

El Paso Independent School District

Polk Elementary School

2023-2024 Goals/Performance Objectives/Strategies

Accountability Rating: A

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness



Mission Statement

Polk Elementary School will nurture the academic, physical, emotional, social, and moral development of every child by providing a safe, positive, challenging, learner-centered environment where children cultivate a love for learning, and achieve their fullest potential as they prepare for the future.

Vision

Believe, Succeed, Achieve - It is the vision of the staff of Polk Elementary School for each child to believe in himself/herself, and to set personal goals in order to succeed and achieve in today's world.

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.	10
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	25
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	32
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	47





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, Polk will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: To provide training to students, teachers, and parents to ensure successful implementation of the PBIS and SEL Programs campus wide. Strategy's Expected Result/Impact: To maintain a positive school culture. To implement restorative discipline. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Campus Culture and Climate Team (CCCT) Chair Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Polk will decrease disproportionality rates of student groups, as demonstrated in disciplinary actions through progressive discipline and implementation of early interventions. Strategy's Expected Result/Impact: Decrease in discipline referrals. Staff Responsible for Monitoring: Principal, Assistant Principal 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: To maximize the implementation of the WIN (Whatever is needed) block so all students can participate in the Fine Arts Program which includes Visual Arts, Music and Orchestra, in addition to academic interventions. Strategy's Expected Result/Impact: Students will receive a well rounded education. Staff Responsible for Monitoring: Principal, Assistant Principal. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To implement the Kids Excel Program for 4th Grade students. Strategy's Expected Result/Impact: Students will receive a well rounded education. Staff Responsible for Monitoring: Principal, Assistant Principal, 4th Grade Lead Teacher Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: To implement and monitor campus and district health and wellness initiatives through the Coordinated School Health Committee. Strategy's Expected Result/Impact: Students will receive a well rounded education. Staff Responsible for Monitoring: Principal, CSHC Campus Coordinator Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Polk will increase K-5 grade student participation in UIL, extra-curricular, co-curricular activities at all levels.

Evaluation Data Sources: Survey results





Strategy 1 Details	Reviews			
Strategy 1: To participate in district sponsored UIL Activities. Strategy's Expected Result/Impact: Students will receive a well rounded education. To promote student engagement and improve attendance. Staff Responsible for Monitoring: Principal, UIL Campus Coordinator Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To implement after school clubs, such as STEM, Spanish for Monolingual Students, Robotics, Chess, Cheering Squad, Student Council and more, for students in Grades 1 to 5. Strategy's Expected Result/Impact: Students will receive a well rounded education. To promote student engagement and improve attendance. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To implement Intramural program for students in grades 4 and 5. Strategy's Expected Result/Impact: Students will receive a well rounded education. To promote engagement and improve attendance. Staff Responsible for Monitoring: Principal, Intramurals Coordinator Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Funding Sources: Stipend for P.E. Coaches - 199 General Fund - \$2,200	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To ensure implementation of a quality physical education curriculum and required health, and physical activity assessments. Strategy's Expected Result/Impact: Students will receive a well rounded education including life-long healthy habits. Staff Responsible for Monitoring: Principal, Physical Education Teachers. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: By June 2024, Polk 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.





Evaluation Data Sources: District Tracking Tool

Strategy 1 Details	Reviews			
Strategy 1: To continue the Kids Excel Program for students in grade 4. Strategy's Expected Result/Impact: Fourth grade students will learn about dancing, discipline, and team work. Staff Responsible for Monitoring: Principal, Fourth Grade Liaison ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To continue partnership with the YWCA to offer after school daycare. Strategy's Expected Result/Impact: Many of our parents will have the opportunity to have daycare after school at our campus. Staff Responsible for Monitoring: Principal, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Polk 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.





Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: To monitor campus and district health and wellness policies and initiatives through the Coordinated School Health Committee. Strategy's Expected Result/Impact: Faculty, Staff and Students will learn about and implement healthier choices Staff Responsible for Monitoring: Principal, CSHC Campus Coordinator ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Offer Intramurals before school for students to develop healthy habits, increase physical activity and improve academics. Staff Responsible for Monitoring: Principal, Secretary to Principal, Physical Education Coaches Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> 0% No Progress</div> <div> 100% 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 5: By June 2024, Polk 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 for less than 1%.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: To utilize school counselor to provide individual and group counseling sessions to deliver guidance lessons on topics such as bullying, conflict resolution, character development, college and career choices to promote a safe and positive school environment. Strategy's Expected Result/Impact: Students will learn conflict resolution strategies. A decrease in discipline incidents will be expected. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor. Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To review and share Code of Conduct, school discipline procedures, PBIS and SEL with students, teachers and parents. Strategy's Expected Result/Impact: Discipline protocols in combination with SEL/PBIS will be observed. A decrease in discipline incidents will be expected. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor. Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	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 1: By June 2024, Polk 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.

Strategy 1 Details		Reviews			
Strategy 1: To implement the new EPISD curriculum with fidelity. Strategy's Expected Result/Impact: To use the EPISD Curriculum and resources as a blue print/guide to follow the standards, align instruction, and maximize time . Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: To purchase instructional materials to support instruction. Strategy's Expected Result/Impact: To have the necessary instructional supplies so teachers can implement what is needed to provide the best instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Instructional Coaches, Secretary to Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Instructional Supplies - 199 General Fund - \$17,323, instructional Supplies - 185 SCE (Campus) - \$8,184		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Purchase reading materials in English and Spanish to support instruction for all students including English Learners and At-Risk students. Strategy's Expected Result/Impact: Students will have the opportunity to select and read books in English and Spanish. Staff Responsible for Monitoring: Principal, Assistant Principal, Librarian, Secretary to Principal. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Reading Materials in English and Spanish - 185 SCE (Campus) - \$1,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Provide opportunities for teachers to collaborate during Professional Learning Community Meetings to monitor and analyze data, plan instruction and necessary interventions and to share best practices in general. Strategy's Expected Result/Impact: Teachers will have the opportunity to sit together and purposefully collaborate to analyze data. Appropriate lesson plans and interventions will be developed. Staff Responsible for Monitoring: Principal, Campus Teaching Coaches Title I: 2.4, 2.5, 2.6 - 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 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 5 Details		Reviews			
Strategy 5: Conduct walkthroughs to monitor high quality instruction, active learning and curriculum implementation. Strategy's Expected Result/Impact: Walkthroughs will serve to document progress, address needs, monitor curriculum and program fidelity and support teachers. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 6 Details		Reviews			
Strategy 6: To create a Science Lab schedule to provide opportunities to all students to experience hands-on experiments and reinforce the Science Curriculum. Strategy's Expected Result/Impact: Students in all grade levels will take part of hands-on Science experiments. As a result, Science performance will improve for the whole school. Staff Responsible for Monitoring: Principal, Assistant Principal, CTC for Math and Science. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
Strategy 7: To implement a school wide Science Fair to give students the opportunity to experience and learn more about the Scientific Process , Advanced Level Products and hands-on Science in general. Strategy's Expected Result/Impact: Students from all grade levels will participate in Science Fair. Gains in students' engagement and Academic gains in Science will be evident. Staff Responsible for Monitoring: Principal, Assistant Principal and Math and Science CTC. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: To ensure proper identification of Gifted and Talented students. Strategy's Expected Result/Impact: Gifted students will be identified and their needs will be addressed appropriately. Staff Responsible for Monitoring: Principal, Counselor, GT Campus Chair. Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: To implement a school-wide GT program in grades K-5 for monolingual and dual language students to provide high quality instruction including depth and complexity, high level questioning, and advanced level products. Strategy's Expected Result/Impact: The needs of of our diverse population including gifted and talented students will be addressed appropriately. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 10 Details		Reviews			
Strategy 10: To promote GT Certification and the annual 6 hours update, for all Polk teachers, to ensure best practices are utilized to address the needs of the Gifted and Talented students. Strategy's Expected Result/Impact: All Polk teachers will be prepared to meet the needs of GT students in their classroom. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR, particularly in 4th grade was the lowest area. Root Cause: Students were not adequately prepared for the rigor in this test.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: The need for strategic planning and a master schedule to maximize efficiency is essential. Root Cause: Limited space and aging facilities present a challenge to the daily school operations.

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

Performance Objective 2: By June 2024, Polk 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.

