect attendance. <b>Strategy's Expected Result/Impact:</b> Increase positive campus climate by acknowledging student <b>Staff Responsible for Monitoring:</b> Administration, PEIMS Clerk, and classroom teachers  <b>Prioritized Needs:</b> L5 Equity by Design (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, EPISD will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events. (OTE- Equity and Stakeholder Engagement)

**High Priority**

**Evaluation Data Sources:** Community Events Documentation

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Continue to review campus involvement policy at beginning of the year and distribute through welcome back communication folder. <b>Strategy's Expected Result/Impact:</b> Increase parent awareness of plan to ensure all students receive a quality education with the cooperation of administration, faculty, staff and parents. Provide excellent customer service to parents and students. <b>Staff Responsible for Monitoring:</b> Administration and classroom teachers.  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1 <b>Funding Sources:</b> PEL General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.162.24.801.162 - \$800, PEL Misc Operating Costs - 211 ESEA Title I Part A (Campus) - 211.61.6499.162.24.801.162 - \$600, Misc Supplies - 199 General Fund - 199.23.6499.162.99.100.162 - \$5,239.87		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 3:** By June 2024, Dr. Green 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).






**High Priority**

**Evaluation Data Sources:** Thought Exchange and Let's Talk

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

**Performance Objective 1:** Special Population students will have the opportunity to a high quality education. All students have the same participation opportunities in the different campus activities.

**High Priority**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Emergent Bilingual students will have the same opportunities while attending the dual language program to acquire English language and be exited from the program as they make progress.	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				