

**El Paso Independent School District**  
**Rivera Elementary School**  
**2023-2024 Goals/Performance Objectives/Strategies**



# **Mission Statement**

Carlos Rivera Rangers are caring, responsible and respectful in everything we say and do. All teachers, faculty and staff are responsible for ensuring student growth and achievement. Together, as a school community, it is our priority to provide a safe and nurturing environment for students to be able to succeed and become confident well-rounded individuals who make a positive impact in our community.

## **Vision**

Carlos Rivera will provide a positive and caring learning environment by:

- \*nurturing and celebrating individual academic successes
- \*modeling and developing good character and leadership skills
- \*encouraging students to be independent thinkers and problem solvers
- \*instilling a desire in our students to seek higher education and/or training opportunities following high school
- \*integrating technology into our daily instructional routines
- \*encouraging a high level of parental involvement

## **Value Statement**

Rivera Elementary will build a community of students who are Intelligent, Caring, Respectful and Responsible.

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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, Rivera will continue a culture where each student is supported by caring adults. As measured by an employee, student, and parent culture climate survey and Panorama Survey.

**Evaluation Data Sources:** Campus Climate Survey, Panorama Survey

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Rivera will continue to implement the Positive Behavior Intervention System (PBIS) to build campus culture and climate. Rivera will also continue to provide Social Emotional Learning (SEL) to foster positive character development and decrease discipline issues In addition to implementation of character education program ( Core Essentials) focusing on character skills and positive character development  <b>Strategy's Expected Result/Impact:</b> Students will feel they are in a safe and inclusive environment where they are supported, cared for, and happy to learn. Schedule of lessons (biweekly for PK-5 students by Counselor), documentation, daily announcements, decrease in discipline referrals. Students will feel they are in a safe and inclusive environment where they are supported, cared for, and happy to learn.  <b>Staff Responsible for Monitoring:</b> All campus employees, teachers, counselor  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> To recognize student achievement and demonstration of good behavior in a variety of ways to include student incentives.  <b>Strategy's Expected Result/Impact:</b> Through Social Emotional Learning awareness and experiences students		Formative			Summative
		Oct	Jan	Mar	June

perceptions of themselves, others and school will continue to positively increase. <b>Staff Responsible for Monitoring:</b> Administration, PBIS/SEL Committee Chair, and Counselor  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 <b>Funding Sources:</b> Monies needed for activities and/or rewards for good behavior - 199 General Fund - \$250				
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> SEL needs to be addressed with fidelity. <b>Root Cause:</b> Lack of specific dedicated time frame as it is now implemented through all subject integration.

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

**Performance Objective 2:** By June 2024, Rivera will increase PK-5th grade student participation in UIL, extra-curricular, and co-curricular activities at all levels by 5%, from 55 participants to 58 participants.

**Evaluation Data Sources:** Survey results  
UIL Teams  
Robotics  
Extra/Co-curricular committee and teams  
Student Council Committee

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To extend and continue Honors Choir and Student Council and to add the implementation of the Blue Bonnet Club, UIL, and Robotics. <b>Strategy's Expected Result/Impact:</b> Increase of 5% participation to improve academic performance, team work, social skills, and develop positive habits. <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselor, CTCs, Music Teacher, Librarian, Interventionist  <b>Title I:</b> 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 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 2 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 1:</b> We need to create more opportunities for our students to participate in extra-curricular activities. <b>Root Cause:</b> Lack of extra-curricular activities offered on the campus.

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

**Performance Objective 3:** By June 2024, Rivera will create an integrated system of school supports, extended learning opportunities, and community partnerships by increasing extended PK - 5 extended learning opportunities through School Learning. October Fall Intersession, March Spring Intersession, After school tutoring, STREAMtastico, and Good News Club.

**Evaluation Data Sources:** campus tracking tool

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Addition and implementation of STREAMtastico, after school tutoring and continuation of Good News Club <b>Strategy's Expected Result/Impact:</b> Students will receive extended learning. School will increase community partnership. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 2.4, 2.5 <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 <b>Funding Sources:</b> Tutor salary - 185 SCE (Campus) - \$7,450, Tutor salary - 211 ESEA Title I Part A (Campus) - \$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)	
<b>Prioritized Need 1:</b> We need to create more opportunities for our students to participate in extra-curricular activities.	
<b>Root Cause:</b> Lack of extra-curricular activities offered on the campus.	

