

**El Paso Independent School District**  
**Coach Wally Hartley PK-8**  
**2023-2024 Formative Review**



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

# Mission Statement

Hartley PK8 creates a school culture where academic and personal success is relevant and meaningful to all students

## Vision

Each day, we strive to create a school culture where academic and student success is relevant and meaningful to all students by: embracing diversity, challenging students, and providing a safe and secure environment. We will uphold traditions of excellence by fostering community relationships and promoting future readiness of our students through active participation

## Value Statement

We believe in working together with a purpose and a plan to openly, honestly and respectfully achieve our goals. We hold our students to a higher expectation through data driven decision making focused on student achievement

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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, Hartley 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			
<b>Strategy 1:</b> By June 2024, Hartley will empower employees with education skills to enable them to achieve their best possible health (physical, emotional & mental). Positively affect employee morale and job satisfaction. This will be measured using campus culture survey data. Participation in staff surveys will increase by 20% <b>Strategy's Expected Result/Impact:</b> Increased well being of staff <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> By June 2024, Hartley will cultivate a mindset and commitment to customer service that promotes respect, transparency, and trust, as defined by the metrics. Survey results will be utilized to determine progress in the commitment to customer service. Customer satisfaction will increase by 10% from August 2023 to June 2024. <b>Strategy's Expected Result/Impact:</b> Increased customer satisfaction <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	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 2:** By June 2024, Hartley will increase PK-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels

by 5%

High Priority

Evaluation Data Sources: Survey results







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide for field trips, admissions and awards for students <b>Strategy's Expected Result/Impact:</b> Improvement in overall school climate and morale <b>Staff Responsible for Monitoring:</b> ALL, Counselors, Department Chairs  <b>Title I:</b> 2.5	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div></div> 45%	<div><div></div></div> 80%		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide for student travel for competition and field trips <b>Strategy's Expected Result/Impact:</b> Improved success in the classroom, increased participation in school activities. <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> Travel Subsistence Deaf Ed - 499 Deaf Education Fund - 11.6412.173.23.829.173 - \$2,500, Transportation for Students Deaf Ed - 499 Deaf Education Fund - 11.6494.173.23.829.173 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 55%		
<div><div></div>0% No Progress</div> <div><div></div>100% Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>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, Hartley will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 6 extended learning opportunities by 25 %

High Priority

Evaluation Data Sources: District tracking tool




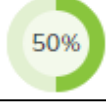

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide additional extended learning opportunities for students to include fine arts and athletics <b>Strategy's Expected Result/Impact:</b> Increased learning opportunities <b>Staff Responsible for Monitoring:</b> ALL's, Administrators  <b>Title I:</b> 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				




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

**Performance Objective 4:** By June 2024, Hartley 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 at 70% fidelity

**High Priority**

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


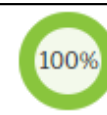

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Maintain PBIS/SEL team and meet regularly to discuss Positive changes to school approach to discipline and students. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline leading to increased classroom time for all students. <b>Staff Responsible for Monitoring:</b> PBIS/SEL team and Administrator  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize counselors to train students on the identification and reporting of bullying, harassment, dating violence, sexual abuse and self harm. Use videos, and group discussion to spread awareness. <b>Strategy's Expected Result/Impact:</b> Decrease in disciplinary referrals, decrease in referrals to counselors office. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Oct	Jan	Mar	June
				





 No Progress
  Accomplished
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  Discontinue

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

**Performance Objective 5:** By June 2024, Hartley 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 by 10%










**Evaluation Data Sources:** OnPoint Discipline Action Summary Report



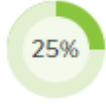






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will implement a campus wide discipline management plan to include plans for decreasing bullying and harassment of students, thereby improving the learning environment for our students. <b>Strategy's Expected Result/Impact:</b> Increased student success due to decreased removals due to discipline <b>Staff Responsible for Monitoring:</b> Assistant Principals  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				









 No Progress
  Accomplished
  Continue/Modify
  Discontinue









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

**Performance Objective 1:** By June 2024, Hartley 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 with 70% fidelity