Strategy 1 Details	Reviews			
<p>Strategy 1: To develop a Dual Language Schedule that protects the 50-50 division of languages, and includes the core instruction and WIN block appropriately.</p> <p>Strategy's Expected Result/Impact: Dual Language Instruction will be implemented with fidelity.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Math and Reading Interventionists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Purchase reading materials in English and Spanish to support instruction for all students including English Learners and At-Risk students.</p> <p>Strategy's Expected Result/Impact: Dual Language Program will be supported with available resources in classroom and Library.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Librarian, Literacy CTC, Secretary to Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Provide opportunities for dual language teachers to collaborate during weekly Professional Learning Community Meetings to monitor and analyze data, plan instruction and necessary interventions and to share best practices in general. Strategy's Expected Result/Impact: Dual Language Teachers will have the opportunity to address the specific needs of second language learners. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs Title I: 2.4, 2.5, 2.6 - 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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Conduct walkthroughs to monitor high quality instruction in the dual language program, dual language strategies. active learning, curriculum implementation and best practices for second language learners. Strategy's Expected Result/Impact: Dual Language Program will be implemented with fidelity. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: To provide training and Professional Development opportunities for Dual Language Teachers to better implement this program and to meet the district requirements. Strategy's Expected Result/Impact: Teachers will have the opportunity to learn about best practices and new developments to better implement the program. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs Title I: 2.4, 2.5, 2.6 - 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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: To provide additional planning time opportunities for Dual Language Teachers to review materials, plan horizontally and vertically and internalize District training. Strategy's Expected Result/Impact: Teachers will align the curriculum and the schedule to meet the 50-50 requirement. Teachers will plan and implement best dual language practices. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Secretary to Principal Title I: 2.4, 2.5, 2.6 - 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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Substitutes for Release Time - 185 SCE (Campus) - \$8,000, Substitutes-Fringes - 185 SCE (Campus) - \$116	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.

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

Performance Objective 3: By June 2024, Polk will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 88% to at least 90%.

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: To carefully plan the first teaching and interventions to ensure that our students will improve the STAAR Results in Math and Reading in grades 3, 4, and 5, and Science in grade 5. Strategy's Expected Result/Impact: Math Instruction will be carefully planned and implemented so Math results will improve. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches and Math and Reading Interventionists. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To implement with fidelity the new Curriculum and Resources: Amplify, Eureka, Texas Social Studies Strategy's Expected Result/Impact: To implement the EPISD Curriculum as a blue print/guide to follow the standards, align instruction, and maximize time . Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To implement the WIN (Whatever is Needed) block to protect the time for Core Instruction, and at the same time offer Enrichment opportunities and interventions as needed. Strategy's Expected Result/Impact: Instruction time will be more efficiently used. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Increase student performance in the area of Literacy and Numeracy in the early grades Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches 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 (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: To increase the percentage of students who demonstrate grade level readiness at the end of Kindergarten Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches 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) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details		Reviews			
Strategy 6: Purchase instructional materials to support instruction. Strategy's Expected Result/Impact: To have the necessary instructional supplies so teachers can implement what is needed to provide the best instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Secretary to the Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR, particularly in 4th grade was the lowest area. Root Cause: Students were not adequately prepared for the rigor in this test.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: The need for strategic planning and a master schedule to maximize efficiency is essential. Root Cause: Limited space and aging facilities present a challenge to the daily school operations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.

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

Performance Objective 4: By June 2024, Polk will Increase student achievement outcomes as measured by the percent of 3-5 students that score "Meets" Grade level or above on STAAR reading.

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: To carefully plan the first teaching and interventions to ensure that our students will improve the STAAR Results in Reading in grades 3, 4, and 5 Strategy's Expected Result/Impact: Reading instruction will be carefully planned and implemented so performance will improve. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Reading Interventionists 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) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

 No Progress
  Accomplished
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR, particularly in 4th grade was the lowest area. Root Cause: Students were not adequately prepared for the rigor in this test.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.

L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.

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

Performance Objective 5: By June 2024, Polk will increase student achievement outcomes as measured by the percent of all grade 3-5 students that score "Meets" grade level or above on STAAR math.