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

**Performance Objective 4:** By June 2024, Rivera will build mindsets, healthy habits, and skills that strengthen students' social, emotional, and academic competence. Administrators' and academic support teams' will ensure PBIS/SEL walkthrough data meets all established requirements for district and campus-wide behavior expectations, classroom procedures and instruction. Evident through student and staff awareness in 70% of the classrooms at the campus.

**Evaluation Data Sources:** District Developed Tracking Rubric

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To ensure implementation of a quality physical education curriculum and administration of required healthy and physical assessments and provide opportunities for students to exercise and practice health habits through Rivera Run. <b>Strategy's Expected Result/Impact:</b> Students will receive a well rounded education including life-long healthy habits. <b>Staff Responsible for Monitoring:</b> Administration, Physical Education Teachers	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To provide a systematic behavior management system PBIS "Positive Behavior Interventions and Supports" to recognize student achievement and demonstration of good behavior through the use of a monthly behavior calendar. <b>Strategy's Expected Result/Impact:</b> Through the use of daily behavior awareness students will learn to self monitor behaviors, and therefor foster self-regulation and a positive mindset. <b>Staff Responsible for Monitoring:</b> Administration, Teachers, PBIS/SEL Chair, Counselor  <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Performance Objective 4 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<b>Prioritized Need 2:</b> SEL needs to be addressed with fidelity. <b>Root Cause:</b> Lack of specific dedicated time frame as it is now implemented through all subject integration.



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

**Performance Objective 5:** By June 2024, Rivera will implement meaningful, engaging practices that develop students' ability to manage and be responsible for their behavior as measured by a reduction of all In-School Suspension (ISS), Out-of-School Suspension (OSS), and Disciplinary Removal (DAEP) for all student groups from .014% to .011% with an overall reduction to disciplinary removals from 4 to 3.

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





Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Rivera will continue PBIS strategies and structures to recognize student achievement and demonstration of good behavior in a variety of ways to include student incentives. <b>Strategy's Expected Result/Impact:</b> Decrease in Disciplinary Actions. Through Social Emotional Learning awareness and experiences students perceptions of themselves, others and school will continue to positively increase. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, PE coach, PBIS/SEL chair		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, Rivera will implement a guaranteed and viable student-centered district curriculum as measured by the administrators and academic support team. Curriculum fidelity walkthrough data will reflect meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 70% of classrooms.

**Evaluation Data Sources:** TTESS Observations  
Administrative Walkthroughs  
Learning Fidelity Walks  
Instructional Coaching

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. Rivera will use HQIM designated by EPISD. Amplify, Eureka, Stemsscopes and Social Studies Weekly will be used with fidelity.</p> <p><b>Strategy's Expected Result/Impact:</b> Student academic growth across all grade levels. Quality teaching. Quality curriculum. Quality First Teach.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1</p> <p><b>Funding Sources:</b> Instructional resources such as markers, chart tablets, dry erase markers, etc. - 211 ESEA Title I Part A (Campus) - \$840, Instructional resources such as markers, chart tablets, dry erase markers - 199 General Fund - \$1,709.60, Xerox copier lease for teachers to make copies of instructional material - 199 General Fund - \$3,510, Transportation for student field trips - 211 ESEA Title I Part A (Campus) - \$360, Contracted Services for Guest Speaker - 211 ESEA Title I Part A (Campus) - \$800</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Rivera will use GAS/GAP as a strategy to help students organize their thoughts and have a place of reference. <b>Strategy's Expected Result/Impact:</b> It will increase their comprehension of fiction/non-fiction passages to support them in STAAR 2.0/ <b>Staff Responsible for Monitoring:</b> CTC will provide a folder with resources for teachers as well as create posters that all teachers will post in their classrooms. Teachers will reference these posters as they are teaching their Amplify lessons, as resources as needed.  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> For Writing we will use the RACE strategy to work on our short-constructed responses. This strategy can be used across subjects. <b>Strategy's Expected Result/Impact:</b> Students will be able to restate and answer a question. They will use text evidence to support their answers. <b>Staff Responsible for Monitoring:</b> CTC will provide training and resources for teachers to use RACE for RLA and SS.  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
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### Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Instruction will focus on delivery of first teach. <b>Root Cause:</b> Lack of High Quality Instructional Material provided
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Science instruction as a campus K-5 <b>Root Cause:</b> Time management and delivery of instruction. Lack of resources and materials.

