

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



Board Approval Date: October 17, 2023

Mission Statement

In collaboration with our families and community, Milam will provide a variety of whole child experiences which will strive for each student to excel in a safe and positive learning environment.

Vision

Milam will prepare all students to become successful members of a global community.

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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Milam Elementary will create a culture where each student is supported by caring adults. as measured by an employee, student, and parent culture climate survey.

High Priority

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Administer Panorama Student Growth Measure SEL Survey Strategy's Expected Result/Impact: A positive school climate for employees, students, and parents. Staff Responsible for Monitoring: Principal/Assistant Principals Counselors Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize PBIS interventions (Milam Money, PBIS parties, etc.) school-wide. Strategy's Expected Result/Impact: Creating a safe environment for all students. Staff Responsible for Monitoring: Principal/Assistant Principals, Counselors Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Milam Elementary will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 10% from 132 participants to 150.'

High Priority
Evaluation Data Sources: Survey results






Strategy 1 Details	Reviews			
Strategy 1: Recruit teachers to host after school clubs. Strategy's Expected Result/Impact: More teachers as leaders and mentors for students. Staff Responsible for Monitoring: Principal/Assistant Principals Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Teacher Stipend - 185 SCE (Campus) - 185.11.6117.131.24.100.131 - \$3,200	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div></div> 35%	<div><div></div></div> 70%		
Strategy 2 Details	Reviews			
Strategy 2: Offer a wider range of extra curricular activities and clubs, to include intramurals, STEAM, art, gardening, yoga, etc. Strategy's Expected Result/Impact: More of a selection for students to pick from. Staff Responsible for Monitoring: Principal/Assistant Principals Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 75%		
<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 Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Milam Elementary 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: Campus Tracking Tool

Strategy 1 Details	Reviews			
Strategy 1: Utilize the Military Liaison and Family/ Community Liaison to continue and increase community outreach. Strategy's Expected Result/Impact: Involve community partners to bring services and experiences to students and families. Staff Responsible for Monitoring: Military Liaison, Family & Community Liaison, Principal/Assistant Principals Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Establish a new contact within our PIE. Strategy's Expected Result/Impact: Provide more opportunities and experiences for students. Staff Responsible for Monitoring: Principal/Assistant Principal, Military Liaison Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				




Strategy 3 Details	Reviews			
Strategy 3: Hold monthly Family Engagement meetings and provide incentives. Strategy's Expected Result/Impact: More parent involvement in school events and functions. Staff Responsible for Monitoring: Family/Community Liaison Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Items for Monthly meetings(snacks, coffee bar,) - 211 ESEA Title I Part A (Campus) - 211.61.6499.131.24.801.131 - \$500, Student Ambassador's, Family and Community Engagement Liaison (supplies for parent meetings,) - 211 ESEA Title I Part A (Campus) - 211.61.6399.131.24.801.131 - \$500	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				










Goal 1: WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Milam Elementary will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring elementary counselors carry a caseload of 1:500 students or less.

High Priority

Evaluation Data Sources: PEIMS On Point

Strategy 1 Details	Reviews			
Strategy 1: Onboard a second counselor based on the campus enrollment numbers. Strategy's Expected Result/Impact: Help support the social, emotional, and academic competence of the student. Staff Responsible for Monitoring: School Counselor Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				





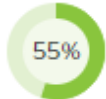
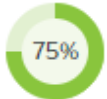




Strategy 2 Details	Reviews			
Strategy 2: Establish and designate counselor assigned grade levels to create fair and equal caseloads. Strategy's Expected Result/Impact: Foster a learning environment for the whole child to thrive. Staff Responsible for Monitoring: Principal/School Counselor Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement MTSS strategies through monthly character traits, classroom guidance lessons, and group/individual counseling sessions by purchasing reading materials and general supplies for Counseling Centers. Strategy's Expected Result/Impact: Help support the social and emotional learning of a student. Staff Responsible for Monitoring: Counselor Secretary Principal Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Milam Elementary 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 school-wide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 70% of all classrooms.

High Priority

Evaluation Data Sources: District Developed Tracking Rubric





Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing campus professional development on MTSS Strategy's Expected Result/Impact: To maximize student achievement and support students social, emotional, and behavior needs. Staff Responsible for Monitoring: Principal/Assistant Principals/ Counselors/PBIS Team Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: To review CILT data on a monthly basis. Strategy's Expected Result/Impact: Use the CILT data in order to improve the Campus. Staff Responsible for Monitoring: Principal/Assistant Principals Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize MFLC and social worker to provide parents and students with therapeutic services to target academic and social-emotional support. Strategy's Expected Result/Impact: Support for mental health Staff Responsible for Monitoring: Principal/Assistant Principals Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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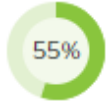





Goal 1: WHOLE CHILD DEVELOPMENT Milam Elementary fosters learning environments for the whole child to thrive.

Performance Objective 6: By June 2024, Milam Elementary 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 18 to 15 and reduce the overall number of disciplinary referrals from 249 to 225.