HB3 Goal
Evaluation Data Sources: STAAR Results, Map Assessment Results

Strategy 1 Details		Reviews			
Strategy 1: To carefully plan the first teaching and interventions to ensure that our students will improve the STAAR Results in Math in grades 3, 4, and 5, Strategy's Expected Result/Impact: More students will score at the Meets Level Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Math Interventionists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>					

Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR, particularly in 4th grade was the lowest area. Root Cause: Students were not adequately prepared for the rigor in this test.
L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.

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

Performance Objective 1: By June 2024, Polk will stabilize enrollment by increasing the number of new students enrolling or transferring back to Polk by 1% from 648 to 654

Strategy 1 Details	Reviews			
Strategy 1: Polk will continue to maintain a healthy enrollment. So far, we have increased our numbers by 4% compared to last year's. Strategy's Expected Result/Impact: Consistent enrollment numbers. Staff Responsible for Monitoring: Principal, PEIMS clerk. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Performance Objective 1 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Need to increase attendance rates to at least 96% Root Cause: Impact of the COVID years still affected our attendance rate in the past year. Attendance rate dropped to 94%

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

Performance Objective 2: By June 2024, Polk 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 95% to 98%.

Strategy 1 Details	Reviews			
Strategy 1: To recruit and hire highly qualified individuals to provide the best instruction to our diverse population. Strategy's Expected Result/Impact: Students' needs will be better addressed by highly qualified teachers with the proper certifications. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To ensure new teachers receive the support needed by participating in the Mentor Program sponsored by District's Leadership and Talent Development. Strategy's Expected Result/Impact: Supported teachers will deliver better instruction. Staff Responsible for Monitoring: Principal Title I: 2.4, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To motivate and retain highly qualified employees by ensuring a positive, supportive work environment. Strategy's Expected Result/Impact: Positive environment equals low teacher turn over. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Climate and Culture Committee. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To recognize accomplishments of faculty and staff in a variety of ways, including Professional Development Coupons. Strategy's Expected Result/Impact: Positive, supportive work environment equals low employee turn over. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Secretary to Principal. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: To ensure teachers receive the professional development sessions needed to implement new curriculum, new schedules, and best practices in general. Strategy's Expected Result/Impact: Teachers will feel supported and better prepared to deliver high quality instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: To provide professional development opportunities for counselor to support campus needs and enhance leadership skills. Strategy's Expected Result/Impact: counselor will be prepared with the most updated guidelines. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.

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

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

Strategy 1 Details	Reviews			
Strategy 1: To provide opportunities for teachers and administrators to attend in-town and out of town professional development conferences to increase student achievement. Strategy's Expected Result/Impact: Teachers and administrators will be better prepared to provide high quality instruction and address the needs of all students. Staff Responsible for Monitoring: Principal, CTCs, Secretary to Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To provide opportunities for teachers to collaborate and plan with new curriculum to address the needs of our at-risk students. Strategy's Expected Result/Impact: Teachers will feel supported and confident in implementing the new curriculum to the best of their abilities, so they can address the needs of all their students. Staff Responsible for Monitoring: Principals, CTCs, Secretary to Principal Title I: 2.4, 2.6 - 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 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details		Reviews			
Strategy 3: Too provide professional development opportunities for school nurse to support campus needs and enhance leadership skills. Strategy's Expected Result/Impact: School nurse will be better prepared to address the needs of all our students. Staff Responsible for Monitoring: Principal, Secretary to Principal. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.
L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.

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

Performance Objective 4: By June 2024, Polk 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: To provide targeted training and planning time for instructional technology. Strategy's Expected Result/Impact: Effective technology utilization by teachers and students in the implementation of high quality instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, ITS. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To develop a campus technology plan to support the one to one device system including inventory, repairs and replacements. Strategy's Expected Result/Impact: Every student will have a device. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 4 Prioritized Needs:





L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: The need for strategic planning and a master schedule to maximize efficiency is essential. Root Cause: Limited space and aging facilities present a challenge to the daily school operations.
Prioritized Need 2: Our Internet capability needs improvement to support the implementation of new curriculum and online assessments. Root Cause: Limited internet capability and aging facilities present a challenge to new online curriculum demands.

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

Performance Objective 1: By June 2024, Polk will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 94.1% to 96% .

