

El Paso Independent School District

Silva Health Magnet

2023-2024 Goals/Performance Objectives/Strategies



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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Silva Health Magnet HS 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: Create daily, weekly and monthly opportunities for students to engage and create a stronger sense of student belonging. (pep rallies, student recognition, teachers greeting at the door, etc.) Strategy's Expected Result/Impact: Increased student sense of belonging. Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: SEL lessons conducted weekly in AI periods. Counselors will circulate through the rooms and assist teachers with lessons. Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 | Formative | | | Summative |
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)





Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. **Root Cause:** The majority of students are not participating in extra-curricular activities and do not have a connection to the campus.

Prioritized Need 2: Jefferson - Silva needs to increase the number of students participating in extra-curricular activities. **Root Cause:** Low awareness/Lack of communication to students and parents on the availability of clubs, sports and activities.

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 2: Jefferson-Silva High School will increase 9-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 10% from 600 participants to 660.

Evaluation Data Sources: Survey results

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Sponsors and coaches will increase recruitment efforts (freshmen orientation, Meet the Foxes, promotional videos, social media, community events) Strategy's Expected Result/Impact: Students and parents will have increased awareness of the sports, clubs and organizations available on campus leading to an increase in participation. Staff Responsible for Monitoring: assistant principal ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Campus will support UIL, extra-curricular, co-curricular activities by providing supplies and transportation to competitions. Strategy's Expected Result/Impact: Increased UIL involvement Staff Responsible for Monitoring: admin Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$2,000 | Formative | | | Summative |
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Performance Objective 2 Prioritized Needs:

| L1 Whole Child (Culture & Climate) |
|---|
| Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. Root Cause: The majority of students are not participating in extra-curricular activities and do not have a connection to the campus. |

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Silva Health Magnet HS 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: Maintain current partnerships (BrainBee, Chick-fil-A leadership academy) by supporting sponsors and encourage more community-based organizations to establish new programs by promoting our current partnerships through social media and the school website. Strategy's Expected Result/Impact: Current programs will grow and new programs will be established. Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 | Formative | | | Summative |
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Performance Objective 3 Prioritized Needs:

| L1 Whole Child (Culture & Climate) |
|---|
| Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. Root Cause: The majority of students are not participating in extra-curricular activities and do not have a connection to the campus. |

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Silva Health Magnet HS 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 in 70% of employees, staff and students.

Evaluation Data Sources: District Developed Tracking Rubric

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Consistently train faculty on all PBIS/SEL strategies by implementing PBIS resources. Strategy's Expected Result/Impact: Increase in student engagement and lower discipline rates Staff Responsible for Monitoring: admin Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Ensure teachers are utilizing their PBIS classroom behavior management plan. Strategy's Expected Result/Impact: Teachers will use PBIS strategies to address student issues before the escalate. Staff Responsible for Monitoring: administration Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Counselors will be visible in classrooms and hallways; and complete mandated trainings in a classroom environment to better address student needs. Strategy's Expected Result/Impact: Students will be aware of their counselor's name, location and purpose. Students will have an open line of communication with their counselor to better address their emotional and academic needs. Staff Responsible for Monitoring: G&I Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. **Root Cause:** The majority of students are not participating in extra-curricular activities and do not have a connection to the campus.

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 2: Focus on strengthened first-teach for all teachers, over interventions **Root Cause:** Students are not receiving quality instruction and interventions are ineffective.

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)

Prioritized Need 2: Teachers and staff need support (SEL) **Root Cause:** A history of low scores and a high administrative turnover has burned out some staff and led to mistrust.

L5 Equity by Design (Demographics)

Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. **Root Cause:** Students are not being pushed to challenge themselves in advanced academics.

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Jefferson-Silva HS 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 from 17% to 16% and reduce the overall number of disciplinary removals from 276 to 248.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Increase communication of student code of conduct to students (class meetings, AI class periods, etc...) Strategy's Expected Result/Impact: Students will be aware of rules and consequences and number referrals will be reduced. Staff Responsible for Monitoring: admin Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Ensure teachers follow their classroom management plans Strategy's Expected Result/Impact: Teachers will address issues with students using their classroom management plans (including PBIS strategies) before escalating the matter to administration Staff Responsible for Monitoring: administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 | Formative | | | Summative |
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| Strategy 3 Details | Reviews | | | |
| Strategy 3: Utilize Family Intervention Specialist to conduct exit interviews with students returning to the classroom after alternative placement (ISS, DAEP) to help reduce the recidivism rate. Strategy's Expected Result/Impact: Number of violations resulting in discipline referrals will decrease. | Formative | | | Summative |
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|---|--|--|--|--|
| Staff Responsible for Monitoring: administration Prioritized Needs: L1 Whole Child (Culture & Climate) 1 | | | | |
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Performance Objective 5 Prioritized Needs:





