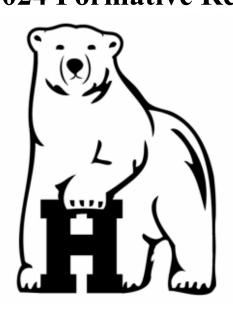
El Paso Independent School District Herrera Elementary School 2023-2024 Formative Review



Board Approval Date: October 17, 2023

Mission Statement

Our mission at William C. "Nemo" Herrera Elementary School is to ensure high levels of learning for all students through a collaborative system of support.

Vision

At William C. "Nemo" Herrera Elementary School, we will empower all students to pursue their dreams.

Core Beliefs

The PBIS core values that our entire school community embody are: Respect Responsibility Safety

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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, Herrera 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		Revi	iews	
Strategy 1: General supplies for meetings and workshops with our parents.		Formative		Summative
Strategy's Expected Result/Impact: Partnerships with our parents and community. Staff Responsible for Monitoring: All school Staff, and Teachers, Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: General supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.174.24.801.174 - \$1,200	Oct N/A	Jan 60%	Mar	June
Strategy 2 Details		Revi	iews	
Strategy 2: Our Library will continue a welcoming atmosphere for our students, teachers, and parents as a way to create life		Revi Formative	iews	Summative
	Oct N/A		Mar	Summative June



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

Performance Objective 2: By June 2024, Herrera will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%

High Priority

Evaluation Data Sources: Survey results and comparing student participation from previous year.

Summative Evaluation: Some progress made toward meeting Objective

	·	Reviews		
Formative			Summative	
Oct	Jan	Mar	June	
N/A				
	80%		7	
X Discont	tinue			
>	N/A	N/A	N/A 80%	

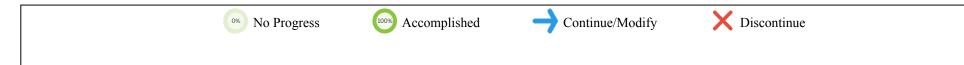
Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Herrera 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 organizations in formal partnerships with the district.

High Priority

Evaluation Data Sources: District Tracking Tool

Strategy 1 Details		Rev	iews	
Strategy 1: Herrera will continue to build partnerships with our parents and community for a solid foundation in the lives of		Formative		Summative
our students. Strategy's Expected Result/Impact: Impact on instruction	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Impact on instruction Staff Responsible for Monitoring: Teachers and administration	N/A	60%		-
Title I: 2.4, 2.5, 2.6, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1				
Funding Sources: snacks and drinks to welcome parents and community - 211 ESEA Title I Part A (Campus) - 211.61.6499.174.24.801.174 - \$900				
Strategy 2 Details		Rev	iews	
Strategy 2: Teachers will attend staff development classes to extend their learning.		Formative		Summative
Strategy's Expected Result/Impact: Strategies and skills to bring back into the classroom.	Oct	Jan	Mar	June
Title I: 2.4 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Staff development for teachers - 211 ESEA Title I Part A (Campus) - 211.13.6499.174.24.801.174 - \$400	N/A	60%		\rightarrow
Strategy 3 Details		Rev	iews	
Strategy 3: Herrera will establish expectations for schoolwide behavior, classroom procedures, and instruction, and student		Formative		Summative
and staff awareness in 90 % in classes. Strategy's Expected Result/Impact: Increase in growth mind set set and improved behavior.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increase in growth finite set set and improved benavior. Staff Responsible for Monitoring: Teachers, Principal, Assistant Principal, faculty and Staff	N/A	60%		\rightarrow
TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Misc Contracted Srv - 211 ESEA Title I Part A (Campus) - 211.61.6299.174.24.801.174 - \$1,900				



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

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

High Priority

Evaluation Data Sources: District Developed Tracking Rubric

Summative Evaluation: Some progress made toward meeting Objective

	Reviews			
trategy 1: Materials used for a calming corner for students. Students will be able to regulate their emotions when needed.		Formative		Summative
Strategy's Expected Result/Impact: Well rounded students.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Counselor and teacher.	N/A	2004		_
Title I:		60%		
2.4, 2.5				
- TEA Priorities:				
Build a foundation of reading and math				
- ESF Levers:				
Lever 1: Strong School Leadership and Planning				
Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1				
Funding Sources: Wobble Cushions (35) - 211 ESEA Title I Part A (Campus) - \$1,500				
No Progress Accomplished Continue/Modify	X Discon	tinue		

