

# **El Paso Independent School District**

## **Project About Face**

### **2023-2024 Formative Review**

**Accountability Rating: Not Rated**



**Board Approval Date: October 17, 2023**

# Mission Statement

In partnership with our families and community, we will uphold the highest standards to provide inclusive and fair learning experiences that support the whole child at our Project About Face Program.

## Vision

INSPIRE AND EMPOWER learners to thrive.

## Value Statement

The foundation of success, for our students and our school system, is rooted in our core beliefs and these beliefs affirm who we are, what we stand for, how we treat each other, what we prioritize, and what guiding principles we live by as members of the El Paso ISD family.

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# Goals

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

**Performance Objective 1:** By June 2024, Project About Face will create a culture where each student is supported by caring adults, as measured by an Employee, Student and Parent Culture Climate Survey.

**High Priority**

**Evaluation Data Sources:** Campus surveys and evaluations for climate number of extracurricular activities held, number of students who participate in those activities, counselor caseloads, discipline referrals to include ISS, OSS and discipline removals, PBIS/SEL implementation review, PK-12 Survey

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to survey and evaluate for climate numbers of extracurricular activities held.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement PBIS/SEL activities throughout the school year with morning announcements, circles SEL daily classes, weekly recognition, honor roll and perfect attendance recognition.</p> <p><b>Strategy's Expected Result/Impact:</b> Create a culture where every student feels safe, supported and cared for.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Counselors and PBIS Committee Members</p> <p><b>Title I:</b> 2.5, 2.6</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1 - Staff Quality, Recruitment, and Retention 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

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

**Performance Objective 2:** By June 2024, Project About Face will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Referrals for all student groups from 10% to 8% and reduce the overall number of disciplinary referrals from 18 to 14.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** On Point Discipline Action Summary Report

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will reduce the number of all ISS, OSS and disciplinary referrals from 18 to 14.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Project About Face staff will receive Boys town Training and implement program.  <b>Strategy's Expected Result/Impact:</b> Student discipline referrals will decrease by 4%  <b>Staff Responsible for Monitoring:</b> Project About Face staff, R. Fierro, asst. principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher</p> <p><b>Title I:</b> 2.5, 2.6  <b>- ESF Levers:</b> Lever 3: Positive School Culture  <b>Prioritized Needs:</b> Demographics 2 - School Culture and Climate 1  <b>Funding Sources:</b> Supplies - 199 General Fund - \$9,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will have access to incentives provided as they earn points as indicated with Boys town model.  <b>Strategy's Expected Result/Impact:</b> Students' behavior will improve as well as their social skills.  <b>Staff Responsible for Monitoring:</b> R. Fierro, asst. principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher</p> <p><b>Prioritized Needs:</b> Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                Accomplished                Continue/Modify                Discontinue         </p>				

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

**Performance Objective 1:** By June 2024, Project About Face will develop and implement a guaranteed and viable student-centered District curriculum as measured by Asst. 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.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Walkthrough data, PLC Sign-in sheets

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to support the development and implementation of instructional model, and scope and sequence of all subjects.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase academic material and supplies that will assist teachers, campus coaches and interventionists in assisting academically struggling students.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to perform better academically in the classroom and show academic growth in all subject areas . At-risk students will also show growth in academic achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs, &amp; Secretary</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p><b>Prioritized Needs:</b> Demographics 1 - L1 Whole Child (Culture &amp; Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1</p> <p><b>Funding Sources:</b> Supplies -211 ESEA Title I Part A - 211 ESEA Title I Part A (Campus) - \$500</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p> No Progress       Accomplished       Continue/Modify       Discontinue</p>				

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

**Performance Objective 2:** By June 2024, Project About Face will develop and implement a guaranteed and viable student-centered District curriculum as measured by Asst. Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition with a dual language program.

**High Priority**

**Evaluation Data Sources:** Walkthrough data, PLC Sign in sheets

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to support the dual language program.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Purchase of general supplies and materials for teachers' classrooms to enhance student learning and overall academic achievement growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to perform better academically in the classroom as well as show growth in all academic areas.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers and secretary</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Prioritized Needs:</b> Student Achievement 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - Curriculum, Instruction, and Assessment 1 - Technology 1</p>	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 1:** By June 2024, Project About Face 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 90% to 95%.