Strategy 1 Details	Reviews			
Strategy 1: To promote attendance we will implement the NBA (Never Been Absent) Program to motivate students to come to school everyday. Strategy's Expected Result/Impact: Attendance will increase from 94.1% to at least 96% Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, 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: To support opportunities for students to participate in field trips that enhance the curriculum and promote student engagement. Strategy's Expected Result/Impact: Student engagement will increase. Staff Responsible for Monitoring: Principal, Secretary to Principal Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Funds for field trips transportation. - 199 General Fund - \$4,000	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: To implement PBIS and SEL strategies to develop student character development and create a positive learning environment. Strategy's Expected Result/Impact: Students will learn these strategies and will adhere to the PBIS norms in school. Staff Responsible for Monitoring: Principal, Assistant Principal, CCCT (Campus Climate and Culture Team) Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: To recognize student achievement and demonstration of good character in a variety of ways including Pawprint Coupons Incentives. Strategy's Expected Result/Impact: Students will be motivated to follow the PAWS (our PBIS Norms) Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: To provide training to teachers on PBIS and SEL to ensure successful implementation campus wide. Strategy's Expected Result/Impact: Teachers will support the implementation of PBIS and SEL by embedding these skills and strategies in their lessons. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: To purchase signage, posters, and other materials to promote SEL and PBIS programs in our school. Strategy's Expected Result/Impact: Students will be encouraged and motivated to follow these programs, particularly the school PAWS by all the posters around them. Staff Responsible for Monitoring: Principal, Secretary to Principal. Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: To conduct Red Ribbon Week activities to encourage students to be drug free and promote healthy lifestyles. Strategy's Expected Result/Impact: Students will learn about drug free choices and healthy lifestyles. Staff Responsible for Monitoring: Counselor. Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Need to increase attendance rates to at least 96% Root Cause: Impact of the COVID years still affected our attendance rate in the past year. Attendance rate dropped to 94%
L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.

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

Performance Objective 2: By June 2024, Polk will foster a welcoming and safe environment where all families and communities feel supported by ensuring 100% of all required community events are offered.

Strategy 1 Details	Reviews			
Strategy 1: To provide opportunities for students and parents to exercise and practice healthy habits through Wellness Wednesdays, Walk to School and Healthy Family Saturday Runs. Strategy's Expected Result/Impact: Students will receive a well rounded education including life long-healthy habits. Staff Responsible for Monitoring: Principal, Physical Education Teachers. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To provide school tours to prospective new parents, host a "Meet and Greet the Teacher" opportunity and our annual "Welcome back Picnic" to ease the transition for new and returning students. Strategy's Expected Result/Impact: To welcome parents and most importantly students to the new school, and new school year. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Secretary to Principal, Parent Engagement Leader Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To work with Middle School Counselors with the process of introducing fifth grade students and parents to everything they need to learn about middle school. Strategy's Expected Result/Impact: To support students and parents through the transition from elementary and middle school. Staff Responsible for Monitoring: Counselor Title I: 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To invite parents to be part of their children's fine arts development by supporting them in their performances, such as Orchestra Concerts, Kids Excel, Art Exhibitions, UIL, Poetry and other performances. Strategy's Expected Result/Impact: Increase Parental Involvement. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Fine Arts and Orchestra Teachers. Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase the number of parent participation in informational meetings and the educational process in general. Root Cause: Even though attendance to parent meetings is relatively good, not all parents are well informed.

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





Performance Objective 3: By June 2024, Polk will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (2 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 9 to 9.5 and response rate from 4 days to 2 days).