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

Performance Objective 5: By June 2024, Herrera 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 7% to 6% and reduce the overall number of disciplinary removals from 66 to 45

High Priority

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews		
Strategy 1: The PBIS committee will closely monitor referrals and have incentives for positive behavior.		Formative		Summative
Strategy's Expected Result/Impact: Students participate in PBIS events.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teachers, admin, and Committee members ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3	N/A	80%		→
No Progress Continue/Modify	X Discon	ntinue		

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

Performance Objective 1: By June 2024, Herrera 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 in 70% of all campuses.

High Priority

Strategy 1 Details		Reviews			
Strategy 1: Herrera will meet the needs of all students for academic excellence in the classroom.			Summative		
Strategy's Expected Result/Impact: Teachers will need supplies to carry out effective lessons in their classrooms.	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Administration and teachers. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 Funding Sources: General supplies, pens, pencils, ink, colors, paper, staples - 211 ESEA Title I Part A (Campus) - 211.11.6399.174.24.801.174 - \$26,942	N/A	60%		→	
No Progress Continue/Modify	X Discon	tinue			

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

Performance Objective 2: By June 2024, Herrera 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 in 70% of all campuses with a dual language program.

High Priority

Strategy 1 Details		Reviews		
Strategy 1: Teachers will be supported with valuable time to plan effective lesson for their students. Teachers will have the opportunity to call in substitute teachers to allow them more time to plan.		Formative	1	Summative
Strategy's Expected Result/Impact: Academic growth for all students. Staff Responsible for Monitoring: Teachers and administration. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Substitute teachers for PLC's and Staff Development - 211 ESEA Title I Part A (Campus) - 211.11.6112.174.24.362.174 - \$5,000, Social Security/Medicare - 211 ESEA Title I Part A (Campus) - 211.11.6141.174.24.362.174 - \$73	Oct N/A	Jan 80%	Mar	June
No Progress Continue/Modify	X Discor	ntinue		•

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

Performance Objective 3: By June 2024, Herrera will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% to 48%.

High Priority

 $\textbf{Evaluation Data Sources:} \ TAPR \ and \ AEIS, \ and \ Tableau$

Strategy 1 Details				
Strategy 1: Herrera will be able to supply our students with instructional materials in reading, math, and science for		Formative		Summative
academic growth and provide professional development as needed.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: To increase skills and abilities in the areas of need. Staff Responsible for Monitoring: Teachers and administration.	N/A	90%		\
Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: Reading, Math, and Science instructional materials - 185 SCE (Campus) - 185.11.6329.174.30.000.174 - \$8,000				
No Progress Continue/Modify	X Discor	itinue		1

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

Performance Objective 4: By June 2024, Herrera will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 58% with all student groups meeting board approved metrics. [HB3].

High Priority

Strategy 1 Details		Reviews		
Strategy 1: Students will be provided with supplies and materials to all students for academic growth and excellence.		Formative		
Strategy's Expected Result/Impact: All students will be provided with essential supplies and items to make their school experience a meaningful one. Staff Responsible for Monitoring: Teachers and students. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 Funding Sources: General supplies - 185 SCE (Campus) - 185.11.6399.174.30.000.174 - \$7,850	Oct N/A	Jan 90%	Mar	June
No Progress Continue/Modify	X Discor	ntinue	l	

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

Performance Objective 5: By June 2024, Herrera will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 42% to 54% with all student groups meeting board approved metrics. [HB3]

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Assessment Data

Strategy 1 Details	Reviews			
Strategy 1: Herrera will implement new Eureka Curriculum with fidelity.		Formative		Summative
Strategy's Expected Result/Impact: Students will have a stronger foundation in math problem solving and fluency.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teachers, Admin, CTC's TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	N/A	90%		→



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

Performance Objective 1: By June 2024, EPISD will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 542 to 547

