

El Paso Independent School District
Sunrise Mountain Elementary
2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

At Sunrise Mountain Elementary, we are a community of leaders and learners;

We recognize, honor, and celebrate the leaders within us!

We...

Love learning

Exhibit good behaviors

Excel in all that we do.

Vision

As a community of life-long learners, we strive to empower, inspire, and meet the needs of ALL.

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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, Sunrise Mountain ES 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: Train all faculty, staff, and students in Standard Response Safety Protocols to raise awareness of school wide safety protocols. Strategy's Expected Result/Impact: Increase the number of teachers able to respond to emergencies as they arise on campus. Maintain a safe environment for all. Staff Responsible for Monitoring: Principal, Assistant Principal, Nurse ESF Levers: Lever 3: Positive School Culture Funding Sources: supplies for nurse's office - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure all threat assessment protocols are implemented, followed, and documented in Navigate 360. Strategy's Expected Result/Impact: Ensure a safe learning environment for student learning. Staff Responsible for Monitoring: Administration and Threat Assessment Team ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Promote a "College Readiness" environment by implementing activities which promote higher education. Strategy's Expected Result/Impact: Increase number of teachers able to implement college readiness strategies within the classroom. Promote student learning for the future. Staff Responsible for Monitoring: Counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide students with career education to assist students in developing knowledge, skills, and competencies necessary for career opportunities. Strategy's Expected Result/Impact: Increase number of teachers able to teach career education skills within the classroom. Promote student learning for the future and awareness of the various career options. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Provide supplies and equipment for office and custodial staff to support the overall operations of the campus. Strategy's Expected Result/Impact: Support the learning environment of students. Staff members will be provided the necessary resources to support faculty and students on campus. ESF Levers: Lever 3: Positive School Culture Funding Sources: addt'l funds for copier maintenance - 199 General Fund - \$500, addt'l funds for copier allotment - 199 General Fund - \$1,000, upgrade technology for office staff - 199 General Fund - \$2,000, supplies for office/admin - 199 General Fund - \$1,500, supplies for custodial staff - 199 General Fund - \$800	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, Sunrise Mountain ES will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%.

Evaluation Data Sources: Survey results
Sign in sheets

Strategy 1 Details	Reviews			
Strategy 1: Implement after school intramurals to expose fourth and fifth grade students to athletic activities offered at the middle school level. Strategy's Expected Result/Impact: Develop skills needed to participate in athletic teams. Staff Responsible for Monitoring: Principal, Intramural Coordinator ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement a Student Ambassador program for fourth and fifth grade students in an effort to to represent our school and develop leadership skills. Strategy's Expected Result/Impact: Students will develop leadership skills which will support academic progress and positive role in society. Staff Responsible for Monitoring: Counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Develop a robotics team of third through fifth grade students to learn how to code and write commands for robots through play. Strategy's Expected Result/Impact: Students will explore the world of science, acquiring knowledge and skills that will be useful and applicable beyond the classroom. Staff Responsible for Monitoring: Robotics sponsor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: There is an increase of students exhibiting concerning behaviors such as vaping, suicide outcries, self-harm, threats, and emotional outbursts. Root Cause: There is no standardized referral process available for teachers to refer students to the counselor for individual support.

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

Performance Objective 3: By June 2024, Sunrise Mountain ES will continue to integrate system of school supports, extend learning opportunities and community partnership by increasing from one after school program to five after school learning programs.

Evaluation Data Sources: Campus tracking tool
sign in sheets
student roster

Strategy 1 Details	Reviews			
Strategy 1: Continue to support the Boys and Girls After school club which provide quality programs designed to empower youth to excel in school and lead healthy, productive lives. Strategy's Expected Result/Impact: Empower youth to excel in school and lead healthy, productive lives. Staff Responsible for Monitoring: Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 2: There is an increase of students exhibiting concerning behaviors such as vaping, suicide outcries, self-harm, threats, and emotional outbursts. Root Cause: There is no standardized referral process available for teachers to refer students to the counselor for individual support.

