

El Paso Independent School District

Charles Q Murphree PK-8

2023-2024 Formative Review

Accountability Rating: Not Rated



Board Approval Date: October 17, 2023

Mission Statement

We will provide education in a supportive and secure environment so that all students can demonstrate skills of a successful member of society.

Vision

Charles Q Murphree is united in our commitment to ensure the academic and social success of our diverse children.

Table of Contents

Goals	4
Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.	4
Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.	5
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	13
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	17
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	19








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, CQM 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			
Strategy 1: Hire Athletic Coordinator to organize events and personnel. Strategy's Expected Result/Impact: Improved participation in 7th-8th grade sports. Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

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

Performance Objective 2: By June 2024, CQM will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 6 extended learning opportunities.

High Priority

Evaluation Data Sources: Campus tracking tool

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

Performance Objective 3: By June 2024, CQM will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness.



High Priority





Evaluation Data Sources: District Developed Tracking Rubric



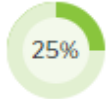

Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.







Performance Objective 1: By June 2024, EPISD 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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: Hold weekly PLCs to share ideas and lessons focusing on successful first teach strategies that increase student academic achievement.</p> <p>Strategy's Expected Result/Impact: Increase student academic achievement. Interventions.</p> <p>Staff Responsible for Monitoring: Administration, CTCs, Dept. Heads</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1</p> <p>Funding Sources: Tutors - 211 ESEA Title I Part A (Campus) - 211.11.6126.172.24.100.172 - \$10,000, Substitutes - 211 ESEA Title I Part A (Campus) - 211.11.6112.172.24.362.172 - \$11,250, Social Security - 211 ESEA Title I Part A (Campus) - \$145, Substitutes - 199 General Fund - 199.11.6112.172.11.362.172 - \$5,000, Part Time Temporary Support-Tutors - 185 SCE (Campus) - 185.11.6126.172.30.000.172 - \$15,000, Part Time Temporary Support-Tutors Social Security - 185 SCE (Campus) - 185.11.6141.172.30.362.172 - \$250</p>				


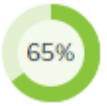




Strategy 2 Details	Reviews			
Strategy 2: Utilize walkthroughs (5 per week & 2 coaching sessions per administrator) to provide meaningful teacher feedback on instruction. Strategy's Expected Result/Impact: Improve classroom environment, increase academic success for students. Staff Responsible for Monitoring: Administrators Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: 100% of teachers will implement the Fundamental Five Lesson plan delivery framework by the end of the current school year integrate with best practices from the IB MYP program and support leadership development to impact best practice. Strategy's Expected Result/Impact: Increase academic student achievement through best learning practices. Staff Responsible for Monitoring: Administration, CTCS, IBC, Dept. Heads Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: Reading Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.172.24.801.172 - \$500	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: As a Instructional Leadership team we will meet regularly to analyze data, identify problem areas, conduct root cause analysis, select strategies and activities with an overall purpose to adjust as needed. Testing material will be purchased for students test prep during enrichment and tutoring. Strategy's Expected Result/Impact: To accomplish goals as stated by the accountability system. Staff Responsible for Monitoring: ILT Members, CIT Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Testing Materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.172.24.801.172 - \$20,000		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: By June 2024, Murphree will increase the percentage of students who demonstrate Kindergarten readiness from 60% to 75%. Strategy's Expected Result/Impact: Increase students reading on level of all grades moving forward. Staff Responsible for Monitoring: Reading CTC, Grade Level Leaders, Admin Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 6 Details	Reviews			
Strategy 6: By June 2024, CQM will provide music books for Fine Arts. Strategy's Expected Result/Impact: Ensure all students have instructional materials appropriate for instruction Staff Responsible for Monitoring: Secretary, Orchestra Teacher Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: Orchestra Books - 211 ESEA Title I Part A (Campus) - 211.11.6329.172.24.801 - \$182	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, CQM Teachers, administration, CTCs 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 50% of all classrooms with a dual language program.