Strategy 1 Details	Reviews			
Strategy 1: To provide sessions to inform parents about Dual Language Program. Strategy's Expected Result/Impact: Parents will be better equipped to make informed decisions and to support her children in the Dual Language Program. Staff Responsible for Monitoring: Principal, Parent Engagement Leader. Title I: 2.4, 2.5, 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To provide sessions to inform parents about our school's Gifted and Talented program model. Strategy's Expected Result/Impact: Parents will be better informed about what a GT student is and his/her needs. Parents will learn about the Polk GT program. Staff Responsible for Monitoring: Principal, GT Chair, Parent Engagement Leader. Title I: 2.4, 2.5, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To provide training/information to parents about PBIS and SEL to ensure successful implementation at home and school. Strategy's Expected Result/Impact: Parents will be able to support the PBIS and SEL initiatives at home. Staff Responsible for Monitoring: Principal, Assistant Principal, Parent Engagement Leader. Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To provide parental involvement opportunities through PTA partnerships, Volunteers in Public Schools (VIPS), and Watch Dogs. Strategy's Expected Result/Impact: Parental Involvement will increase Staff Responsible for Monitoring: Principal, Parental Engagement Leader, Counselor Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: To encourage parents to comply with district mandated process to become a volunteer so they can participate in school activities. Strategy's Expected Result/Impact: Parental Involvement will increase. Staff Responsible for Monitoring: Principal, Parental Engagement Leader, Counselor, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: To utilize a variety of systems such as newsletters, website, phone messenger, social media and marquee to notify parents of school events and opportunities for involvement and participation. Strategy's Expected Result/Impact: Parental involvement will increase. Staff Responsible for Monitoring: Principal, Parental Engagement Leader, Counselor, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: To offer parent education classes/workshops on a variety of topics and provide materials and supplies needed. Strategy's Expected Result/Impact: Parental involvement will increase. Staff Responsible for Monitoring: Principal, Parental Engagement Leader, Counselor, Secretary to Principal Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: To maintain close communication with parents to keep them informed about students academic progress, social development, behavior and more. Strategy's Expected Result/Impact: Parental involvement and student academic performance will increase. Staff Responsible for Monitoring: Principal, Assistant Principal, Parent Engagement Leader Title I: 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
Strategy 9: To maintain an updated school website to keep parents informed. Strategy's Expected Result/Impact: Parents will be well informed Staff Responsible for Monitoring: Principal, Campus Webmaster ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: To involve parents in developing and evaluating the School-Parent Compact and the Family Engagement Policy through meetings and Parent-Teacher Conferences. Strategy's Expected Result/Impact: Increase parental involvement in the school decision making and their children's academic development. Staff Responsible for Monitoring: Principal, Parental Engagement Leader Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
Strategy 11: To actively seek out new partnerships with businesses and other community entities and offer meaningful opportunities for partners to engage in our school community Strategy's Expected Result/Impact: Increase in Partners in Education. Increase support from the community. Staff Responsible for Monitoring: Principal, Counselor, Parent Engagement Leader ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 12 Details		Reviews			
Strategy 12: To provide all the appropriate information about our school through the Polk Student Folder give to all students on the first day of school. Strategy's Expected Result/Impact: Parents and students will be informed about school norms and expectations. Staff Responsible for Monitoring: Principal, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: Student folders from print shop - 199 General Fund - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 3 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: Encourage parents to participate in surveys to express their opinion . Root Cause: Culture Survey Results may not be valid because of the low participation.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase the number of parent participation in informational meetings and the educational process in general. Root Cause: Even though attendance to parent meetings is relatively good, not all parents are well informed.
Prioritized Need 3: To ensure transparency, accountability and proper documentation are in place for all stakeholders. Root Cause: To comply with the many requirements of district, state and federal government.

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

Performance Objective 4: By June 2024, Polk 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 ensuring quality program implementation and strategic investments in Federal programs and Increasing the annual percentage of entitlement program expenditures (Title I).

Strategy 1 Details	Reviews			
Strategy 1: To review Title 1 Guidelines with Campus improvement Team to ensure funds are appropriately allocated to meet the needs of all students. Strategy's Expected Result/Impact: Title 1 funds will be appropriately allocated and utilized to address the needs of our students. Staff Responsible for Monitoring: Principal, Secretary to Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To survey/consult faculty, staff and parents through CIT representatives to identify and prioritize campus needs. Strategy's Expected Result/Impact: CIT members will survey the group they represent and provide input. Campus needs will be prioritized accordingly. Staff Responsible for Monitoring: Principal, CIT Facilitator Title I: 2.4 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2, 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: To provide copy machines and use of risograph to support instruction and assessments. Strategy's Expected Result/Impact: Resources will be available for teachers as needed. Staff Responsible for Monitoring: Principal, Secretary to Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: To ensure Nursing Center is well equipped to support student needs and emergencies. Strategy's Expected Result/Impact: School Nurse will be able to address some minor medical needs. Staff Responsible for Monitoring: Principal, Secretary to Principal, School Nurse. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 Funding Sources: Supplies for Nurse's Office - 199 General Fund - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: To ensure validity of data through periodic audits, timely submission of reports to different departments, and appropriate storage and archival process. Strategy's Expected Result/Impact: Our school will be in compliance. Staff Responsible for Monitoring: Principal, Assistant Principal, PEIMS Clerk, Counselor, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 Funding Sources: Office Supplies - 199 General Fund - \$2,500	Formative			Summative
	Oct	Jan	Mar	June