High Priority

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Host monthly PBIS parties and weekly behavior incentives. Strategy's Expected Result/Impact: Lower Referrals, Lower ISS. More on task behavior and engagement with instruction. Staff Responsible for Monitoring: Assistant Principals Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement discipline training for faculty, teachers , and staff on progressive discipline, MTSS, PBIS implementation & fidelity, and classroom management as well as monitor and track discipline transition plans. Strategy's Expected Result/Impact: Reduce student removals from instruction Staff Responsible for Monitoring: Assistant Principals Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 3 Details		Reviews			
Strategy 3: Develop and implement monthly lessons on character traits based on a Counseling and Advising approved character education curriculum, components addressed: bullying prevention, conflict resolution programs. Strategy's Expected Result/Impact: Increase students' ability to manage and own their behavior Staff Responsible for Monitoring: Counselor Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 2: ACADEMIC EXCELLENCE Milam Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Milam Elementary 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 classrooms.

High Priority

Evaluation Data Sources: Walk through data

Strategy 1 Details		Reviews			
Strategy 1: Administration will conduct 5 walkthroughs a week each and keep track of those walkthroughs a shared spreadsheet. Teachers will receive walkthrough feedback within 48 hours. Strategy's Expected Result/Impact: Improve teaching strategies, improve student learning. Staff Responsible for Monitoring: Principal, Assistant Principals. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June
					



No Progress



Accomplished



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

Performance Objective 2: By June 2024, Milam Elementary will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 60% to 62%.

High Priority

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Provide students and teachers with supplies, educational field trips, and manipulatives to support instruction Strategy's Expected Result/Impact: Increased quality instruction and engagement from students Staff Responsible for Monitoring: Principal CTC Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Classroom supplies, (headphones, ink, crayons, lamination, paper, general classroom supplies, book carts.) - 211 ESEA Title I Part A (Campus) - 211.11.6399.131.24.801.131 - \$9,394.96, Field Trip Transportation - 211 ESEA Title I Part A (Campus) - 211.11.6494.131.24.801.131 - \$3,000, Classroom / Teacher Supplies - 185 SCE (Campus) - 185.11.6399.131.30.000.131 - \$9,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monitor campus data through professional development and PLCs. Strategy's Expected Result/Impact: Increase in High Quality Tier 1 Instruction Staff Responsible for Monitoring: CILT TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June



Strategy 3 Details	Reviews			
Strategy 3: Provide all classrooms with Reading Materials to improve student achievement outcomes Strategy's Expected Result/Impact: Increase in student achievement outcomes, literacy. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







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

Performance Objective 3: By June 2024, Milam Elementary will Increase student achievement outcomes as measured by the percent of low-income 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

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Implement systems and support to include professional development and monitoring for Elementary Literacy Strategy's Expected Result/Impact: Student outcomes will increase in 3rd grade reading Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 2 Details		Reviews			
Strategy 2: Provide teachers with additional testing materials, supplemental programs targeted to promote the growth of low-income student achievement outcomes. Strategy's Expected Result/Impact: STAAR reading score increase Staff Responsible for Monitoring: CTC's Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: Testing Materials Supplemental Programs (Measuring Up! Forde Ferrier) - 211 ESEA Title I Part A (Campus) - 211.11.6339.131.24.801.131 - \$2,250		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					







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

Performance Objective 4: By June 2024, Milam Elementary 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

Strategy 1 Details		Reviews			
Strategy 1: Implement systems and support to include professional development and monitoring for Elementary Mathematics Strategy's Expected Result/Impact: Student outcomes will increase in 3rd grade math Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					







Strategy 2 Details	Reviews			
Strategy 2: Provide teachers with additional testing materials to promote the growth of student achievement outcomes Strategy's Expected Result/Impact: STAAR Math scores increase Staff Responsible for Monitoring: CTC's Principal Title I: 2.4, 2.5, 2.6 Funding Sources: Testing Materials(Measuring Up) - 211 ESEA Title I Part A (Campus) - 211.11.6339.131.24.801.131 - \$2,250	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: By June 2024, Milam Elementary will stabilize enrollment by increasing the number of students enrolling or transferring back to EPISD from 840 to 900.

High Priority







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

Strategy 1 Details	Reviews			
Strategy 1: Implement customer service training for all campus stakeholders Strategy's Expected Result/Impact: improve culture and perception Staff Responsible for Monitoring: Principal/Assistant Principals TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: By June 2024, Milam Elementary will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 91% to 93%.

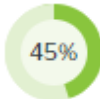

High Priority
Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Attend local recruiting fairs to fill vacant positions. Strategy's Expected Result/Impact: Increase % filled positions on first day of school Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 3	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 3: By June 2024, Milam Elementary will grow top talent by implementing a Comprehensive Professional Development Plan.

High Priority
Evaluation Data Sources: Professional Development Plan Success Metrics

Strategy 1 Details	Reviews			
Strategy 1: Support 100% of faculty and staff receiving professional learning during the academic school year on targeted best teaching practices that will enable them to perform assigned duties at the highest quality in alignment with the Strategic Blueprint. Strategy's Expected Result/Impact: Increased implementation of aligned best practices Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 4: By June 2024, Milam Elementary will effectively market and communicate information to the campus' public resulting in improving the campus' image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms.

