

El Paso Independent School District
Telles Academy
2023-2024 Formative Review



Board Approval Date: October 17, 2023

Mission Statement

Raymond Telles Academy will create a comprehensive campus culture that promotes high levels of learning, social-emotional development, achievement for all students, and productive citizenship.

Vision

Our vision at Raymond Telles Academy is for our students to succeed in a supportive and mutually respectful environment.

Table of Contents

Goals	4
Goal 1: WHOLE CHILD DEVELOPMENT Raymond Telles Academy school will foster learning environments for the whole child to thrive.	4
Goal 2: ACADEMIC EXCELLENCE Raymond Telles Academy empowers all learners to excel in current and future pursuits.	7
Goal 3: DESTINATION DISTRICT Raymond Telles Academy solidifies its position as El Paso's destination district.	10
Goal 4: CULTURE OF ACCOUNTABILITY Raymond Telles Academy cultivates a culture of transparency, care, and service.	12
Goal 5: EQUITY BY DESIGN Raymond Telles Academy champions a targeted approach to universal access and system equity.	14




Goals







Goal 1: WHOLE CHILD DEVELOPMENT Raymond Telles Academy school will foster learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Raymond Telles Academy will create a culture where each student is supported by caring adults, as measured by an Employee, student, and parent culture climate survey.

High Priority

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: The Employee, student, and parent culture climate survey will be promoted by the campus so that we have data to use for growth. Strategy's Expected Result/Impact: The expected result is to have data to review for the upcoming school year. Staff Responsible for Monitoring: Administration/Social Worker Title I: 4.1 - TEA Priorities: Improve low-performing schools Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Back to school staff development will include the Classroom Expectations from all teachers. Expectations will be reviewed and adjusted to ensure a positive and consistent discipline process. Strategy's Expected Result/Impact: Increased classroom engagement with a decreased classroom disruptions. Staff Responsible for Monitoring: Administration and Teachers Title I: 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 3 Details	Reviews			
Strategy 3: District PD meetings will focus on Tier 1 instruction for teachers. Strategy's Expected Result/Impact: Strengthening of Tier 1 instruction. Staff Responsible for Monitoring: Administration and Campus Teaching Coach Title I: 2.4 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Raymond Telles Academy school will foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Raymond Telles Academy 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 all campuses.

High Priority

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Counselor will develop a calendar to meet with students and provide classroom guidance lessons to students, as well as provide weekly lessons to teachers to help build SEL lessons. Strategy's Expected Result/Impact: Increase student social and emotional wellness. Staff Responsible for Monitoring: Principal and Counselor Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Social Worker and Counselor Inservice/Training - 211 ESEA Title I Part A (Campus) - \$100	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 2 Details	Reviews			
Strategy 2: Counselor and Social Worker will help identify students who are failing and provide additional support services. Strategy's Expected Result/Impact: Increase student social and emotional wellness Staff Responsible for Monitoring: Principal, Social Worker, and Counselor Title I: 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Necessary supplies/materials to assist Social Worker and Counselor with student social/emotional needs - 211 ESEA Title I Part A (Campus) - \$700	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: WHOLE CHILD DEVELOPMENT Raymond Telles Academy school will foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Raymond Telles Academy 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 7% to 6% and reduce the overall number of disciplinary removals from 2731 to 2594.

High Priority

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Provide a weekly SEL lesson to campus teachers to facilitate SEL discussions to roll out to students. Strategy's Expected Result/Impact: Increase SEL awareness Staff Responsible for Monitoring: Administration and counselors Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				

0%

No Progress

100%

Accomplished

Continue/Modify

Discontinue

Goal 2: ACADEMIC EXCELLENCE Raymond Telles Academy empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Raymond Telles Academy 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 all campuses.



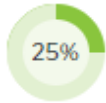
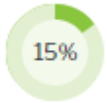




High Priority
Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Daily PLC's for teachers to plan meaningful lessons with objectives and exit tickets. Strategy's Expected Result/Impact: Increase student learning Staff Responsible for Monitoring: Administration and CTC Title I: 2.4 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3	Formative			Summative
	Oct	Jan	Mar	June
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<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>				

Goal 2: ACADEMIC EXCELLENCE Raymond Telles Academy empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Raymond Telles Academy will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% to 48%.

High Priority
Evaluation Data Sources: Tableau, Eduphoria, TAPR









Strategy 1 Details	Reviews			
Strategy 1: Daily PLC's to unpack new curriculum documents and plan to support students. Strategy's Expected Result/Impact: Increased classroom engagement Staff Responsible for Monitoring: Administration and CTC Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Purchase instructional technology and materials for students. Strategy's Expected Result/Impact: Increased instructional technology resources to students. Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 2 Funding Sources: Technology and instructional materials necessary to deliver a high level of instruction to economically disadvantaged students - 211 ESEA Title I Part A (Campus) - \$3,100, Instructional material necessary to deliver a high level of instruction for at risk students - 185 SCE (Campus) - \$1,950	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE Raymond Telles Academy empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Raymond Telles Academy will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 14% - 17%, & EB from 32% - 40%).