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

**Performance Objective 2:** By June 2024, Rivera will develop and implement a guaranteed and viable student-centered district curriculum as measured by the administrators and academic support team dual language fidelity walkthrough data. The data will reflect meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of dual language classrooms.

**Evaluation Data Sources:** TTESS Observations  
Administrative Walkthroughs  
Learning Fidelity Walks  
Instructional Coaching

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. adhering to the EPISD dual language model in all dual language classrooms. Rivera will use HQIM designated by EPISD. Amplify, Eureka, Stemscopes and Social Studies Weekly will be used with fidelity in both languages following the district instructional framework block models. <b>Strategy's Expected Result/Impact:</b> Student academic growth across all grade levels. Development in both languages. Quality teaching. Quality curriculum. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 <b>Funding Sources:</b> Instructional resources and supplies such as markers, chart tablets, dry erase markers, etc. - 185 SCE (Campus) - \$700	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





**Performance Objective 2 Prioritized Needs:**

L2 Academic Excellence (Student Achievement)	
<b>Prioritized Need 1:</b> Science instruction as a campus K-5	<b>Root Cause:</b> Time management and delivery of instruction. Lack of resources and materials.

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

**Performance Objective 3:** By June 2024, Rivera will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 48% to 53%.

**Evaluation Data Sources:** STAAR 2024 Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. Rivera will use HQIM designated by EPISD. Amplify, Eureka, Stemsscopes and Social Studies Weekly will be used with fidelity in both languages following the district instructional framework block models.  <b>Strategy's Expected Result/Impact:</b> Student academic growth across all grade levels. Quality teaching. Quality curriculum. Quality First Teach <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 <b>Funding Sources:</b> Testing Materials - 211 ESEA Title I Part A (Campus) - \$3,000		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> NWEA maps data will drive TIER 2 and 3 instruction. Tier 3 interventions will be provided by the Reading and Math Interventionist.  <b>Strategy's Expected Result/Impact:</b> Decrease in Tier 3 students <b>Staff Responsible for Monitoring:</b> Administrators, CTCs, Reading and Math Interventionist  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p><b>Prioritized Need 1:</b> Instruction will focus on delivery of first teach. <b>Root Cause:</b> Lack of High Quality Instructional Material provided</p> <p><b>Prioritized Need 2:</b> MTSS Multi-tiered support system committee (RTI) needs to be put in place. <b>Root Cause:</b> MTSS (RTI) process is not clearly defined on campus with a consistent set committee.</p>

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

**Performance Objective 4:** By June 2024, Rivera will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 54% with all student groups meeting board approved metrics.

**HB3 Goal**

**Evaluation Data Sources:** STAAR 2024, 2025 DATA

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. Rivera will use HQIM designated by EPISD. Amplify, will be used with fidelity in following the district instructional framework block model. <b>Strategy's Expected Result/Impact:</b> Student academic growth across all grade levels. Quality teaching. Quality curriculum. Quality First Teach <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Using NWEA Maps Tier 3 students will be identified and receive tier 3 instruction from Reading Interventionist. <b>Strategy's Expected Result/Impact:</b> Decrease of Tier 3 students <b>Staff Responsible for Monitoring:</b> Reading CTC, Reading Interventionist  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

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

**Performance Objective 5:** By June 2024, Rivera will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 42% to 48% with all student groups meeting board approved metrics.

**HB3 Goal**  
**Evaluation Data Sources:** STAAR 2024, 2025 DATA

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. Rivera will use HQIM designated by EPISD. Eureka, will be used with fidelity in following the district instructional framework block model. <b>Strategy's Expected Result/Impact:</b> Student academic growth across all grade levels. Quality teaching. Quality curriculum. Quality First Teach <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTCs  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Using NWEA Maps Tier 3 students will be identified and receive tier 3 instruction from Math Interventionist. <b>Strategy's Expected Result/Impact:</b> Decrease in Tier 3 students. <b>Staff Responsible for Monitoring:</b> Math CTC, Math Interventionist  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div></div><div>0%</div><div>No Progress</div></div><div><div></div><div>100%</div><div>Accomplished</div></div><div><div></div><div></div><div>Continue/Modify</div></div><div><div></div><div></div><div>Discontinue</div></div></div>				