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

Performance Objective 4: By June 2024, Sunrise Mountain ES 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 the campus.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing professional development at the campus level on topics such as Positive Behavior Intervention Systems (PBIS), Social Emotional Learning (SEL), and Bullying policy to support the implementation of the campus-wide and district initiatives. Strategy's Expected Result/Impact: Decrease number of discipline referrals and increase of student attendance. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Principal, Campus Climate and Culture Committee ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement quarterly campus-wide PBIS and bullying lessons to teach expected behavior and procedures on campus. Strategy's Expected Result/Impact: Students will learn expected behavior and the number of discipline referrals will decrease. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Campus Climate and Culture Committee, Counselor ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Motivate students who demonstrate the campus expectations and model the core value of the month through initiatives developed by the Climate and Culture committee. Strategy's Expected Result/Impact: Decrease number of discipline referrals and increase student attendance. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Campus Climate and Culture Committee Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: student awards and incentives - 199 General Fund - \$3,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Implement SEL activities (morning meetings, relaxation/breathing exercises) to provide a foundation for a safe and positive learning experience. Strategy's Expected Result/Impact: Teachers and students will build strong relationships which will result in a safe and positive learning environment with end results of increased learning time. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Campus Climate and Culture Committee, Counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Instructional time is bring interrupted by level 1 offenses. Root Cause: PBIS has not been implemented with fidelity and systems have not been set in place. Prioritized Need 2: There is an increase of students exhibiting concerning behaviors such as vaping, suicide outcries, self-harm, threats, and emotional outbursts. Root Cause: There is no standardized referral process available for teachers to refer students to the counselor for individual support.

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

Performance Objective 5: By June 2024, Sunrise Mountain ES 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 maintaining 1% or less and reduce the overall number of disciplinary removals from 5 to 3.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Decrease the number of discipline referrals to a maximum of 30 through progressive discipline and intervention of documented early interventions. Strategy's Expected Result/Impact: Decrease number of discipline referrals and increase of student attendance. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Principal, Campus Climate and Culture Committee ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to provide opportunities for students and families to participate in counseling support provided by local agencies as referred by our school counselor. Strategy's Expected Result/Impact: Students and families will gain support in addressing factors affecting student academic performance. Staff Responsible for Monitoring: Principal and Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 1: Instructional time is bring interrupted by level 1 offenses. **Root Cause:** PBIS has not been implemented with fidelity and systems have not been set in place.

Prioritized Need 2: There is an increase of students exhibiting concerning behaviors such as vaping, suicide outcries, self-harm, threats, and emotional outbursts. **Root Cause:** There is no standardized referral process available for teachers to refer students to the counselor for individual support.

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





Performance Objective 1: By June 2024, Sunrise Mountain ES 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 in 70% of the campus.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide instructional materials and resources to teachers and staff in order to increase student achievement and support curriculum of students identified as ELL, Economically Disadvantage and At-Risk.</p> <p>Strategy's Expected Result/Impact: Increase student learning for all students.</p> <p>All teachers will be provided the necessary resources to teach all students.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2</p> <p>Funding Sources: supplies and materials for student use - 211 ESEA Title I Part A (Campus) - \$12,752, supplies and materials for student use - 185 SCE (Campus) - \$7,750, supplies and materials for student use - 199 General Fund - \$10,554</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details		Reviews			
Strategy 2: Schedule weekly PLC meetings for all teachers to analyze data and plan for instruction in each content areas. (Gen Ed, Dual Language, SpEd) Strategy's Expected Result/Impact: Improve instructional practices and increase collaboration among teachers. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Principal, Instructional Leadership Team Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
Strategy 3 Details		Reviews			
Strategy 3: Provide high-impact instruction for students identified at-risk in Reading and Math during the school-wide designated intervention block and after school tutoring. Strategy's Expected Result/Impact: Increase student learning outcomes through continuous improvement. All teachers will provide tiered instruction during the designated RtI block. Tutoring will be provided by teachers who select to provide services. Staff Responsible for Monitoring: Campus Instructional Leadership Team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June

