

El Paso Independent School District

Jefferson High School

2023-2024 Formative Review

Accountability Rating: C



Board Approval Date: October 17, 2023

Mission Statement

Working together to achieve success: Two schools, One Campus, One Heartbeat. Silver Foxes Proud, Jefferson/Silva Strong.

Foxes United: New Beginnings: Jefferson/Silva #OneHeartbeat!

Vision

VISION STATEMENT

To educate all students to the highest levels of academic achievement, to reach and expand their potential, and to prepare them to become productive, responsible, ethical, creative and compassionate members of society.

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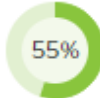




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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Jefferson HS will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey. (Communications)


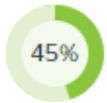






Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Increase daily, weekly and monthly opportunities for teachers to highlight, welcome and create a safe environment all students. Examples include greeting at door through transitions, pep rallies, etc. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Schedule SEL activities during homeroom/advisory. Small group lessons to increase restorative discipline. Counselor led. Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Jefferson-Silva HS will increase 9th-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 10% from 600 participants to 660. (Student Services)


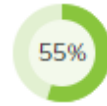




High Priority
Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Expose all clubs, activities and sports at freshmen orientation and throughout the year. Strategy's Expected Result/Impact: Increase awareness of the sports, clubs and organizations on campus. Staff Responsible for Monitoring: APs, CTCs Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus will support transportation needs for UIL, extra-curricular, co-curricular activities at all levels. Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L5 Equity by Design (Demographics) 1 Funding Sources: Transportation - 211 ESEA Title I Part A (Campus) - \$18,000	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Jefferson HS 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. # (Legal)

High Priority
Evaluation Data Sources: District Tracking Tool



Strategy 1 Details	Reviews			
Strategy 1: Maintain current partnerships with district (Brain Bee, Chick-fil-A Leadership Academy, P-TECH) by supporting sponsors and encourage more community-based organizations to establish new programs by promoting our current partnerships through social media and school website. Strategy's Expected Result/Impact: Current programs will grow and new programs will be established. Staff Responsible for Monitoring: administration Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Jefferson HS 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. (Academics-Learner Support and Intervention)

High Priority

Evaluation Data Sources: District Developed Tracking Rubric





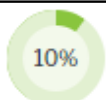
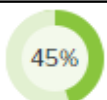


Strategy 1 Details	Reviews			
Strategy 1: Consistently train teachers and staff on PBIS/SEL strategies by implementing Character Matters curriculum. Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: Character Matter curriculum - 211 ESEA Title I Part A (Campus) - \$3,500	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Ensure all teachers utilizing our PBIS Framework using F.O.X.E.S. schoolwide expectations while tracking data, increasing parental involvement, increase attendance, and improve student school participation. Strategy's Expected Result/Impact: Increase parental involvement and student outcomes Staff Responsible for Monitoring: Campus Culture and Climate Team (CCCT), Administration, Counselors Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 Funding Sources: Minga Software - 211 ESEA Title I Part A (Campus) - \$10,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Counselors complete mandated trainings in classroom environment to be address student needs and visible on campus. Strategy's Expected Result/Impact: Students will establish a more personal connection to their counselor and academic needs. Staff Responsible for Monitoring: G & I Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Jefferson HS 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 17% to 16% and reduce the overall number of disciplinary removals from 276 to 248. (Student Services)

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Increase communication on student code of conduct through consistent meetings (class level meetings, homeroom review of conduct) Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure teachers follow their classroom management plan. Strategy's Expected Result/Impact: Teachers will address behavioral issues with students using their classroom management plan. Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize the new position - Family Intervention Specialist - to conduct exit interviews to reduce overall number of discipline referrals and recidivism rate (ISS, OSS, DAEP). Strategy's Expected Result/Impact: Number of discipline referrals will decrease. Title I: 4.1, 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Utilize ISS position to reduce number of discipline removals. Strategy's Expected Result/Impact: Decrease number of discipline removals Staff Responsible for Monitoring: ISS teacher, admin Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: ISS teacher and benefits - 185 SCE (Campus) - \$11,275	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



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Goal 1: WHOLE CHILD DEVELOPMENT Jefferson High School foster learning environments for the whole child to thrive.