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hold weekly PLC's to share ideas and lessons focusing on successful First Teach strategies that increase student academic achievement <b>Strategy's Expected Result/Impact:</b> Increased student academic achievement <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b> <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide extended day tutoring, RTI and/or pull out intervention for struggling students based on common assessment data. <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in the number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> Department Chairs, ALL  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize walk through's to provide meaningful teacher feedback on instruction <b>Strategy's Expected Result/Impact:</b> Improved classroom environments, increased academic success for students. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Along with the Department Chairs, Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester. <b>Strategy's Expected Result/Impact:</b> Increased student success due to improved teacher preparedness. <b>Staff Responsible for Monitoring:</b> Department Chairs, Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Writing teachers will conduct data talks in PLC's to plan intervention after the December benchmark <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, ELA Department Chair  <b>Title I:</b> 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create targeted intervention plans and conduct a writing symposium to pinpoint the needs of students in the classroom and before STAAR <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, ELA Department Chair  <b>Title I:</b> 2.4, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Create targeted intervention plans and conduct a Social Studies symposium to pinpoint the needs of students in the classroom and before STAAR to increase our overall Approaches from 58% <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Using small groups, teachers will pose questions, encourage students to suggest approaches to a problem or to hypothesize the result of an experiment in order to encourage participation in the Science classroom. <b>Strategy's Expected Result/Impact:</b> Increased student comprehension due to teaching method <b>Staff Responsible for Monitoring:</b> ALL, Science Coach	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Create targeted intervention plans and conduct a Science symposium to pinpoint the needs of students in the classroom and before STAAR to increase our Approaches percentage from 85% <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in the number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Science Coach  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Use DBQ's in writing mini essays/short answers and interpreting historical events and data to aid all struggling students to include SPED students <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Teachers will evaluate student progress, including migrant students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 12 Details	Reviews			
<b>Strategy 12:</b> By June 2024, Hartley will improve student outcomes in science and technology as defined by the evaluation metrics by ensuring strong Tier 1 instruction targeting standards and alignment. The STAAR Metrics used for comparison 85/54/17 <b>Strategy's Expected Result/Impact:</b> Improved student outcomes <b>Staff Responsible for Monitoring:</b> ALL's, Department Chairs  <b>Title I:</b> 2.4	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> By June 2024, Hartley will improve student literacy and social studies outcomes as defined by the evaluation metrics by ensuring strong Tier 1 instruction targeting standards and alignments. The STAAR Metrics used for comparison are the 2023 Domain I Social Studies Score which is 58% <b>Strategy's Expected Result/Impact:</b> Improved student outcomes <b>Staff Responsible for Monitoring:</b> ALL;s, Department Chairs  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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


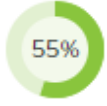
**Performance Objective 2:** By June 2024, Hartley will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition with 70% fidelity




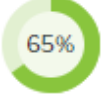




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including EB students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased classroom success of EB students <b>Staff Responsible for Monitoring:</b> ALL's, department chairs  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 3:** By June 2024, Hartley will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results by 5% from 46% to 51 %

Grades 6-8: Math; 34 to 39, ELAR 52 to 57, SCI 52 to 57, SS 30 to 35. Grades 3-5: Math; 50 to 55, ELAR; 56 to 61, SCI 44 to 49.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including SPED students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> A.L.L, SPED Coach, ELA Department Chair  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will evaluate student progress, including GT (PAP) students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>Title I:</b> 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will evaluate student progress, including at risk students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>Title I:</b> 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 4:** By June 2024, Hartley will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase by 5% (from 49 to 54) with all student groups meeting board approved metrics. [HB3].

#### HB3 Goal

**Evaluation Data Sources:** TAPR and TABLEAU

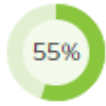
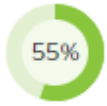
Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Reading Interventionist will focus on 3rd grade students in small group interventions based on data to increase STAAR "meets" by 5%. <b>Strategy's Expected Result/Impact:</b> Reading STAAR Meets scores in 3rd grade will increase by 5%. <b>Staff Responsible for Monitoring:</b> Reading interventionist, Administration, CTC's, 3rd grade teachers  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 5:** By June 2024, Hartley will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase by 5% (from 39 to 44) with all student groups meeting board approved metrics. [HB3]

#### HB3 Goal

**Evaluation Data Sources:** TAPR and TABLEAU

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> CTC's, Administration, and Teachers will develop and analyze data driven assessments and exit tickets in 3rd grade math. <b>Strategy's Expected Result/Impact:</b> 3rd grade math STAAR will increase by 5% in the area of meets. <b>Staff Responsible for Monitoring:</b> Administration, CTC's, and teachers  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