**Performance Objective 5 Prioritized Needs:**

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Instruction will focus on delivery of first teach. <b>Root Cause:</b> Lack of High Quality Instructional Material provided



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

**Performance Objective 6:** By June 2024, Rivera will increase overall math campus score from 47% rating "C" to a 53% rating "B" (increase of 6)

With an increase of Approaches from 77% to 85% (increase of 8)





With an increase of Meets from 43% to 50% (increase of 8)

With an increase of Masters from 21% to 25% (increase of 4)

**Evaluation Data Sources:** Unit Assessment Tracking, STAAR Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Rivera will use the EPISD HQIM Eureka with fidelity and follow the Math 2023-2024 curriculum. <b>Strategy's Expected Result/Impact:</b> Increase in Math scores <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Math CTC  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continued implementation of ST Math and progress monitoring. <b>Strategy's Expected Result/Impact:</b> Growth in mathematical foundational skill across all students. <b>Staff Responsible for Monitoring:</b> Teachers, Math CTC  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will be provided 90-minute PLCs every other week , 30-minute Hive Hustle (once a week after school PLC led by GLC) and one day per 9-weeks of planning time <b>Strategy's Expected Result/Impact:</b> Time for internalization leads to quality first teach. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Math CTC  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Substitutes for full day planning days - 211 ESEA Title I Part A (Campus) - \$5,000, Substitutes for full day planning days - 199 General Fund - \$4,000, Fringes for substitutes - 211 ESEA Title I Part A (Campus) - \$100	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Use of multiple data points NWEA Maps Data, Unit Assessment Tracking , Benchmark Tracking , and STAAR Data to address Tier 2 and Tier 3 needs. Rivera will use all Eureka module assessments and EPISD unit assessments as provided from EPISD and utilize Assessment Tracking <b>Strategy's Expected Result/Impact:</b> Targeted Tier 2 and Tier 3 instruction and fidelity to curriculum and ensure instruction <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Math CTC and Math Interventionist.  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implementation of the Interactive Student Notebook (ISN) 2nd-5th <b>Strategy's Expected Result/Impact:</b> Documented learning tool <b>Staff Responsible for Monitoring:</b> Teachers, Math CTC	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> HB1416 Accelerated Learning Committee meetings and student support <b>Strategy's Expected Result/Impact:</b> Closing gaps and targeted tier 3 intervention <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Math CTC  <b>Title I:</b> 2.4, 2.6	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:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<b>Prioritized Need 1:</b> Instruction will focus on delivery of first teach. <b>Root Cause:</b> Lack of High Quality Instructional Material provided
L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 2:</b> Leveling up of student ratings. Growth in Meets and Masters for all content areas. <b>Root Cause:</b> Lack of focus and awareness of growth measure.

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

**Performance Objective 7:** By June 2024, Rivera will increase overall science campus score from 33% rating "F" to 41% rating "C" (increase of 8)

With an increase of Approaches from 56% to 78% (increase of 22%)





With an increase of Meets from 29% to 30% (increase of 1%)

With an increase of Masters from 13% to 15% (increase of 2%)

**Evaluation Data Sources:** Unit Assessment Tracking, STAAR Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Rivera will follow the 2023-2024 science curriculum utilizing the EPISD resource Stemsscopes.  We will follow the EPISD Science Framework - 5 E Model and Rivera will use all science unit assessments as provided from EPISD and utilize Assessment Tracking <b>Strategy's Expected Result/Impact:</b> Increase in Science Instruction across all grade levels and fidelity to curriculum and ensure instruction <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Science CTC  <b>Title I:</b> 2.4, 2.6 <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implementation of the Interactive Student Notebook (ISN) K-5th <b>Strategy's Expected Result/Impact:</b> Documented learning tool <b>Staff Responsible for Monitoring:</b> Teachers, Science CTC  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Incorporating Science into WIN <b>Strategy's Expected Result/Impact:</b> More science instruction and cross curricular opportunities <b>Staff Responsible for Monitoring:</b> Teachers , Science CTC  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Using a Science Lab Schedule and Science Lab Material Checkout <b>Strategy's Expected Result/Impact:</b> Aide in the instruction and opportunity of science K-5. <b>Staff Responsible for Monitoring:</b> Teachers, CTC  <b>Title I:</b> 2.4, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Monthly Science Exhibition in the Learning Court (Ex: science product turned in monthly to display in the Science Mania <b>Strategy's Expected Result/Impact:</b> Aide in the instruction and opportunity of science K-5. <b>Staff Responsible for Monitoring:</b> Teachers, CTC  <b>Title I:</b> 2.4, 2.6 <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Science Fair implementation <b>Strategy's Expected Result/Impact:</b> Aide in the instruction and opportunity of science K-5. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTC  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Science lesson plan documents <b>Strategy's Expected Result/Impact:</b> Fidelity to curriculum and ensure instruction <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, CTC  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