High Priority

HB3 Goal







Strategy 1 Details	Reviews			
Strategy 1: Purchase supplies for PLC planning and training for teachers to increase content knowledge. Strategy's Expected Result/Impact: Increase planning and content knowledge for teachers. Staff Responsible for Monitoring: Administration and CTC's Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will analyze assessment data and data information to better understand High Quality Tier 1 instruction. Strategy's Expected Result/Impact: Improve Tier 1 instruction and increase student performance. Staff Responsible for Monitoring: Administration and CTC Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: ACADEMIC EXCELLENCE Raymond Telles Academy empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Raymond Telles Academy will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 7% - 13%, & EB from 21% - 26%).

High Priority

HB3 Goal




Strategy 1 Details	Reviews			
Strategy 1: Teachers will analyze assessment data and data information to better understand High Quality Tier 1 instruction Strategy's Expected Result/Impact: Improve Tier 1 instruction and increase student performance. Staff Responsible for Monitoring: Administration and CTC Title I: 2.4 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





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

Performance Objective 1: By June 2024, Raymond Telles Academy 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 91% to 93%. (HR)

High Priority

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Hire 100% certified employees as vacancies open. Strategy's Expected Result/Impact: Highly qualified staff Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				





Strategy 2 Details	Reviews			
Strategy 2: Administration Team will create a survey to ensure a positive culture and climate by using new technology. Strategy's Expected Result/Impact: Retaining top talent. Staff Responsible for Monitoring: Administration Title I: 4.2 - TEA Priorities: Improve low-performing schools Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
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Goal 3: DESTINATION DISTRICT Raymond Telles Academy solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, Raymond Telles Academy will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

High Priority

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Utilize campus funds to purchase campus technology. Strategy's Expected Result/Impact: Increase student engagement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Goal 4: CULTURE OF ACCOUNTABILITY Raymond Telles Academy cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Raymond Telles Academy will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.







High Priority
Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: RTA will provide parent notifications of student absenteeism and well as promote the importance of attending school in order to meet Review requirements. Strategy's Expected Result/Impact: Increase daily attendance Staff Responsible for Monitoring: Administration Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 55%		
<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 Raymond Telles Academy cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Raymond Telles Academy 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.

High Priority
Evaluation Data Sources: Community Events Documentation

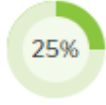

Strategy 1 Details		Reviews			
Strategy 1: RTA will utilize the PEL to provide activities that will support students and parents. Strategy's Expected Result/Impact: Increase parental engagement on campus. Staff Responsible for Monitoring: Administration and PEL Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Materials and supplies needed by our FCL to increase parental involvement - 211 ESEA Title I Part A (Campus) - \$400		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 4: CULTURE OF ACCOUNTABILITY Raymond Telles Academy cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Raymond Telles Academy 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).

High Priority

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details		Reviews			
Strategy 1: RTA will continue to engage and gather input from family and community stakeholders by creating an exit survey for families to fill out when students are released to their home campus. Strategy's Expected Result/Impact: Gather input and help to determine needed change. Staff Responsible for Monitoring: Administration Title I: 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
					

0%

No Progress

100%

Accomplished

Continue/Modify

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Goal 5: EQUITY BY DESIGN Raymond Telles Academy champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Raymond Telles Academy will foster equitable access to opportunities as measured by an increase in the percent of special education and emergent bilingual middle school students who complete high school credits.





High Priority
Evaluation Data Sources: Frontline Data

Strategy 1 Details	Reviews			
Strategy 1: Raymond Telles Academy will provide training to best practices for ED and SpEd students. Strategy's Expected Result/Impact: Improve teacher instructional strategies to support EB's and SpEd. Staff Responsible for Monitoring: CTC and Administration Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
<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>				

Goal 5: EQUITY BY DESIGN Raymond Telles Academy champions a targeted approach to universal access and system equity.

Performance Objective 2: By June 2024, Raymond Telles Academy will foster equitable access to opportunities and eliminating barriers as measured by an increase in special education and emergent bilingual) high school student groups in advanced academic courses.

High Priority
Evaluation Data Sources: Frontline Data






Strategy 1 Details	Reviews			
Strategy 1: Raymond Telles Academy will provide training to teachers in best practices to EB's and SpEd. Strategy's Expected Result/Impact: Improve instructional strategies to support EB's and SpEd students. Staff Responsible for Monitoring: CTC and Administration Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: EQUITY BY DESIGN Raymond Telles Academy champions a targeted approach to universal access and system equity.

Performance Objective 3: By June 2024, Raymond Telles Academy will foster equitable access to opportunities and eliminating barriers to increase the number of Emergent Bilinguals achieving Advanced High on TELPAS.

High Priority

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: RTA will provide training of best practices for EB and SPED student in PLC's. Strategy's Expected Result/Impact: Improve teacher instructional strategies to support EB's and SPED students. Staff Responsible for Monitoring: Administration and CTC Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				