Strategy 4 Details		Reviews			
Strategy 4: Track student data and individual goals using data walls with which the teacher can monitor student progress to identify groups of students requiring intervention. Strategy's Expected Result/Impact: Increase student performance by using research-based programs and student data tracking process. All teachers will provide tiered instruction during the designated intervention block. Staff Responsible for Monitoring: Campus Instructional Leadership Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Implement the daily recommended block structure in all content areas in order to vertically align best practices across grade levels in all content areas. Strategy's Expected Result/Impact: Student success as evidenced by walk-through documentation. Increase student learning through continuous improvement. Teachers will provide best practices in each content area. Staff Responsible for Monitoring: Campus Instructional Leadership Team Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 6 Details		Reviews			
Strategy 6: Allow students the opportunity to demonstrate the scientific method by participating in the school and district science fair. Strategy's Expected Result/Impact: Increase student performance by extending the learning from the classroom. All students will complete a class or individual science fair project. Staff Responsible for Monitoring: Campus Instructional Leadership Team Title I: 2.4 - ESF Levers: Lever 5: Effective Instruction		Formative			Summative
		Oct	Jan	Mar	June
Strategy 7 Details		Reviews			
Strategy 7: Increase the number of special education students participating in a co-teach setting to maximize exposure to grade level curriculum to better prepare students for district/state assessments. Strategy's Expected Result/Impact: Increase academic performance of special needs students on all assessments. Maximize exposure to general education instruction to align curriculum for students taking assessments. Staff Responsible for Monitoring: Principal, Assistant Principal, Special Education teacher Title I: 2.4 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1		Formative			Summative
		Oct	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Enhance classroom instruction by providing one student field trip per year in grades K-5 to build their experiences and extend learning process. Strategy's Expected Result/Impact: Increase student performances in writing by making connections to personal experiences. All students will participate in a minimum of one field trip per year. Staff Responsible for Monitoring: Principal Title I: 2.4 Funding Sources: student field trips for K-5 - 211 ESEA Title I Part A (Campus) - \$2,600, 5th grade field trip to Top Golf - 199 General Fund - \$1,600, field trip for other groups - 199 General Fund - \$1,000, busses for field trips - 211 ESEA Title I Part A (Campus) - \$1,400	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Monitor the implementation of the HQIMs in classrooms as CTCs model and coach teachers using best practices. Strategy's Expected Result/Impact: Increase student learning outcomes through continuous improvement. Teachers will effectively implement all HQIM to improve number of students performing at grade level. Staff Responsible for Monitoring: Principal, CTCs Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Students are not receiving a high quality first teach lesson in every classroom. Root Cause: There is a lack of consistency across grade levels in unwrapping the standards during planning.
Prioritized Need 2: There are gaps of instruction from one grade level to the next. Root Cause: Grade level teams are not planning to create vertical alignment in core subject areas.

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Data is not being used to drive instruction in core subjects. **Root Cause:** There is a lack of consistency in analyzing data in order to refine instruction.





Prioritized Need 2: Our scores in Math have been declining throughout the years. **Root Cause:** Teachers are not implementing the CPA (concrete, pictorial, abstract) teaching model.

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

Performance Objective 2: By June 2024, Sunrise Mountain ES will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of the campus with a dual language program.

Strategy 1 Details	Reviews			
Strategy 1: Ensure dual language teachers are implementing the 50/50 model with fidelity daily as indicated on DL schedules. Strategy's Expected Result/Impact: Increase student learning outcomes through quality curriculum and instruction for dual language learners. All teachers will implement the 50/50 model with fidelity. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.4, 2.5 - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide teacher professional development of best practices in sheltered instruction. Strategy's Expected Result/Impact: Increase student learning outcomes through quality curriculum and instruction for dual language learners. All teachers will implement best practices in dual language classrooms. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Incorporate the dual language model to special classes such as P.E., Fine Arts, and Library visits by following the 50/50 model to support development of oral language.</p> <p>Strategy's Expected Result/Impact: Increase student performance by extending the learning from the classroom.</p> <p>All teachers on campus will deliver instruction in the language as scheduled.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Create instructional planning goals that are specific for dual language classrooms which measure academic achievement in both languages.</p> <p>Strategy's Expected Result/Impact: Improve student learning outcomes by addressing their individual needs in both English and Spanish.</p> <p>All dual language teachers will develop instructional goals using beginning of year data and make adjustments after monthly assessments.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership Team</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 5 Details		Reviews			
Strategy 5: Utilize data to identify and group students based on a need to address academic gaps in Spanish during the designated intervention block. Strategy's Expected Result/Impact: Improve student learning outcomes by addressing their individual needs in Spanish. All dual language teachers will make adjustments to groups after monthly assessments. Staff Responsible for Monitoring: Campus Instructional Leadership Team Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Data is not being used to drive instruction in core subjects. Root Cause: There is a lack of consistency in analyzing data in order to refine instruction.