### Performance Objective 7 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
<b>Prioritized Need 1:</b> Science instruction as a campus K-5 <b>Root Cause:</b> Time management and delivery of instruction. Lack of resources and materials.

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

**Performance Objective 1:** By June 2024, Rivera will stabilize enrollment by increasing the number of new students enrolling or transferring back to Rivera by 1% from 224 to 226.

**Evaluation Data Sources:** On Point  
Tableau  
Frontline

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To use social media to highlight campus accomplishments, special events, etc. to the community <b>Strategy's Expected Result/Impact:</b> Increase community Involvement. Increase awareness of Rivera School. <b>Staff Responsible for Monitoring:</b> Administration & Faculty	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>				

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

**Performance Objective 2:** By June 2024 Rivera will implement an employee recruiting and retention plan designed to increase filled positions on first day of school from 97% to 99% 2025

**Evaluation Data Sources:** On Point

Tableau

Frontline

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To provide teachers, faculty and staff with materials to successfully fulfill daily tasks <b>Strategy's Expected Result/Impact:</b> supply request sheets <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.6	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To hire highly qualified individuals to better address the needs of our diverse student population. <b>Strategy's Expected Result/Impact:</b> Student needs will be better addressed by highly qualified teachers <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> To motivate and retain highly qualified employees by ensuring positive, supportive work environment. <b>Strategy's Expected Result/Impact:</b> Positive work environment leads to low to zero turn over <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>



**TEA Priorities:**

Recruit, support, retain teachers and principals

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture



No Progress



Accomplished



Continue/Modify







Discontinue

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

**Performance Objective 3:** By June 2024, Rivera will expand and integrate 21st century learning and innovation skills by developing an instructional technology campus support plan.





**Evaluation Data Sources:** Sign-in sheets, Percentage of users on programs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To purchase additional hardware/software to improve the school technology to support instruction and the mandated assessments for all students and particularly At-risk population <b>Strategy's Expected Result/Impact:</b> Students will access to instructional programs online, instructional applications etc.. Additionally students and teachers will have access to the mandated practice assessments <b>Staff Responsible for Monitoring:</b> Administration, CTCs, Secretary to the Principal  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Improve low-performing schools <b>Funding Sources:</b> Technology devices, printers, and accessories - 211 ESEA Title I Part A (Campus) - \$8,500	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 1:** By June 2024, Rivera will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92.31 to 94%.

**Evaluation Data Sources:** Frontline  
Tableau  
PBIS /Attendance Events

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Communicate attendance policies to parents. <b>Strategy's Expected Result/Impact:</b> Increase overall attendance rate resulting in positive student outcomes. <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Parental Engagement Liaison, and PEIMS Clerk  <b>Title I:</b> 4.1 <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> General Supplies for Parent Engagement Activities and Meetings - 211 ESEA Title I Part A (Campus) - \$400, Misc Operating Expenses for Parent Engagement Activities and Meetings - 211 ESEA Title I Part A (Campus) - \$300	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement 45-day attendance improvement plan with parents of students with three or more unexcused absences. <b>Strategy's Expected Result/Impact:</b> Increase overall attendance rate resulting in positive student outcomes. <b>Staff Responsible for Monitoring:</b> Teachers, administration, PEIMS clerk  <b>Title I:</b> 4.1 <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1	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)
<b>Prioritized Need 1:</b> Increase attendance Attendance rates for the 2022-2023 school year was 92.31% <b>Root Cause:</b> 53.33% of absences were due to illness or medical related issues