High Priority

Evaluation Data Sources: Tableau

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: PEIMS Clerk will discuss found out why they are leaving and find ways to keep students.		Formative			
Strategy's Expected Result/Impact: Increase enrollment	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: Admin and PIEMS clerk ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	N/A	80%		\rightarrow	
No Progress Accomplished — Continue/Modify	X Discor	ntinue		,	

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

Performance Objective 2: By June 2024, EPISD 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: TAPR

Strategy 1 Details	Reviews			
Strategy 1: Advertising new positions ASAP	Formative			Summative
Strategy's Expected Result/Impact: Students start the year with consistency	Oct Jan Mar			June
Staff Responsible for Monitoring: Admin Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	N/A	N/A 90%		
No Progress Continue/Modify	X Discon	tinue		

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

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

High Priority

Strategy 1 Details				
Strategy 1: Herrera will continue to purchase technology for our students and teachers to be learning with updated devices.		Summative		
Teachers will attend PLC's and District trainings. Strategy's Expected Result/Impact: 20th century learning in the classroom. Staff Responsible for Monitoring: Teachers and administration. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1 Funding Sources: Technology Equipment - 185 SCE (Campus) - 185.11.6395.174.30.000.174 - \$2,250	Oct N/A	Jan 90%	Mar	June
No Progress Continue/Modify	X Discor	ntinue		

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

Performance Objective 1: By June 2024, Herrera will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92.20% to 94%.

High Priority

Evaluation Data Sources: TAPR and Tableau

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Student Incentives and A wall displaying no absences.	Formative			Summative
Strategy's Expected Result/Impact: Students will be encouraged to attend school.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Assistant Principal and PEIMS clerk ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	N/A	85%		→
No Progress Accomplished — Continue/Modify	X Discontinue			

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.

High Priority

Evaluation Data Sources: Survey sent to parents for input

Strategy 1 Details	Reviews			
Strategy 1: School will have a school wide calendar of all community and school events.		Summative		
Strategy's Expected Result/Impact: More student and family attending school and district events.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Parent Involvement Clerk, Principal and Teachers. ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	N/A	85%		\rightarrow
No Progress Continue/Modify	X Discor	itinue		

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

Performance Objective 3: By June 2024, EPISD 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.

High Priority

Evaluation Data Sources: Tableau platform and SeeSaw

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Herrera Elementary will use SeeSaw as their communication tool to connect with parents instantly through text.		Formative	e Summa	
Strategy's Expected Result/Impact: Two way communication	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Administration and teachers Title I: 4.1, 4.2	N/A	100%	100%	100%
Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: SeeSaw software application - 211 ESEA Title I Part A (Campus) - 211.11.6397.174.24.801.174 - \$4,485				
No Progress Accomplished — Continue/Modify	X Discon	tinue		•

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

Performance Objective 1: By June 2024, Herrera will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 21% to 16%.

High Priority

Evaluation Data Sources: Ellevation and Onpoint

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Teachers will meet regularly to discuss ELLevation composite scores and strategies to implement that will	Formative			Summative
ensure EL success. Looking into ELLevation Strategies	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Students will Exit Program in a timely manner.	N/A			
Staff Responsible for Monitoring: LPAC clerk, Assistant Principals and All teachers. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3		85%		→
No Progress Continue/Modify	X Discon	tinue		

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

Performance Objective 2: Increase percent of underrepresented 5th graders EB students who complete dual language credits by 3% within a 3 year period

High Priority

Evaluation Data Sources: ELLevation **Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Dual language Teachers will implement district dual language program, along with informing parents on new		Formative		Summative
rules and regulations. Strategy's Events of Result/Impact. More students going into middle school with a dual language gradi	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: More students going into middle school with a dual language credi. Staff Responsible for Monitoring: LPAC clerk, Assistant principals and teachers. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 3 - L4 Culture of	N/A	100%	100%	100%
Accountability (Parent & Community Engagement) 2 No Progress Accomplished Continue/Modify	X Discon	tinue		

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

Performance Objective 3: Increase students in the dual Language Program

High Priority

Evaluation Data Sources: Ellvalation **Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews	Reviews		
Strategy 1: Encourage student enrollment in dual language		Formative		
Strategy's Expected Result/Impact: More students fluent in English and Spanish	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Dual language teachers, Lpac clerk, Admin and PEIMS clerk. TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	N/A	100%	100%	→