Strategy 1 Details		Reviews			
Strategy 1: ELAR Teachers will conduct data talks in PLCs to plan intervention after the December benchmark Strategy's Expected Result/Impact: Increase student success, increase number of students passing STAAR and TELPAS growth. Staff Responsible for Monitoring: ELAR Dept Head, CTCs, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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		 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 3: By June 2024, EPISD 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].



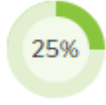
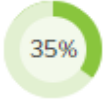
Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.






Performance Objective 4: By June 2024, EPISD will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 14% - 17%, & EB from 32% - 40%)

Strategy 1 Details		Reviews			
Strategy 1: Create targeted interventions plans and conduct a Social Studies symposium to better meet the needs of students in class and before STAAR. Initiate a 7th grade 2nd semester overlap of 8th Grade SS TEKS for the 2023-2024 school year. Strategy's Expected Result/Impact: Increase student success, increase number of students passing SS STAAR. Staff Responsible for Monitoring: CTCs, Dist. Facilitator, Social Studies Dept Head, Administration Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, EPISD will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 7% - 13%, & EB from 21% - 26%)

Strategy 1 Details		Reviews			
Strategy 1: Provide extended day tutoring, RTI and/or intervention classes for struggling students based on common assessment data. Provide High Impact Tutors and High Impact Instructors. Create targeted intervention plans during PLC/RTI grade level meetings. Conduct goal setting conferences with students at-risk of not meeting the STAAR standards and provide a substitute teacher to facilitate Strategy's Expected Result/Impact: Increase student success, increase in the number of students meeting STAAR expectations. Staff Responsible for Monitoring: Administration, CTCs, Dept. Heads Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Science Teachers will adopt model of 60% direct instructions/40% hands-on activities. Strategy's Expected Result/Impact: Increase student comprehension in Science & engagement Staff Responsible for Monitoring: Science Coach, Administration Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 3 Details		Reviews			
Strategy 3: Create targeted intervention plans and conduct a Science symposium to better understand the needs of students in Science classroom and before STAAR. Strategy's Expected Result/Impact: Increase student success, increase in the number of students passing STAAR Staff Responsible for Monitoring: CTC, Science Dept Head Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.







Performance Objective 6: By June 2024, EPISD 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 El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 7: By June 2024, CQM will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from approaches 54% to 70%, Meets from 21% to 45% and Masters from 6% to 30%

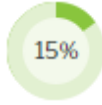

High Priority





Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Progress monitoring with unit assessments, benchmarks, and district programs (MAPS) . Strategy's Expected Result/Impact: Monitoring student growth Staff Responsible for Monitoring: Teachers, administration, CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
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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%

Strategy 1 Details	Reviews			
Strategy 1: By June 2024, Murphree will stabilize enrollment in comparison to the 2021/2022 school year. Strategy's Expected Result/Impact: Increase parent involvement opportunities and campus image/Stabilize or increase student enrollment. Staff Responsible for Monitoring: All Campus Stakeholders Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Additional Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
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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 strengthen the district's financial solvency by creating a facilities master plan that includes facilities assessment, demographic study, school boundary outlook, recommended program expansion, and rightsizing measures.

Strategy 1 Details	Reviews			
Strategy 1: Murphree will actively recruit when positions are available and ensure that all teachers are 100% highly qualified Strategy's Expected Result/Impact: Student achievement and growth are ensured by filling positions with highly qualified teachers impacting tier-one instruction. Staff Responsible for Monitoring: Administration Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L5 Equity by Design (Demographics) 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 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%.

Strategy 1 Details		Reviews			
Strategy 1: By June 2024, Murphree will empower employees with educational opportunities and skills to enable them to attain their best possible health (physical, emotional, & mental) well-being, positively affecting employee morale and job satisfaction. Strategy's Expected Result/Impact: Increase employee retention and positively impact campus culture. Staff Responsible for Monitoring: Admin., Counselors, Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L5 Equity by Design (Demographics) 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 4: 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.

