

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			
Strategy 1: Implement PBIS/SEL activities throughout the school year with morning announcements, circles SEL daily classes, weekly recognition, honor roll and perfect attendance recognition. Strategy's Expected Result/Impact: Create a culture where every student feels safe, supported and cared for. Staff Responsible for Monitoring: Administrators, Counselors and PBIS Committee Members Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - Staff Quality, Recruitment, and Retention 1		Formative			Summative
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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, 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.

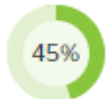







High Priority

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			
Strategy 1: Project About Face staff will receive Boys town Training and implement program. Strategy's Expected Result/Impact: Student discipline referrals will decrease by 4% Staff Responsible for Monitoring: Project About Face staff, R. Fierro, asst. principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Demographics 2 - School Culture and Climate 1 Funding Sources: Supplies - 199 General Fund - \$9,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will have access to incentives provided as they earn points as indicated with Boys town model. Strategy's Expected Result/Impact: Students' behavior will improve as well as their social skills. Staff Responsible for Monitoring: R. Fierro, asst. principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher Prioritized Needs: Demographics 2	Formative			Summative
	Oct	Jan	Mar	June
				
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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.

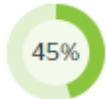





High Priority

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			
Strategy 1: Purchase academic material and supplies that will assist teachers, campus coaches and interventionists in assisting academically struggling students. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Administrators, Teachers, CTCs, & Secretary 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 Prioritized Needs: Demographics 1 - L1 Whole Child (Culture & 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 Funding Sources: Supplies -211 ESEA Title I Part A - 211 ESEA Title I Part A (Campus) - \$500		Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.







Performance Objective 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			
Strategy 1: Purchase of general supplies and materials for teachers' classrooms to enhance student learning and overall academic achievement growth. Strategy's Expected Result/Impact: Students will be able to perform better academically in the classroom as well as show growth in all academic areas. Staff Responsible for Monitoring: Administrators, teachers and secretary 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: Student Achievement 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - Curriculum, Instruction, and Assessment 1 - Technology 1		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.







Performance Objective 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			
Strategy 1: 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. Strategy's Expected Result/Impact: For all the classrooms to have a highly qualified teacher as soon as possible. Staff Responsible for Monitoring: Principal Title I: 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 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 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			
Strategy 1: Increase parent and community member communication by a two-way system; Examples: Class Dojo, emails, blackboard and school social media accounts. Strategy's Expected Result/Impact: Increased open communication with parents and community members. Staff Responsible for Monitoring: Administrators, all school members (faculty and staff) Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.



Performance Objective 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			
Strategy 1: Include activities that encourage students to attend school such as weekly attendance incentives, Fun Friday and daily Brain Breaks Strategy's Expected Result/Impact: Student attendance increase 3% Staff Responsible for Monitoring: R. Fierro, Asst. Principal, M. Gutierrez, counselor, D. Bull, teacher, F. Marquez, teacher Prioritized Needs: School Culture and Climate 1 Funding Sources: Supplies - 199 General Fund - \$1,000, Supplies - 185 SCE (Campus) - \$250		Formative			Summative
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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			
Strategy 1: 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. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Administrators and Parent Liaison (PEL) Title I: 2.5, 2.6, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
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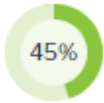





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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, 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			
Strategy 1: Have a two-way communication with parents and community members through different methods from the school to everyone involved. Strategy's Expected Result/Impact: Open communication with parents and community members. Staff Responsible for Monitoring: Administrators, Faculty and Staff Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - School Context and Organization 1		Formative			Summative
		Oct	Jan	Mar	June
					
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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			
Strategy 1: Practice with students on a regular basis all the TELPAS domains throughout the school year Strategy's Expected Result/Impact: Review and analyze TELPAS results and monitor students' growth in the proficiency levels on all TELPAS domains. Staff Responsible for Monitoring: Administrators, teachers, CTCs, Math and Reading Interventionists Title I: 2.4, 2.5, 2.6 - 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
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