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

Performance Objective 3: By June 2024, Sunrise Mountain ES will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 40% to 45%.

Strategy 1 Details	Reviews			
Strategy 1: Provide non-mandated testing materials in order to meet state testing standards in the various core content areas. Strategy's Expected Result/Impact: Increase student performance and preparation of test-testing strategies. Gr 3-5 teachers will be provided resources to support tested content areas. Staff Responsible for Monitoring: Principal Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: electronic testing material for grades 3-5 (i-Ready) - 185 SCE (Campus) - \$9,700	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monitor student progress on assessments and hold quarterly conferences with teachers and students to review data results. Strategy's Expected Result/Impact: Student success as evidence by walk-through documentation and student data tracking documents. All teachers and students will receive quarterly feedback on their data. Staff Responsible for Monitoring: Campus Instructional Leadership Team Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Data is not being used to drive instruction in core subjects. Root Cause: There is a lack of consistency in analyzing data in order to refine instruction.

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

Performance Objective 4: By June 2024, Sunrise Mountain ES 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 44% to 50% with all student groups meeting board approved metrics.

Strategy 1 Details	Reviews			
Strategy 1: Identify students in need of dyslexia services and collaborate with Reading Specialist to support students. Strategy's Expected Result/Impact: Increase student learning of students in need of DRD services. All students identified as needing DRD services will receive daily services. Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to update the campus library and classrooms with reading materials and supplies to enhance instruction. Strategy's Expected Result/Impact: Increase student performance by extending the learning from the classroom. Librarian will receive updated resources to provide extended classroom support. Staff Responsible for Monitoring: Librarian Funding Sources: Accelerated Reader (plus quiz) - 211 ESEA Title I Part A (Campus) - \$3,500, reading materials for library - 211 ESEA Title I Part A (Campus) - \$4,000, supplies for library - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Ensure K-2 teachers provide comprehensive instruction in foundational skills (phonological awareness, phonics, and word recognition), language skills (conventions of English, spelling, and grammar), reading comprehension, and writing instruction. Strategy's Expected Result/Impact: Students will be able to read fluently with comprehension using grade level text. Staff Responsible for Monitoring: Principal, Reading CTC Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide Teacher Professional Development in Science of Reading. Strategy's Expected Result/Impact: Provide teachers with skills in best practices. Students will be able to read fluently with comprehension using grade level text. Staff Responsible for Monitoring: Principal, Reading CTC	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Students are not receiving a high quality first teach lesson in every classroom. Root Cause: There is a lack of consistency across grade levels in unwrapping the standards during planning.

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

Performance Objective 5: By June 2024, Sunrise Mountain ES 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 34% to 45% with all student groups meeting board approved metrics.

Strategy 1 Details	Reviews			
Strategy 1: Monitor the implementation of best practices such as use of manipulatives in the lower grades in an effort to transfer learning from concrete to abstract. Strategy's Expected Result/Impact: Student understanding and engagement will increase. Staff Responsible for Monitoring: Principal, Math CTC Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide Teacher Development in vertical alignment of math vocabulary. Strategy's Expected Result/Impact: Student mastery of concepts will increase throughout the years. Staff Responsible for Monitoring: Principal, Math CTC Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June





Strategy 3 Details	Reviews			
Strategy 3: Ensure fluency practice block is implemented with fidelity in an effort to develop automaticity of math facts to develop computational foundations. Strategy's Expected Result/Impact: Principal, Math CTC Staff Responsible for Monitoring: Student mastery of concepts will increase throughout the years. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: There are gaps of instruction from one grade level to the next. Root Cause: Grade level teams are not planning to create vertical alignment in core subject areas.
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Our scores in Math have been declining throughout the years. Root Cause: Teachers are not implementing the CPA (concrete, pictorial, abstract) teaching model.