Strategy 1 Details	Reviews			
Strategy 1: Provide instructional and testing materials, equipment, technology/computers/iPads and resources to teachers and staff in order to increase student achievement (to include student culture and retention) and support curriculum. Strategy's Expected Result/Impact: Improve student achievement through best practice and blended learning. Staff Responsible for Monitoring: Principal, All Teachers, Instructional Coaches, PEL Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Results Driven Accountability Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Technology Equipment - 211 ESEA Title I Part A (Campus) - 211.11.6395.172.24.801.172 - \$4,000, General Supplies - 211 ESEA Title I Part A (Campus) - 211.11.63.99.172.24.801.172 - \$29,046, General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.172.24.801.172 - \$379.50, Reading Materials - 211 ESEA Title I Part A (Campus) - 211.61.6329.172.24.801.172 - \$379.50, General Supplies - 199 General Fund - 199.11.6399.172.11.000.172, Library General Supplies - 199 General Fund - 199.12.6399.172.11.100.172 - \$500, Admin General Supplies - 199 General Fund - 199.23.6399.172.99.100.172 - \$5,000, Counseling General Supplies - 199 General Fund - 199.31.6399.172.99.100.172 - \$200, Nursing General Supplies - 199 General Fund - 199.33.6399.172.99.100.172 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: By June 2024, Murphree will implement a campus-based online system that maximizes student learning opportunities and skills for the 21st century and provide instructional materials Strategy's Expected Result/Impact: Increase student engagement, and foster enriching skills and learning experiences. Staff Responsible for Monitoring: Leadership team, Faculty Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: General Supplies - 185 SCE (Campus) - 185.11.6399.172.30.000.172 - \$15,850	Formative			Summative
	Oct	Jan	Mar	June
				

0%

No Progress

100%

Accomplished

Continue/Modify

Discontinue





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







Performance Objective 1: By June 2024, EPISD will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.

Strategy 1 Details	Reviews			
Strategy 1: By June 2024, Murphree will create conditions for a healthy learning environment that fosters cultural awareness, and well-being among all student groups. Strategy's Expected Result/Impact: Increase Student Attendance in creating a positive learning environment Staff Responsible for Monitoring: All Campus Stakeholders Title I: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Additional Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
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<div><div><div></div><div>0%</div><div>No Progress</div></div><div><div></div><div>100%</div><div>Accomplished</div></div><div><div></div><div></div><div>Continue/Modify</div></div><div><div></div><div></div><div>Discontinue</div></div></div>				

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

Performance Objective 2: By June 2024, EPISD will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events.

Strategy 1 Details	Reviews			
Strategy 1: By June 2024, Murphree will cultivate a mindset and commitment to customer service that promotes respect, transparency, and trust as defined by the metrics. Strategy's Expected Result/Impact: Create a positive and trusting community image. Staff Responsible for Monitoring: All campus stakeholders Title I: 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: By June 2024, Murphree will ensure threat assessment protocols are implemented and followed at all campuses via their onsite threat assessment team. The campus team shall document incidents and identify the tools needed to assess, monitor, and support the student, family, and campus community. Strategy's Expected Result/Impact: Increase community involvement in campus events and positively impact community perspective. Staff Responsible for Monitoring: Admin., Campus security, District Officers, Title I: 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				








Strategy 3 Details		Reviews			
Strategy 3: Murphree will increase parent and community involvement by 10% for the school year 2022-2023 Strategy's Expected Result/Impact: Increased Community involvement thus increasing a positive campus outlook, provide field trips for student. Staff Responsible for Monitoring: Admin., Leadership team, Parent liasion Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Transportation Student Activities - 199 General Fund - 199.11.6494.172.11.000.172 - \$1,500, Field Trip Entry Fee and Misc Operation Costs - 199 General Fund - 199.11.6499.172.11.000.172		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, EPISD 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)

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

Performance Objective 2: By June 2024, EPISD will provide high-quality, relevant, and differentiated resources matched to each school's needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study. (OTE)

Strategy 1 Details	Reviews			
Strategy 1: Purchase and pay for text books for students Strategy's Expected Result/Impact: Access to materials for all students Staff Responsible for Monitoring: Book room clerk senior clerk Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Textbook Replacement - 199 General Fund - 199.11.6321.172.11.000.172 - \$1,000	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 3: By June 2024, EPISD 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 in the lowest performing campuses. (HR)

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

Performance Objective 4: By June 2024, EPISD will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs. (HR)