Strategy 6 Details		Reviews			
Strategy 6: To provide information, workshops, and training to parents so they can support their children's academic development and school in general. Strategy's Expected Result/Impact: Parent involvement will increase. Staff Responsible for Monitoring: Principal, Parent Engagement Leader Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: General Supplies for Parent Meetings - 211 ESEA Title I Part A (Campus) - \$406, Miscellaneous Operating Costs - 211 ESEA Title I Part A (Campus) - \$406		Formative			Summative
		Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

Performance Objective 4 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase the number of parent participation in informational meetings and the educational process in general. Root Cause: Even though attendance to parent meetings is relatively good, not all parents are well informed.
Prioritized Need 3: To ensure transparency, accountability and proper documentation are in place for all stakeholders. Root Cause: To comply with the many requirements of district, state and federal government.

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

Performance Objective 5: By June 2024, Polk 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 state allotment expenditures for Bilingual and State Compensatory Education. (Federal and State Programs and Fund Development)





Strategy 1 Details	Reviews			
Strategy 1: To ensure that district funded LPAC clerk in collaboration with LPAC Committee oversees, maintains documentation and coordinates necessary assessments to comply with state requirements. Strategy's Expected Result/Impact: Emergent Bilingual students will be placed appropriately, their needs will be addressed and the whole process will be documented appropriately. Staff Responsible for Monitoring: Principal, LPAC clerk Title I: 2.4, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 5 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: To ensure transparency, accountability and proper documentation are in place for all stakeholders. Root Cause: To comply with the many requirements of district, state and federal government.

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

Performance Objective 6: By June 2024, Polk 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 maintaining a healthy unassigned general fund balance.

Strategy 1 Details	Reviews			
Strategy 1: To utilize a Risograph and three copy machines to support classroom instruction. Strategy's Expected Result/Impact: Teachers will have an allotment of copies to supplement instruction in classroom. Staff Responsible for Monitoring: Principal , Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 Funding Sources: Risograph Maintenance - 199 General Fund - \$1,100, Copiers Lease - 199 General Fund - \$6,019	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To maintain a healthy balance for credit card usage for emergency purchases. Strategy's Expected Result/Impact: Credit card will be used instead of writing checks. Staff Responsible for Monitoring: Principal, Secretary to Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 Funding Sources: Miscellaneous Operating Costs - 199 General Fund - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 6 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: To ensure transparency, accountability and proper documentation are in place for all stakeholders. Root Cause: To comply with the many requirements of district, state and federal government.

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

Performance Objective 1: By June 2024, Polk will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beginning on TELPAS Composite from 7% to 4%, Intermediate from 20% to 15% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 16% to 12%.

Evaluation Data Sources: TABLEAU TELPAS

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: To implement a quality Dual Language Program that develops all the language domains (Listening, Speaking, Reading and Writing) in English and Spanish. Strategy's Expected Result/Impact: Students will show at least one level of improvement each year. Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches. Title I: 2.4, 2.5, 2.6 - TEA Priorities: 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 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1				
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: More walkthroughs and coaching conferences must take place to better support ALL teachers. Root Cause: Monitor fidelity to Curriculum and new resources implementation, and quality first teach.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.

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

Performance Objective 2: By June 2024, Polk 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.