| L1 Whole Child (Culture & Climate) |
|---|
| Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. Root Cause: The majority of students are not participating in extra-curricular activities and do not have a connection to the campus. |
| L2 Academic Excellence (Curriculum, Instruction, Assessment) |
| Prioritized Need 2: Focus on strengthened first-teach for all teachers, over interventions Root Cause: Students are not receiving quality instruction and interventions are ineffective. |
| L3 Destination School (Staff Recruitment, Retention & Prof. Dev) |
| Prioritized Need 1: PD that directly correlates to campus instructional needs. Root Cause: Teachers and staff need support and PD to address their specific needs. |
| Prioritized Need 2: Teachers and staff need support (SEL) Root Cause: A history of low scores and a high administrative turnover has burned out some staff and led to mistrust. |
| L4 Culture of Accountability (Parent & Community Engagement) |
| Prioritized Need 2: Lack of opportunities for parents to engage with the school and teachers. Root Cause: PEL position was understaffed and under performing. |

Goal 1: WHOLE CHILD DEVELOPMENT Silva Health Magnet High School fosters learning environments for the whole child to thrive.

Performance Objective 6: By June 2024, Silva Health Magnet HS will provide relevant and challenging coursework through multiple pathways as measured by an increase percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP) from 23% to 26%, On Ramps from 15% to 30%, or dual credit course from 35% to 47%.

HB3 Goal

Evaluation Data Sources: TEAL TEA Data File (Accountability),
TAPR (final)
District Created Tableau dashboard

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: College and career readiness advisor will go into classes to recruit students for the following year's AP, OnRamps and DC courses. Strategy's Expected Result/Impact: The number of students of students enrolled in higher level courses will increase. Staff Responsible for Monitoring: administration Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Counselors and/or college and career readiness advisor will conduct an exit interview with every student seeking to exit an AP, OnRamps or DC course to determine the causes and provide counseling. Strategy's Expected Result/Impact: The number of students dropping AP, OnRamps or DC courses will drop. Staff Responsible for Monitoring: counselors TEA Priorities: Improve low-performing schools Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 6 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Silva Health Magnet HS 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: Academic support team will meet weekly to establish and calibrate goals. Strategy's Expected Result/Impact: Academic support team will be able to identify needs and support teachers to improve tier 1 instruction by coaching and provided necessary supplies. Staff Responsible for Monitoring: admin Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: Instructional supplies for Core subject - 211 ESEA Title I Part A (Campus) - \$1,519, Instructional supplies for Core subject - 185 SCE (Campus) - \$9,400 | Formative | | | Summative |
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Performance Objective 1 Prioritized Needs:

| L2 Academic Excellence (Curriculum, Instruction, Assessment) |
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| Prioritized Need 1: Educators need to analyze assessments/interventions to determine what is resulting in the highest gains, focus instruction on highest leverage interventions Root Cause: Too many interventions are burning out teachers and students. Prioritized Need 2: Focus on strengthened first-teach for all teachers, over interventions Root Cause: Students are not receiving quality instruction and interventions are ineffective. |
| L2 Academic Excellence (Student Achievement) |
| Prioritized Need 1: Low meets and masters across all EOCs. Scores need to increase. Root Cause: Teachers are relying on high achieving students to teach themselves. Higher level students need to be pushed to achieve more than approaches. Prioritized Need 2: More students need to enroll in advanced courses. Root Cause: Students needs to be prepared in lower level courses to excel in advanced courses. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Silva Health Magnet HS will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 74% to 78%.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Ensure technology is available so all students are able to participate in district benchmarks and academic screenings to enable campus can support their instructional needs. Strategy's Expected Result/Impact: The campus will receive more complete data on student progress and can implement programs to increase student success. Staff Responsible for Monitoring: CTCs Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 Funding Sources: COWs with student laptops - 211 ESEA Title I Part A (Campus) - \$32,000 | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| Strategy 2: Campus will provide reading material for student instructional novel circles. Strategy's Expected Result/Impact: Improve student achievement outcomes across all STAAR tests. Staff Responsible for Monitoring: CTCs Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: novels for reading circles - 211 ESEA Title I Part A (Campus) - \$500 | Formative | | | Summative |
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Performance Objective 2 Prioritized Needs:

| L2 Academic Excellence (Curriculum, Instruction, Assessment) |
|--|
| Prioritized Need 2: Focus on strengthened first-teach for all teachers, over interventions Root Cause: Students are not receiving quality instruction and interventions are ineffective. |
| L3 Destination School (Perceptions, Facilities, Programs, Technology) |
| Prioritized Need 1: Upgraded technology needed in all classrooms so that all students have equal access. Root Cause: Some classrooms were upgraded by the bond, while others were not. |
| Prioritized Need 2: Departments are without instructional programs that could further support student growth. Root Cause: Quotes/orders were not submitted by secretary |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Silva Health Magnet HS will maintain 4-year graduation rate of 100%.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Counselors will work diligently with students to ensure they are on track. Strategy's Expected Result/Impact: 100% graduation rate Staff Responsible for Monitoring: admin Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 3 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Silva Health Magnet HS will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 92% to 97% with all student groups meeting board approved metrics [HB3]