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

**Performance Objective 6:** By June 2024, Hartley will increase student achievement outcomes in Reading "All students" with SPED and EB demonstrating achievement on 6-8 Grade at the Meet or Masters Level with an increase of 5% (all students from 48% to 53%) (SPED from 13% to 18%) (EB from 33% to 38%)

**High Priority**

**Evaluation Data Sources:** TAPR and TABLEAU

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide teachers with needed Reading Materials to ensure student success. This includes reading books and magazines and online subscriptions. <b>Strategy's Expected Result/Impact:</b> Increased student success in Reading. <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b> <b>Funding Sources:</b> Reading Materials - 211 ESEA Title I Part A (Campus) - 11.6329.173.24.801.173 - \$6,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Along with ALL's, ELA Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester to ensure mastery of ELA TEKS <b>Strategy's Expected Result/Impact:</b> Increased success in Reading for all students <b>Staff Responsible for Monitoring:</b> ALL's  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June

No Progress

Accomplished

Continue/Modify

Discontinue

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











**Performance Objective 7:** By June 2024, Hartley will increase student achievement outcomes in Math "All students" with SPED and EB demonstrating achievement on 6-8 Grade at the Meet or Masters Level with an increase of 5% (all students from 30% to 35%) (SPED from 7% to 12%) (EB from 23% to 28%)

**High Priority**  
**Evaluation Data Sources:** TAPR and TABLEAU

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Along with ALL's, Math Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester to ensure mastery of Math TEKS <b>Strategy's Expected Result/Impact:</b> Increased success in Math for all students <b>Staff Responsible for Monitoring:</b> ALL's  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
	55%	100%	100%	
<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 1:** By June 2024, Hartley will stabilize enrollment by increasing the number of new students enrolling or transferring back to Hartley by 1%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will increase enrollment in comparison to the 2022/2023 school year. <b>Strategy's Expected Result/Impact:</b> Campus stability <b>Staff Responsible for Monitoring:</b> Administration, Registrar  <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Attend outside recruitment events as available to attract new families/students to Hartley <b>Strategy's Expected Result/Impact:</b> Increased Enrollment Numbers <b>Staff Responsible for Monitoring:</b> Principal  <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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




**Performance Objective 2:** By June 2024, Hartley will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school with 100% highly qualified teachers






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire and retain personnel that will increase and maintain relationships with community stakeholders and students. These positions include Military Liaison, Parent Liaison and Focus on Families Social Worker <b>Strategy's Expected Result/Impact:</b> Increased community engagement and student welfare/success <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 4.2 <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				








Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus will hire/retain teachers in core subjects (some with periods off to Academically Coach) in order to reduce class sizes and increase student success. <b>Strategy's Expected Result/Impact:</b> Reduced class sizes, increasing the ability for smaller group instruction and student success. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.4, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff Testing Coordinator position and Teaching positions to ensure fidelity of testing process and success in the classroom. <b>Strategy's Expected Result/Impact:</b> Accuracy in state testing and result reporting. Student success in the classroom <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 3:** By June 2024, Hartley will grow top talent by implementing a Comprehensive Professional Development Plan




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will implement professional development on the six components of Tier 1 instruction to 100% of the campus instructional team measured by campus walkthrough and feedback protocol. <b>Strategy's Expected Result/Impact:</b> Increased fidelity in the classroom <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				














Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will attend professional development at ESC 19 and on campus and share newly learned practices in PLC's in order to ensure student success in the classroom <b>Strategy's Expected Result/Impact:</b> Increased student success of all student populations in the classroom <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b> <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide substitutes for teachers attending staff development <b>Strategy's Expected Result/Impact:</b> Increased student success of all student populations in the classroom <b>Staff Responsible for Monitoring:</b> Principal  <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Substitutes Teachers/Profs-Salary - 185 SCE (Campus) - 11.6112.173.30.362.173 - \$9,857, Substitute Teachers/Profs-Salary - 211 ESEA Title I Part A (Campus) - 11.6112.173.24.362.173 - \$5,000, Substitute fringes - 185 SCE (Campus) - 11.6141.173.30.362.173 - \$143	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide for out of town travel, lodging and meals for teachers. This will include registration and entrance fees. <b>Strategy's Expected Result/Impact:</b> Improved instruction in the classroom. <b>Staff Responsible for Monitoring:</b> Principal  <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Travel - 211 ESEA Title I Part A (Campus) - 13.6411.173.24.801.173 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide for out of town travel, airfare, lodging and meals for administrators. This will include registrations as well. <b>Strategy's Expected Result/Impact:</b> Improved leadership <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide for out of town travel, airfare, lodging and meals for counselors <b>Strategy's Expected Result/Impact:</b> Improved student relations <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Provide for contracted services and licenses for core classes and consulting services for teachers <b>Strategy's Expected Result/Impact:</b> Increased skills for teachers, improved environment for students <b>Staff Responsible for Monitoring:</b> Senior Clerk, ALL's  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Contracted Services - 211 ESEA Title I Part A (Campus) - 11.6299.173.24.801.173 - \$6,000	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 4:** By June 2024, Hartley will develop and implement an instructional technology support plan











Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase technology equipment for students <b>Strategy's Expected Result/Impact:</b> Increased accessibility to technology <b>Staff Responsible for Monitoring:</b> Senior Clerk, Bookroom Clerk  <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 <b>Funding Sources:</b> Technology - 211 ESEA Title I Part A (Campus) - 11.6395.173.24.801.173 - \$20,000	Formative			Summative
	Oct	Jan	Mar	June
				













Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Purchase software for student use <b>Strategy's Expected Result/Impact:</b> Increased access to programs <b>Staff Responsible for Monitoring:</b> Bookroom clerk, Department Chairs, ALL  <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Purchase technology and software for the library <b>Strategy's Expected Result/Impact:</b> Increased access for students <b>Staff Responsible for Monitoring:</b> Librarian  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase technology for administrators to include computers, desktops, laptops, etc. <b>Strategy's Expected Result/Impact:</b> Increased access to technology <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide for Technology needs of Parental Engagement Liaison <b>Strategy's Expected Result/Impact:</b> Increased Parental Involvement <b>Staff Responsible for Monitoring:</b> Senior Clerk	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 5:** Budget Management - Hartley will spend 85% of Title I funds by January of 2024.

**Evaluation Data Sources:** Title I expenditure documentation








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Extended day tutoring will be used to ensure the success of all students <b>Strategy's Expected Result/Impact:</b> Increased student success in the classroom <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>Title I:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b> <b>Funding Sources:</b> Extended day Tutoring - 211 ESEA Title I Part A (Campus) - 11.6117.173.24.100.173 - \$20,000, Extended day Tutoring - 185 SCE (Campus) - 11.6117.173.30.100.173 - \$9,753, Extended day Tutoring Fringes - 185 SCE (Campus) - 11.614X.173.30.100.173 - \$392	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide general supplies used for student success in the classroom and testing materials <b>Strategy's Expected Result/Impact:</b> Increased student success <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> General Supplies - 211 ESEA Title I Part A (Campus) - 11.6399.173.24.801.173 - \$27,587, General Supplies - 185 SCE (Campus) - 11.6399.173.30.000.173 - \$15,005, General Supplies Deaf Ed - 499 Deaf Education Fund - 11.6399.173.23.829.173 - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide for 12 month rental for copier <b>Strategy's Expected Result/Impact:</b> Access to copier for teacher <b>Staff Responsible for Monitoring:</b> Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase and pay for text books for students <b>Strategy's Expected Result/Impact:</b> Access to materials for all students. <b>Staff Responsible for Monitoring:</b> Book room clerk, Senior clerk	Formative			Summative
	Oct	Jan	Mar	June
				




Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Purchase needed testing materials <b>Strategy's Expected Result/Impact:</b> Increased success on state and local testing. <b>Staff Responsible for Monitoring:</b> Testing coordinator  <b>Funding Sources:</b> Testing Materials - 211 ESEA Title I Part A (Campus) - 11.6339.173.24.801.173 - \$6,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide reading materials for the library <b>Strategy's Expected Result/Impact:</b> Increased access to reading materials for students. <b>Staff Responsible for Monitoring:</b> Librarian  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Purchase general supplies for the library <b>Strategy's Expected Result/Impact:</b> Increased access for students while visiting the library <b>Staff Responsible for Monitoring:</b> Librarian	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Provide for support personnel overtime pay <b>Strategy's Expected Result/Impact:</b> Increased input from support personnel <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Purchase office supplies for office staff and administrators <b>Strategy's Expected Result/Impact:</b> Increased access for office staff/admin <b>Staff Responsible for Monitoring:</b> Principal, Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Purchase general supplies for counselors <b>Strategy's Expected Result/Impact:</b> Increased student impact by counseling team <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Provide General Supplies for Custodial Staff. <b>Strategy's Expected Result/Impact:</b> Improved environment for students <b>Staff Responsible for Monitoring:</b> Head Custodian, Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Provide for Teacher Stipends <b>Strategy's Expected Result/Impact:</b> Increased teacher fidelity <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Purchase general supplies for nursing office <b>Strategy's Expected Result/Impact:</b> Increased health and well being of students <b>Staff Responsible for Monitoring:</b> Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Provide for Miscellaneous Operating Costs <b>Strategy's Expected Result/Impact:</b> Increased benefits for students <b>Staff Responsible for Monitoring:</b> Senior Clerk  <b>Funding Sources:</b> Miscellaneous Operating Costs Deaf Ed - 499 Deaf Education Fund - 11.6499.173.23.829.173 - \$500	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 1:** By June 2024, Hartley will increase our attendance rate by 3%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024 Hartley will increase attendance by a minimum of 3% from the previous school year <b>Strategy's Expected Result/Impact:</b> Increased attendance, leading to improved academic success of students <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize incentives to encourage and improve attendance among students. We will conduct weekly and/or monthly incentives to reach our attendance goal <b>Strategy's Expected Result/Impact:</b> Increased attendance, leading to improved academic success of students <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Collaborate with Alpha Initiative to contact parents of students with attendance problems. Work with parents and students to solve issues and improve attendance and increase class time. <b>Strategy's Expected Result/Impact:</b> Increased classroom time that leads to increased student success <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

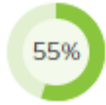








**Goal 4: CULTURE OF ACCOUNTABILITY** El Paso ISD cultivates a culture of transparency, care, and service.

**Performance Objective 2:** By June 2024, Hartley will increase level of accountability by ensuring we offer all required community events over a three year period

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Invite parents to monthly "Coffee with the Principal" meetings where information on the pulse of the campus as well as family educational information will be shared. <b>Strategy's Expected Result/Impact:</b> Increased parent involvement and partnerships <b>Staff Responsible for Monitoring:</b> Parental Engagement  <b>Funding Sources:</b> Snacks - 211 ESEA Title I Part A (Campus) - 61.6499.173.24.801.173 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide for a Parental Engagement Liaison <b>Strategy's Expected Result/Impact:</b> Increased parental involvement, increased volunteers on campus <b>Staff Responsible for Monitoring:</b> Principal  <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	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, Hartley will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days).

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will create a comprehensive system of collaboration across the departments through digital solutions to inform and engage all students and staff.. This will be accomplished using a monthly newsletter and ensuring weekly PLC's. <b>Strategy's Expected Result/Impact:</b> Improved communication and collaboration <b>Staff Responsible for Monitoring:</b> Administration, ALL's	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop and distribute Parent and Family Engagement Policy <b>Strategy's Expected Result/Impact:</b> Increased Parent Involvement <b>Staff Responsible for Monitoring:</b> P.E.L.  <b>Title I:</b> 4.1 <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 1:** By June 2024, Hartley will increase the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits. Current percentages in for credit classes: SPED- Spanish 27%, Tech-13%, Journalism-11%, Algebra-2%. EB-- 42%, Tech-11%, Journalism-16%, Algebra9%.



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor EB student achievement in High School Credit classes using CCRP and TEAMS <b>Strategy's Expected Result/Impact:</b> Increased success and rewarding of credits for EB students <b>Staff Responsible for Monitoring:</b> Counselors, Administration	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase number of SPED and EB students tested for Algebra <b>Strategy's Expected Result/Impact:</b> Increased success and rewarding of credits for EB students <b>Staff Responsible for Monitoring:</b> CTC's  <b>Title I:</b> 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 2:** By June 2024, Hartley will reduce the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite by 5% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading by 5% (Elementary from 10% to 5% and MS is 37% to 32%)

**High Priority**

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including EB students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> A.L.L, SPED Coach, ELA Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use DBQ's in writing mini essays/short answers and interpreting historical events and data to aid all struggling students to include EB students <b>Strategy's Expected Result/Impact:</b> Increased students success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				