Strategy 1 Details		Reviews			
Strategy 1: To employ teacher tutors to provide small group intervention to identified at-risk students during the school day. Strategy's Expected Result/Impact: At-risk students needs will be identified and interventions will be implemented. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Secretary to Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Part-time certified tutors - 211 ESEA Title I Part A (Campus) - 211.11.6117 - \$15,000, Part-time Non-certified tutors - 211 ESEA Title I Part A (Campus) - 211.11.6126 - \$12,000, Part-time tutors fringes - 211 ESEA Title I Part A (Campus) - \$2,088		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: To provide supplemental instructional and test practice materials to address the diverse needs of our at-risk students. Strategy's Expected Result/Impact: Supplemental materials will be implemented during interventions to improve the at-risk students' academic performance. Staff Responsible for Monitoring: Principal, CTCs, Secretary to Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: To provide substitutes for teachers to meet and evaluate data and plan the necessary interventions for our at-risk students. Strategy's Expected Result/Impact: Teachers will have additional release time to analyze data and plan instruction. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Secretary to Principal. Title I: 2.4, 2.6 - 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 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Substitutes - 199 General Fund - \$3,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: To provide substitutes for teachers to administer mandatory assessments in small groups to meet the needs of the At-risk students. Strategy's Expected Result/Impact: Mandatory assessments will be administered appropriately by certified teachers in small groups, one to one, or as needed. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, math and Reading Interventionists, Secretary to Principal Title I: 2.4, 2.6 - 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 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Substitute teachers - 199 General Fund - \$3,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 5 Details		Reviews			
Strategy 5: To identify At-risk students using state indicators, monitor their progress and document in CCRP. Strategy's Expected Result/Impact: Students will be identified, and their progress monitored and documented appropriately. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Math and Reading Interventionists, CTCs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 6 Details		Reviews			
Strategy 6: To provide targeted and well planned push-in or pull-out interventions by the new Math and Reading Interventionists. Strategy's Expected Result/Impact: Provide quality instructions/interventions to address the learning gaps in Math and Reading. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Math and Reading Interventionists Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 7 Details		Reviews			
Strategy 7: To identify students and provide dyslexia reading services to qualified students by Dyslexia Reading Teachers. Strategy's Expected Result/Impact: To address the needs of students identified with characteristics of dyslexia. Staff Responsible for Monitoring: Principal, Assistant Principal, Literacy CTC, Dyslexia Reading Teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 8 Details		Reviews			
Strategy 8: To Implement the MTSS initiative to ensure effective implementation of RTI. Strategy's Expected Result/Impact: Students' academic and social emotional needs will be identified and addressed promptly. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Math and Reading Interventionists, Counselor Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 9 Details		Reviews			
Strategy 9: To provide 15 or 30 hours of accelerated instruction to identified students to comply with HB4545 mandate. Strategy's Expected Result/Impact: Students needs will be addressed through accelerated instruction to close the gaps in Math and Reading. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Math and Reading Interventionists Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 10 Details		Reviews			
Strategy 10: To ensure compliance with federal, state and local guidelines regarding the identification, placement, and services for students receiving special education services. Strategy's Expected Result/Impact: Students in need of Special Education will be appropriately identified and served. Staff Responsible for Monitoring: Principal, Assistant Principal, Diagnostician, SpEd. Teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 11 Details	Reviews			
Strategy 11: To implement the Co-Teaching Model to better serve Special Education students in the areas of Math and Reading. Strategy's Expected Result/Impact: Special Education students will receive high quality instruction in the General Ed. setting by their General Education teacher and a SpEd. teacher. Staff Responsible for Monitoring: Principal, Assistant Principal, Sp. Ed. Teachers, CTCs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
Strategy 12: To provide training to faculty and staff in the areas of inclusive practices, eligibility requirements, differentiated instruction, accommodations, Individualized Education Plans, and proper assessments. Strategy's Expected Result/Impact: Faculty and staff will be better prepared to address the needs of our Special Education Students. Staff Responsible for Monitoring: Principal, Assistant Principals Diagnostician, Special Education Teachers. Title I: 2.4, 2.6 - 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 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: More opportunities for teachers to learn, collaborate and plan together. Root Cause: Teachers require more time and support to implement new curriculum in Math, Reading/Language Arts and Social Studies.

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: The need for strategic planning and a master schedule to maximize efficiency is essential. Root Cause: Limited space and aging facilities present a challenge to the daily school operations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Plan and implement timely, targeted interventions. Root Cause: Utilize additional personnel and new assessments to better identify and serve our students in need.