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: CCMR advisor will check seniors regularly to ensure they meeting requirement for the CCR point. Strategy's Expected Result/Impact: Rise on CCR indicators earned. Staff Responsible for Monitoring: admin Prioritized Needs: L2 Academic Excellence (Student Achievement) 2 | Formative | | | Summative |
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Performance Objective 4 Prioritized Needs:

| L2 Academic Excellence (Student Achievement) |
|--|
| Prioritized Need 2: More students need to enroll in advanced courses. Root Cause: Students needs to be prepared in lower level courses to excel in advanced courses. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, Silva Health Magnet HS will ensure all students graduate prepared for college as measured by increase the percent of 9th-12th grade students completing TSIA2 from 53% to 70%

| Strategy 1 Details | | Reviews | | | |
|--|--|-----------|-----|-----|-----------|
| Strategy 1: Upper-level students will be tested annually, beginning with seniors that have not been successful and then moving to juniors. Underclassmen interested in dual credit classes will also be tested when possible. Strategy's Expected Result/Impact: Students will have more chances to take and pass the TSIA Staff Responsible for Monitoring: College Career Readiness Advisor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Student Achievement) 2 - L5 Equity by Design (Demographics) 1 | | Formative | | | Summative |
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Performance Objective 5 Prioritized Needs:

| L2 Academic Excellence (Student Achievement) |
|---|
| Prioritized Need 2: More students need to enroll in advanced courses. Root Cause: Students needs to be prepared in lower level courses to excel in advanced courses. |
| L5 Equity by Design (Demographics) |
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 6: By June 2024, Silva Health Magnet HS will ensure all students graduate prepared for college as measured by increase students average SAT score from 1130 to 1250

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: We will work with junior and senior level math and English teachers to implement Khan Academy. Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 6 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 7: By June 2024, Silva Health Magnet HS will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5% [HB3]

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Counselors will look at individual student needs and assign them to college or career readiness tasks that will help them meet their goals. Strategy's Expected Result/Impact: More students will be listed as CCR. Staff Responsible for Monitoring: AP G&I Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 7 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 2: ACADEMIC EXCELLENCE Silva Health Magnet High School empowers all learners to excel in current and future pursuits.

Performance Objective 8: By June 2024, Silva Health Magnet HS will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by completing an associates degree from 4% to 5%, Level 1 certificate from 0% to 2%, or industry certification in an aligned program of study from 5% to 14% [HB3]

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Counselors will have guidance discussions with EVERY student at least once a year Strategy's Expected Result/Impact: Increase in goal-aligned courses of study Staff Responsible for Monitoring: G&I Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 8 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 3: DESTINATION DISTRICT Silva Health Magnet High School position as El Paso's destination district.

Performance Objective 1: By June 2024, Silva Health Magnet HS will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 510 to 515 students.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: Silva will promote it's certification and career path opportunities (BSN, CNA, PCT, Pharm Tech) using social media and the school website to increase community awareness of what is offered. Strategy's Expected Result/Impact: Increase in interest in the Silva Health magnet program and an increase in enrollment. Staff Responsible for Monitoring: Silva Magnet coordinator Title I: 2.4 Prioritized Needs: L5 Equity by Design (Demographics) 1 | Formative | | | Summative |
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Performance Objective 1 Prioritized Needs:

| L5 Equity by Design (Demographics) |
|---|
| Prioritized Need 1: Students coming from economically disadvantaged areas are not enrolling in advanced academics. Root Cause: Students are not being pushed to challenge themselves in advanced academics. |

Goal 3: DESTINATION DISTRICT Silva Health Magnet High School position as El Paso's destination district.