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





Performance Objective 1: By June 2024, Sunrise Mountain ES will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from 415 to 460.

Strategy 1 Details	Reviews			
Strategy 1: Increase the number of extra-curricular and extended day activities to promote student interest in our school. Strategy's Expected Result/Impact: Students will select our campus as their first choice in schools. Staff Responsible for Monitoring: Principal Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Participate in all district rallies in an effort to recruit students to our school. Strategy's Expected Result/Impact: Students will select our campus as their first choice in schools. Staff Responsible for Monitoring: Principal Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Sunrise Mountain ES 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 **% to **%.

Strategy 1 Details	Reviews			
Strategy 1: Provide planning and professional development opportunities for faculty which are aligned with district initiatives to improve student achievement. (in and out of town) Strategy's Expected Result/Impact: Improve instructional practices and increase collaboration among teachers. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Principal Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing Funding Sources: PD for librarian - 211 ESEA Title I Part A (Campus) - \$600, teacher PD for i-Ready - 211 ESEA Title I Part A (Campus) - \$1,200	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide substitutes for professional development, planning and teacher observation opportunities. Strategy's Expected Result/Impact: Improve instructional practices and increase collaboration among teachers. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: substitutes for teacher planning - 211 ESEA Title I Part A (Campus) - \$12,960, fringes for substitutes for teacher planning - 211 ESEA Title I Part A (Campus) - \$188, substitutes for campus events - 199 General Fund - \$3,800, fringes substitutes for campus events - 199 General Fund - \$56, substitutes for SpED personnel - 199 General Fund - \$1,800, fringes substitutes for SpED personnel - 199 General Fund - \$27	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Hire highly qualified teachers for any vacancies by collaborating with HR and holding interviews with highly qualified candidates. Strategy's Expected Result/Impact: Hire qualified teachers to provide quality instruction in every classroom. All students will be provided instruction by highly qualified teachers. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div>  No Progress <div>  Accomplished <div>  Continue/Modify <div>  Discontinue </div> </div> </div> </div> </div>			





Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Students are not receiving a high quality first teach lesson in every classroom. Root Cause: There is a lack of consistency across grade levels in unwrapping the standards during planning.

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

Performance Objective 3: By June 2024, Sunrise Elementary 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: Continue to promote integration of technology in core content areas by purchasing equipment and software. Strategy's Expected Result/Impact: Increase student performance by incorporating technology in all content areas. All teachers will be provided the technology equipment needed to teach all students within the classroom. Staff Responsible for Monitoring: Principal Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: update technology equipment in classroom/labs - 211 ESEA Title I Part A (Campus) - \$1,500, subscription for See-Saw (PK-2) - 211 ESEA Title I Part A (Campus) - \$2,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Support teachers in creating digital resources and integration of technology to differentiate instruction for all learners. Strategy's Expected Result/Impact: Improve instructional practices and increase collaboration among teachers. All teachers provided specific strategies to teach best practices to students. Staff Responsible for Monitoring: CTCs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Maintain campus and teacher Schoology pages to expand methods of learning for students. Strategy's Expected Result/Impact: Increase participation in classroom assignments. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 3 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Students are not using technology to create student products or show knowledge of learning. Root Cause: Teachers need additional training in incorporating /product technology for student response during instruction.

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

Performance Objective 1: By June 2024, Sunrise Mountain ES will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 90.75% to 94%.





Strategy 1 Details	Reviews			
Strategy 1: Continue to provide individual student, class and grade level incentives for monthly perfect attendance. Strategy's Expected Result/Impact: Student learning will improve as a result of students attending school daily. Students with perfect attendance will receive incentives. Staff Responsible for Monitoring: Climate and Culture Committee, Counselor Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monitor student attendance every three weeks to request a parent-admin conference for students with excessive absences or tardies; findings to be shared at monthly Climate & Culture meetings. Strategy's Expected Result/Impact: Student learning will improve as a result of students attending school daily. Student attendance will improve for all students Staff Responsible for Monitoring: Principal, Assistant Principal, PEIMS Clerk Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Collaborate with Alpha Truant Officer to conduct home visits for students with extended absences and frequent tardies; findings to be shared at monthly Climate and Culture Committee meetings. Strategy's Expected Result/Impact: Student learning will improve as a result of students attending school daily. Student attendance will improve for all students. Staff Responsible for Monitoring: Assistant Principal, PEIMS Clerk Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
		<div> <div>  No Progress <div>  Accomplished <div>  Continue/Modify <div>  Discontinue </div> </div> </div> </div> </div>			

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

Performance Objective 2: By June 2024, Sunrise Mountain ES 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 schools offer all required community events.