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

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

**Evaluation Data Sources:** Title 1 Crate  
Event Sign-In Sheets

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Parent-Teacher Conferences <b>Strategy's Expected Result/Impact:</b> Foster communication with students, teachers and families regarding student levels and goal attainment. <b>Staff Responsible for Monitoring:</b> Administration, CTCs and Teachers  <b>Title I:</b> 2.5, 2.6 <b>- ESF Levers:</b> Lever 3: Positive School Culture	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>				

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

**Performance Objective 3:** By June 2024, Rivera 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 Let's Talk Platform (by maintaining a customer service satisfaction rating of 10 out of 10 and by improving the response rate from 4 days to 3 days)

**Evaluation Data Sources:** K-12 Insights Let's Talk Platform Data  
Class Dojo

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus will utilize surveys to gather input from stakeholders. <b>Strategy's Expected Result/Impact:</b> Collect feedback to monitor and adjust programming. Maintenance of 10 out of 10 customer service rating. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 4.1, 4.2	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div><div></div></div><div>0%</div>No Progress</div><div><div><div></div></div><div>100%</div>Accomplished</div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

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

**Performance Objective 4:** BY June 2024, Rivera will comply with all threat assessment protocols to ensure a safe and secure campus for students, faculty, and staff where education can thrive.

**Evaluation Data Sources:** Navigate 360

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To Provide a safe/clean environment for all by providing safety equipment at the drop off zone (i.e. orange cones, cleaning carts, and hand sanitizer) <b>Strategy's Expected Result/Impact:</b> Decrease in On-the-Job Injuries Decrease in Incident Report <b>Staff Responsible for Monitoring:</b> Administration and Head Custodian  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide office, administration, and LPAC with supplies, technology, and furniture to successfully meet job roles and expectations <b>Strategy's Expected Result/Impact:</b> Need supplies will allow all to successfully perform job duties <b>Staff Responsible for Monitoring:</b> Administration Office Staff  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Office Supplies for Admin - 199 General Fund - \$2,450, Technology Needs for Admin - 199 General Fund - \$2,200, TEPSA Membership Dues for Principal - 199 General Fund - \$650	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> To ensure Nursing Center is well equipped to support student needs and mild emergencies. <b>Strategy's Expected Result/Impact:</b> School Nurse will be able to address medical needs at school <b>Staff Responsible for Monitoring:</b> Nurse Administration Front Office  <b>Title I:</b> 2.6 - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> Medical supplies as needed by Nurse - 199 General Fund - \$500, Substitutes while nurse attends training - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Rivera will comply and conduct all state required emergency drill operations. <b>Strategy's Expected Result/Impact:</b> Provide a safe environment for all staff, faculty, and students. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Title I:</b> 2.6	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 5: EQUITY BY DESIGN** Rivera champions a targeted approach to universal access and system equity.

**Performance Objective 1:** By June 2024, Rivera will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 18% to 15% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 37% to 32%

**Evaluation Data Sources:** TELPAS

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> To provide training and professional development opportunities for Dual Language teachers to address the specific needs of second language learners. <b>Strategy's Expected Result/Impact:</b> Teachers will have the opportunity to attend quality professional development and learn of new developments to better implement the Dual Language Program <b>Staff Responsible for Monitoring:</b> Administration, CTCs, Dual Language Teachers  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Rivera campus will follow the EPISD 2023-2024 curriculum. adhering to the EPISD dual language model in all dual language classrooms. Rivera will use HQIM designated by EPISD. Amplify, Eureka, Stemscores and Social Studies Weekly will be used with fidelity in both languages following the district instructional framework block models.		Formative			Summative
		Oct	Jan	Mar	June



**Strategy's Expected Result/Impact:** Student academic growth across all grade levels. Development in both languages. Quality teaching. Quality curriculum.

**Staff Responsible for Monitoring:** Administrators, Teachers, CTCs

**Title I:**

2.4, 2.6

**- TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 5: Effective Instruction

**Prioritized Needs:** L5 Equity by Design (Demographics) 1



No Progress



Accomplished



Continue/Modify



Discontinue

**Performance Objective 1 Prioritized Needs:**

**L5 Equity by Design (Demographics)**

**Prioritized Need 1:** We will ensure that students are increasing a level/stage on TELPAS in each language domain. **Root Cause:** Lack of fidelity to the model and ELPS strategies