Performance Objective 2: By June 2024, Silva Health Magnet HS 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%.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Admin will increase teacher SEL opportunities and ensure they feel supported by providing fun activities, treats and events. Strategy's Expected Result/Impact: Increased level of job satisfaction, lower teacher attrition Staff Responsible for Monitoring: admin Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2 | Formative | | | Summative |
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Performance Objective 2 Prioritized Needs:

| L3 Destination School (Staff Recruitment, Retention & Prof. Dev) |
|---|
| Prioritized Need 1: PD that directly correlates to campus instructional needs. Root Cause: Teachers and staff need support and PD to address their specific needs. |
| Prioritized Need 2: Teachers and staff need support (SEL) Root Cause: A history of low scores and a high administrative turnover has burned out some staff and led to mistrust. |

Goal 3: DESTINATION DISTRICT Silva Health Magnet High School position as El Paso's destination district.

Performance Objective 3: By June 2024, Silva Health Magnet HS will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: We will ensure that all classrooms have the latest technology by the end of the year. Strategy's Expected Result/Impact: Increased engagement Staff Responsible for Monitoring: admin Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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| <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 3 Prioritized Needs:

| L3 Destination School (Perceptions, Facilities, Programs, Technology) |
|--|
| Prioritized Need 1: Upgraded technology needed in all classrooms so that all students have equal access. Root Cause: Some classrooms were upgraded by the bond, while others were not. |

Goal 4: CULTURE OF ACCOUNTABILITY Silva Health Magnet High School cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Silva Health Magnet HS will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 94% to 97%.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Attendance team will create student incentives for each month. Strategy's Expected Result/Impact: increase in attendance Staff Responsible for Monitoring: attendance clerk and admin Title I: 2.6 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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| <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: Low parental involvement Root Cause: PEL has been open or only partially staffed for most of last year. |

Goal 4: CULTURE OF ACCOUNTABILITY Silva Health Magnet High School cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Silva Health Magnet HS will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring we offer all required community events.

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| Strategy 1: Create a welcome room for PEL activities. Strategy's Expected Result/Impact: Increased sense of belonging for parents. Staff Responsible for Monitoring: PEL, admin Title I: 4.2 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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| <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:

| L4 Culture of Accountability (Parent & Community Engagement) |
|---|
| Prioritized Need 2: Lack of opportunities for parents to engage with the school and teachers. Root Cause: PEL position was understaffed and under performing. |

Goal 4: CULTURE OF ACCOUNTABILITY Silva Health Magnet High School cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Silva Health Magnet HS 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; 3 times per year (2 PTC and 1 EOY) with 20% response rate.

| Strategy 1 Details | | Reviews | | | |
|---|--|-----------|-----|-----|-----------|
| Strategy 1: Ensure PELs meet regularly with parents and stakeholders. Strategy's Expected Result/Impact: Increased community engagement. Staff Responsible for Monitoring: administration Title I: 4.1, 4.2 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: supplies for PEL - 211 ESEA Title I Part A (Campus) - \$181 | | Formative | | | Summative |
| | | Oct | Jan | Mar | June |
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 No Progress
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Performance Objective 3 Prioritized Needs:

| L4 Culture of Accountability (Parent & Community Engagement) | |
|--|---|
| Prioritized Need 1: Low parental involvement | Root Cause: PEL has been open or only partially staffed for most of last year. |
| Prioritized Need 2: Lack of opportunities for parents to engage with the school and teachers. | Root Cause: PEL position was understaffed and under performing. |

Goal 5: EQUITY BY DESIGN Silva Health Magnet High School champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Silva Health Magnet HS will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit).
Emer. Bil (from 32% to 45%)
SPED (from 10% to 35%)

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| Strategy 1: Increase the number of students applying to join Silva by offering several information sessions at different days and times to accommodate all schedules Strategy's Expected Result/Impact: Increased number of applicants, especially from lower socio-economic backgrounds. Staff Responsible for Monitoring: admin, magnet coordinator Prioritized Needs: L1 Whole Child (Culture & Climate) 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:

| L1 Whole Child (Culture & Climate) |
|---|
| Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. Root Cause: The majority of students are not participating in extra-curricular activities and do not have a connection to the campus. |

Goal 5: EQUITY BY DESIGN Silva Health Magnet High School champions a targeted approach to universal access and system equity.

Performance Objective 2: By June 2024, Silva Health Magnet HS 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 17% to 10% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 12% to 7%

| Strategy 1 Details | Reviews | | | |
|---|-----------|-----|-----|-----------|
| Strategy 1: We will ensure all students get the opportunity to test. We will have round up days for students that were absent on test days. Strategy's Expected Result/Impact: More students will have to opportunity to test and be successful on the TELPAS. Staff Responsible for Monitoring: admin, test coordinator Prioritized Needs: 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) |
|---|
| Prioritized Need 1: Jefferson-Silva needs to increase our students' sense of belonging to our campus. Root Cause: The majority of students are not participating in extra-curricular activities and do not have a connection to the campus. |