Strategy 1 Details	Reviews			
Strategy 1: Utilize district-funded Parental Engagement Leader (PEL) to coordinate and support monthly parental community involvement activities. Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building capacity for community involvement. All parents will be provided opportunities to participate in monthly parental activities. Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide supplies, materials, and parent training opportunities on campus to address their child's academic, social and emotional growth. Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building community. All parents will be provided opportunities to participate in monthly parental activities. Staff Responsible for Monitoring: Principal, Parent Engagement Leader Funding Sources: supplies for content events - 211 ESEA Title I Part A (Campus) - \$1,000, snacks for parent events - 211 ESEA Title I Part A (Campus) - \$700	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Collaborate with community members and local businesses to increase the number of Volunteers in Public Schools and Partnerships in Education. Strategy's Expected Result/Impact: Increase community members awareness of academic expectations and building community. Community members and local business will be able to participate in partnerships with the school. Staff Responsible for Monitoring: Counselor, Parental Engagement Leader Title I: 4.2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Continue to provide monthly programs and activities such as Fall Carnival, Books-Fun-Family event (BFF), Science and Literacy Fairs, and musical performances to allow parents opportunities of participation in their child's education. Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building community. All parents will be provided opportunities to participate in monthly parental activities. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Leadership Team Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Host two gifted and talented parent information and showcase events in an effort to promote the program. Strategy's Expected Result/Impact: Increase student learning outcomes through quality curriculum and instruction for gifted learners. Increase parent/guardian awareness of academic expectations of gifted learners. Staff Responsible for Monitoring: GT Coordinator, Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: By June 2024, Sunrise Mountain ES will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days).

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct informational meetings to inform parents and community members about campus and district initiatives such as special education, college readiness, state assessment, dual language, student attendance, bullying and content updates to help support their child's needs.</p> <p>Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building community.</p> <p>All parents will be provided opportunities to participate in monthly parental activities.</p> <p>Staff Responsible for Monitoring: Principal, Parent Engagement Leader</p> <p>Title I: 4.1, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Communicate information with parents and stakeholders using Class Dojo (class/campus accounts) and distributing monthly newsletters through various types of social media and the campus website.</p> <p>Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building community.</p> <p>All parents will be provided opportunities to participate in monthly parental activities.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Provide district and campus developed surveys to obtain feedback on various topics in an effort to participate in the decision-making process at the campus. Strategy's Expected Result/Impact: Increase parent/guardian awareness of academic expectations and building capacity for community involvement. All parents will be provided opportunities to participate in monthly parental activities. Staff Responsible for Monitoring: Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

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

Performance Objective 1: By June 2024, Sunrise Mountain ES 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 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7%.

Evaluation Data Sources: TELPAS reports

Strategy 1 Details		Reviews			
Strategy 1: Implement thinking stems during instruction during oral language development in order to reinforce writing skills. Strategy's Expected Result/Impact: Students will learn to express themselves in complete thoughts. Student's oral language development will improve and transfer into the writing process. Staff Responsible for Monitoring: Principal, CTC Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
		<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>			

Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Only 42% of students are making one-year's growth on TELPAS. Root Cause: Teachers lack the skills to reinforce oral language development in the classroom.

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

Performance Objective 2: By June 2024, Sunrise Mountain students in 3rd through 5th grades will show an improvement of core strength and overall endurance of at least 2% as measured on the FitnessGram assessment.

Evaluation Data Sources: FitnessGram pre and post tests

Strategy 1 Details	Reviews			
Strategy 1: Incorporate daily physical exercises which target muscular and cardio-vascular endurance. Strategy's Expected Result/Impact: Students will increase overall muscular and cardio-vascular endurance. Students' flexibility and body core strength will increase. Staff Responsible for Monitoring: Principal, PhysEd teachers Title I: 2.4	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div></div>				