High Priority

Evaluation Data Sources: Communication Platform data

Strategy 1 Details	Reviews			
Strategy 1: Different communications platform, providing upcoming campus news. Weekly News Letters, Class Dojo messages to staff and parents. Strategy's Expected Result/Impact: Increase 2 way communication between, parent, teacher, admin to promote a positive culture. Staff Responsible for Monitoring: Principal Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide training sessions and resources to staff and administration members to enhance customer service internal and external. Strategy's Expected Result/Impact: Increase positive impressions as defined by increase enrollment and staff well-being Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 5: By June 2024, Milam Elementary will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan and 21st century learning spaces.

High Priority

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Increase modernization of the 21st century through the installation of Promethean boards and document cameras, Strategy's Expected Result/Impact: Increased access to Learning Opportunities Staff Responsible for Monitoring: Principal Title I: 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Additional Document cameras, technology, printers. - 211 ESEA Title I Part A (Campus) - 211.11.6395.131.24.801.131 - \$9,550	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Increase modernization of the 21st century through replacement of furniture and equipment for innovative learning spaces to promote positive and functional student and academic growth. Strategy's Expected Result/Impact: Increase in student literacy and whole child development. Staff Responsible for Monitoring: Principal Title I: 2.5 Funding Sources: Flexible seating, whiteboard tables, classroom seating - 211 ESEA Title I Part A (Campus) - 211.11.6396.131.24.801.131 - \$2,400	Formative			Summative
	Oct	Jan	Mar	June



No Progress



Accomplished



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



Goal 4: CULTURE OF ACCOUNTABILITY Milam Elementary cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Milam Elementary will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 94% to 96%.

High Priority

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Attendance incentives (Traveling Class Trophy) Strategy's Expected Result/Impact: increase attendance and positive impact student achievement Staff Responsible for Monitoring: Attendance Clerk AP Principal Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Increase number of campus events and theme weeks Strategy's Expected Result/Impact: increase attendance and positive impact student achievement Staff Responsible for Monitoring: Attendance Clerk AP Principal Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June



Strategy 3 Details	Reviews			
Strategy 3: Implement Attendance notification, improvement, and tracking solution purchase to work with attendance for timely intervention. Strategy's Expected Result/Impact: Increased attendance rate (ADA) Staff Responsible for Monitoring: Attendance Clerk AP Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







Goal 4: CULTURE OF ACCOUNTABILITY Milam Elementary cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Milam Elementary will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring the campus holds all required community events.

High Priority

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Establish two way communication methods, such as Class Dojo to communicate with parents. Strategy's Expected Result/Impact: Teachers and parents will have open communication with each other which will increase positive behaviors and help families feel welcome and supported. Staff Responsible for Monitoring: Principal AP	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 2 Details	Reviews			
Strategy 2: Host monthly campus events and workshops, such as STEAM Night, GT Expo, Career Fair, STAAR Night, Wellness Wednesday Staff Responsible for Monitoring: PEL Principal Title I: 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 4 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 4: CULTURE OF ACCOUNTABILITY Milam Elementary cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Milam Elementary will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by increasing the annual percentage of campus funds.

High Priority







Evaluation Data Sources: Tableau Dashboard and Financial Reports

Strategy 1 Details	Reviews			
Strategy 1: Plan ahead efficiently to ensure spending deadlines are met. Strategy's Expected Result/Impact: 100% use of all budgets 185 and 211 funding Staff Responsible for Monitoring: Principal Secretary to the Principal Title I: 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: EQUITY BY DESIGN Milam Elementary champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Milam Elementary 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 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7% [RDA].







High Priority
Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Develop support systems, training, resources and campus monitoring designed to Increase the percentage of students advancing one or more proficiency levels in English language acquisition as measured by TELPAS. Strategy's Expected Result/Impact: Reduction in the percentage of long-term Emergent Bilinguals Staff Responsible for Monitoring: Principal/AP LPAC Clerk Title I: 2.6 Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: TELPAS Testing Laptops - 211 ESEA Title I Part A (Campus) - 211.11.6395.131.24.801 - \$9,950	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: EQUITY BY DESIGN Milam Elementary champions a targeted approach to universal access and system equity.







Performance Objective 2: By June 2024, Milam Elementary will provide high-quality, relevant, and differentiated resources matched to the needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study.

High Priority
Evaluation Data Sources: Equity Study Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Implement systems and supports for monitoring monthly expenditures. Strategy's Expected Result/Impact: campus budget will be spent according to district deadlines. Staff Responsible for Monitoring: Principal Secretary to the Principal	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: EQUITY BY DESIGN Milam Elementary champions a targeted approach to universal access and system equity.

Performance Objective 3: By June 2024, Milam Elementary will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility.

Strategy 1 Details	Reviews			
Strategy 1: Continue to recruit, onboard, and retain diverse staff Strategy's Expected Result/Impact: Employee Retention Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				