Performance Objective 6: By June 2024, Jefferson HS will provide relevant and challenging coursework through multiple pathways as measured by an increase percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP)/International Baccalaureate (IB) from 23% to 26%, On Ramps from 15% to 30%, or dual credit course from 35% to 47%. (Academics-College Career Readiness)

High Priority

HB3 Goal

Evaluation Data Sources: TEAL TEA Data File (Accountability),
TAPR (final)
District Created Tableau dashboard

Strategy 1 Details	Reviews			
Strategy 1: College and Career Readiness advisor will visit classes and recruit students for the following year's AP, OnRamps and DC courses. Strategy's Expected Result/Impact: Number of students enrolled in higher level courses will increase. Staff Responsible for Monitoring: College and Career Readiness advisor, G & I Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Counselors and/or college and career readiness advisor will conduct exit interviews for any students requesting to exit a higher level course to determine the cause and provide counseling. Strategy's Expected Result/Impact: Consistent number of students completing higher level courses. Staff Responsible for Monitoring: Counselor, College and Career Readiness Advisor, G & I Title I: 2.5, 2.6 Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June



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Accomplished



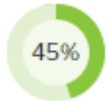

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Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Jefferson HS 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. (Academics-Teaching and Learning)



Strategy 1 Details	Reviews			
Strategy 1: Academic support team will meet weekly to establish and calibrate goals. Strategy's Expected Result/Impact: Academic support team can identify necessary resources to improve tier 1 instruction. Staff Responsible for Monitoring: admin Title I: 2.4, 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) 2 Funding Sources: Instructional Supplies for core subjects - 211 ESEA Title I Part A (Campus) - \$151,600, Instructional Supplies for core subjects (CTCs) - 211 ESEA Title I Part A (Campus) - \$2,000, Instructional supplies for core subjects - 185 SCE (Campus) - \$16,775	Formative			Summative
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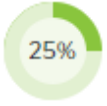




Strategy 2 Details	Reviews			
Strategy 2: Library will provide instructional materials and supplies to increase academic excellence. Strategy's Expected Result/Impact: Increased academic excellence. Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: Library reading materials and general supplies - 211 ESEA Title I Part A (Campus) - \$1,600	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Jefferson HS will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 34% to 44%. (Academics-Teaching and Learning)

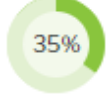
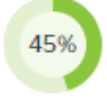
High Priority







Strategy 1 Details	Reviews			
Strategy 1: Ensure technology is available that all students are able to participate in district benchmarks and academic screenings to support instructional needs. Strategy's Expected Result/Impact: Increased student achievement outcomes. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: COWs with student laptops - 211 ESEA Title I Part A (Campus) - \$22,000, COWs with student laptops - 185 SCE (Campus) - \$22,000	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Ensure that campus will provide reading materials for instructional circles. Strategy's Expected Result/Impact: Increased student achievement outcomes for Domain 1. Staff Responsible for Monitoring: CTCs and admin Title I: 2.4 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: Materials for reading circles. - 185 SCE (Campus) - \$500, Materials for reading circles - 211 ESEA Title I Part A (Campus) - \$5,000	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.







Performance Objective 3: By June 2024, Jefferson HS will increase 4-year graduation rate from 86.5% to 94% with SPED student group increasing from 75% to 80% and Emer. Bil student group increasing from 84% to 89%. (School Leadership)

Strategy 1 Details	Reviews			
Strategy 1: Invite SPED and EB students needing credit to interventions. Strategy's Expected Result/Impact: Tutoring time to understand standards Staff Responsible for Monitoring: SPED coach, CTCs, Admin, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Six Week checks and monitoring on all seniors coded SPED and EB Strategy's Expected Result/Impact: Closely monitor to reach graduation Staff Responsible for Monitoring: SPED coach and teachers, LEP coordinator, counsleors Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Jefferson HS will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 74% to 80% with all student groups meeting board approved metrics [HB3] (Academics-College Career Readiness)

Strategy 1 Details	Reviews			
Strategy 1: Schedule monitoring checks from CCR advisor and counselors. Strategy's Expected Result/Impact: Increase in CCR measures from students Staff Responsible for Monitoring: CCR advisor and counselors TEA Priorities: Connect high school to career and college, Improve low-performing schools Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, Jefferson HS will ensure all students graduate prepared for college as measured by increase the percent of 9th-12th

grade students completing TSIA2 from 27% to 32% (Academics-College Career Readiness)

Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 6: By June 2024, Jefferson HS will ensure all students graduate prepared for college as measured by increase students average SAT score from 858 to 900 (Academics-College Career Readiness)

Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

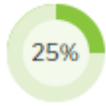





Performance Objective 7: By June 2024, Jefferson HS will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5% [from 706 students (Econ Dis), 700 students (Non-Econ Dis), 17 (SPED) to 741 students (Econ Dis) , 735 (Non-Econ Dis), 18 SPED [HB3] (Academics-College Career Readiness)

Goal 2: ACADEMIC EXCELLENCE Jefferson HS empowers all learners to excel in current and future pursuits.

Performance Objective 8: By June 2024, Jefferson HS will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by completing an associates degree from 4% to 5%, Level 1 certificate from 0% to 2%, or industry certification in an aligned program of study from 5% to 14% [HB3]







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

Performance Objective 1: By June 2024, Jefferson HS will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 979 students to 1000. (OTE)

Strategy 1 Details		Reviews			
Strategy 1: Alpha team will contact past leavers to review status. Strategy's Expected Result/Impact: Offer the leavers a chance to return and gain education. Staff Responsible for Monitoring: Alpha team, admin Title I: 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 2		Formative			Summative
		Oct	Jan	Mar	June
					
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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%. (HR)

Strategy 1 Details		Reviews			
Strategy 1: Admin will increase teacher SEL opportunities and ensure they feel supported by providing fun activities, treats and events. Strategy's Expected Result/Impact: Increased satisfaction and lower attrition. Staff Responsible for Monitoring: admin Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  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, EPISD will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan. (Technology)

Strategy 1 Details	Reviews			
Strategy 1: Technology to assist students succeed in the classroom (ie. Computer on wheels. charging stations, iPad) TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Funding Sources: - 211 ESEA Title I Part A (Campus) - \$20,000	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Jefferson HS will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 85% to 94%. (Student Services)

Strategy 1 Details	Reviews			
Strategy 1: Attendance team will create incentives for each month for students. Strategy's Expected Result/Impact: Increase in attendance Staff Responsible for Monitoring: Attendance clerk, Admin Title I: 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 2	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, Jefferson HS 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)

Strategy 1 Details	Reviews			
Strategy 1: Create a parent welcoming room with PEL. Strategy's Expected Result/Impact: Parents feel welcome at our school. Coffee with the Principal Staff Responsible for Monitoring: Admin, PEL Title I: 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.







Performance Objective 3: By June 2024, Jefferson HS 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 at P/T conferences and one EOY (3 times per year with 20% response rate). (Communications)

Strategy 1 Details	Reviews			
Strategy 1: Ensure PELs implement communication plan with parents and stakeholders. Strategy's Expected Result/Impact: Increased community engagement. Staff Responsible for Monitoring: administration Title I: 4.1, 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 Funding Sources: Supplies for PELs - 211 ESEA Title I Part A (Campus) - \$500	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Schedule Coffee with the Principal each month. Strategy's Expected Result/Impact: Increased parent involvement. Staff Responsible for Monitoring: PEL, admin Title I: 4.1, 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







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

Performance Objective 1: By June 2024, Jefferson HS will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit). (Academics-College Career Readiness, Specialized Learning)
 Emer. Bil (from 15% to 20%)
 SPED (from 10% to 15%)

Strategy 1 Details	Reviews			
Strategy 1: Increase enrollment in PTECH program Strategy's Expected Result/Impact: Increased enrollment of underrepresented groups on campus Staff Responsible for Monitoring: PTECH teacher leader, CCMR advisor Title I: 2.6 Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: By June 2024, Jefferson HS 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 46% to 35% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 52% to 45% [RDA] (Academics-Connecting Languages)

Strategy 1 Details	Reviews			
Strategy 1: Campus will ensure all students that attend school regularly complete their TELPAS testing. Strategy's Expected Result/Impact: The increased number of students completed will increase the number of student eligible to exit the program. Staff Responsible for Monitoring: admin and testing coordinator Prioritized Needs: 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>				