**High Priority**

**Evaluation Data Sources:** # Vacancies Data, Continuously reviewing TEAMS Vacancies and Tableau data center for highly qualified applicant teachers.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Next Year's Recommendation:** Campus will attract and retain top talent employee by 95%.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Hire highly qualified teachers that meet all position requirements as soon as they are available, meeting all the district's HR requirements and also willing to accept the position.</p> <p><b>Strategy's Expected Result/Impact:</b> For all the classrooms to have a highly qualified teacher as soon as possible.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1</p>	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 2:** By June 2024, Project About Face will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

**Evaluation Data Sources:** Technology Campus Support Plan Success Criteria. Implementation of Class Dojo, Emails, Blackboard & Social Media Accounts.

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to integrate the 21st century learning and innovation skills.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase parent and community member communication by a two-way system; Examples: Class Dojo, emails, blackboard and school social media accounts.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased open communication with parents and community members.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, all school members (faculty and staff)</p> <p><b>Title I:</b> 2.6, 4.2</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1 - L5 Equity by Design (Demographics) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

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

**Performance Objective 1:** By June 2024, Project About Face will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 91% to 94%. Assist students with attendance by providing instructional material need for instruction.

**High Priority**

**Evaluation Data Sources:** Attendance Rate (ADA) data

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to foster a welcoming and safe environment for all students.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Include activities that encourage students to attend school such as weekly attendance incentives, Fun Friday and daily Brain Breaks</p> <p><b>Strategy's Expected Result/Impact:</b> Student attendance increase 3%</p> <p><b>Staff Responsible for Monitoring:</b> R. Fierro, Asst. Principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher</p> <p><b>Prioritized Needs:</b> School Culture and Climate 1</p> <p><b>Funding Sources:</b> Supplies - 199 General Fund - \$1,000, Supplies - 185 SCE (Campus) - \$250</p>	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

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

**Performance Objective 2:** By June 2024, Project About Face 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% participation in community events.

**Evaluation Data Sources:** Community events documentation & Sign in sheets. Upload to the Crate 1 folder.

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to foster a welcoming and safe environment for all families and community members.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Parent Engagement Liaison (PEL) will conduct monthly parent engagement meeting to inform parents of district, school and community events that affect them and their students. The meetings will take place both in the AM and in the PM in order to adjust with parents' work schedules.</p> <p><b>Strategy's Expected Result/Impact:</b> To have more parent engagement in the school community, to thieve the parents have district and school information so they can assist their students and help them achieve social emotional and academic growth.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators and Parent Liaison (PEL)</p> <p><b>Title I:</b> 2.5, 2.6, 4.1, 4.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
	 45%	 70%		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

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

**Performance Objective 3:** By June 2024, Project About Face 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 as measured on Thought Exchange (3 times per year with

50% response rate) and Let's Talk Platform (customer satisfaction rating from 7.2 to 9.0 and response rate from 10.5 days to 3 days).

**Evaluation Data Sources:** Thought Exchange & Let's Talk Surveys, Class Dojo, Emails, Blackboard and School Social Media

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to implement a two-way communications plan.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Have a two-way communication with parents and community members through different methods from the school to everyone involved.</p> <p><b>Strategy's Expected Result/Impact:</b> Open communication with parents and community members.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Faculty and Staff</p> <p><b>Title I:</b> 2.5, 2.6</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - School Context and Organization 1</p>	Formative			Summative
	Oct	Jan	Mar	June
	 45%	 85%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </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, Project About Face will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beginning/Intermediate on TELPAS Composite as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading.

**High Priority**

**Evaluation Data Sources:** Review and analysis TELPAS results

**Summative Evaluation:** Some progress made toward meeting Objective

**Next Year's Recommendation:** Campus will continue to support EBs (Emergent Bilingual) students to increase TELPAS ratings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Practice with students on a regular basis all the TELPAS domains throughout the school year</p> <p><b>Strategy's Expected Result/Impact:</b> Review and analyze TELPAS results and monitor students' growth in the proficiency levels on all TELPAS domains.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, CTCs, Math and Reading Interventionists</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="470 493 663 535">  No Progress         </div> <div data-bbox="766 493 980 535">  Accomplished         </div> <div data-bbox="1083 493 1331 535">  Continue/Modify         </div> <div data-bbox="1438 493 1631 535">  Discontinue         </div> </div>				