

El Paso Independent School District
Dr. Josefina Villamil Tinajero PK-8
2023-2024 Goals/Performance Objectives/Strategies



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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, Dr. Josefina Villamil Tinajero PK-8 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: Establish opportunities for more parents and guardians to get involved at Villamil-Tinajero. This can be done by encouraging the involvement in the Parental Engagement program. Having monthly community meetings with Principal/administrator. (coffee with principal in-person or through zoom) Title I: 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: Refreshments, materials, - 211 ESEA Title I Part A (Campus) - \$300	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue having community presentation focusing on parent engagment to increase sense of community . Strategy's Expected Result/Impact: Allow parents to feel comfortable in the school setting and used the resources school could offer such as Tile 1 meetings, Parent coffee, Enlglish class, Pastry class, nutrition class. Citizenship classes, VIP Parents, VISTA medical) Staff Responsible for Monitoring: Administration , Parent Liason Title I: 4.1 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: The establishment of an improved involvement from parents and guardians. Root Cause: Our school needs the participation from family members, so that any disciplinary issues can be significantly reduced. This is also essential for our volunteer programs to be enhanced and lead to an overall improvement of School Culture and Climate. This will lead
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.

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

Performance Objective 2: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will increase 6-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels from 5% participants to 10% (Student Services). By June 2024, Dr. Josefina Villamil Tinajero PK-8 will increase PreK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels from 1% participants to 5%

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Dr. Josefina Villamil Tinajero PreK-8 will provide more options for extra-curricular and co-curricular activities from preK through 8 grade. Strategy's Expected Result/Impact: The number of students who we at our campus would like to participate would increase to the numbers we had projected. Staff Responsible for Monitoring: Administration, ILT and Teachers. Title I: 2.5 - TEA Priorities: Improve low-performing schools - 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: Dr. Josefina Villamil-Tinajero Pk-8 will increase the opportunities for all students in the Elementary to participate in upcoming UIL competitions, once established by EPISD at District level. Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Dr. Josefina Villamil-Tinajero PK-8 will increase the current number of students who participate in academic and athletic competitions from 5% to 10% by encouraging and creating a sense of involvement for students 4-8th grade to participate. Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 1: Our middle school is in the need for more available extracurricular activities among all grade levels. **Root Cause:** The campus culture is needed to be enhanced and through the offering of more clubs, programs and activities, it will lead to a greater sense of involvement and belonging.

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

Performance Objective 3: By the end of the school year, Dr. Josefina Villamil Tinajero PK-8 will create an integrated system of school support, extended learning opportunities and community partnerships by increasing extended PK - 8 learning opportunities.

Evaluation Data Sources: District tracking tool

Strategy 1 Details		Reviews			
Strategy 1: Dr. Tinajero will maintain meaningful partnership with YMCA after school Programs to provide afterschool day care services to those families that need that service. Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)	
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.	

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

Performance Objective 4: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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: To develop the community partnership with the neighborhood library and lead to the growing and continuing relationship. Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To increase the community engagement during Career Week by having at least 2 career days throughout the school year. Strategy's Expected Result/Impact: To provide exposure to multiple career fields and give students opportunities to learn about the process in acquiring jobs in those desired careers. Staff Responsible for Monitoring: Counselors, Administration, Teachers Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Our middle school is in the need for more available extracurricular activities among all grade levels. Root Cause: The campus culture is needed to be enhanced and through the offering of more clubs, programs and activities, it will lead to a greater sense of involvement and belonging.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.

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

Performance Objective 5: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring elementary counselors carry a caseload of no more than 300 students or less and middle school counselors carry a caseload of less than 325 students or less.

Evaluation Data Sources: PEIMS On Point

Strategy 1 Details	Reviews			
Strategy 1: Dr. Josefina-Villamil PK-8 will continue to monitor the appropriate caseload for our 4 School Counselors in the correct ratio and have a check in every grading period (9 weeks). Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Dr. Josefina-Villamil PK-8 will continue to have counselor guidance lessons which will consistently occur at least once a month. Strategy's Expected Result/Impact: This strategy will result in the influence of implementing Social Emotional awareness and will help students with assistance in managing their emotions. Staff Responsible for Monitoring: Counselors, Social Workers, Teachers Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Dr. Josefina-Villamil PK-8 will continue to have Counselor guidance talks to occur, based on grade level, counselor schedules, and availability throughout the school year and refine issues on what is needed. Strategy's Expected Result/Impact: School Counselors will provide the adequate services that will assist students in order to implement meetings and provide support with current issues. Staff Responsible for Monitoring: Counselors, Social Workers, Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 3: Ensure that counselor case load is evenly distributed according to their assigned grade level. Root Cause: To ensure every student receives adequate counseling services.

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

Performance Objective 6: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Dr. Josefina Villamil PK-8 will model and implement the P.A.W.S/ PBIS school wide behaviors and expectations though the monthly guidance meetings and lessons. Strategy's Expected Result/Impact: Students will develop an awareness of the behavior expectations that can help guide them to be successful in their social/ emotional learning. This can be achieved through consistency and fidelity. Staff Responsible for Monitoring: Counselors, Social Workers, Teachers, Administration. Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 6 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 4: Reduce number of referral and increase postive interaction among students Root Cause: Students' lack tools to deal with emotions and ability to resolve personal conflicts.

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

Performance Objective 7: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details		Reviews			
Strategy 1: Dr. Tinajero will have a designated committee that will mentor students to engage, encourage and guide students on how to manage behavior and best life practices. This will help reduce the discipline cases within the campus and engage students to attain positive reinforcements. Strategy's Expected Result/Impact: To engage and attain positive reinforcements for students. Staff Responsible for Monitoring: Mentors within the committee,PBIS, SEL Committee, Student Support. ESF Levers: Lever 1: Strong School Leadership and Planning - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 4		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 7 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 4: Reduce number of referral and increase positive interaction among students Root Cause: Students' lack tools to deal with emotions and ability to resolve personal conflicts.

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

Performance Objective 1: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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.

Evaluation Data Sources: Walk through data

Strategy 1 Details		Reviews			
Strategy 1: We will follow district curriculum implementation through the different adoptions and use walk through data to consistently monitor fidelity of rigor in instructional practices. Strategy's Expected Result/Impact: The results will be in a strong first teach of content material. Staff Responsible for Monitoring: ILT, Administration, Teachers, Paraprofessionals. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 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: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: ILT team will reach out to Carnegie, Amplify, Eureka, Active Classroom & Stemscopes vendors for on-site training Root Cause: due to new district curriculum using high quality instructional materials

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

Performance Objective 2: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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 all campuses with a dual language program.

Evaluation Data Sources: Walk through data

Strategy 1 Details		Reviews			
Strategy 1: We will follow the current campus dual language model for effective instruction and encourage professional development for all responsible parties. Strategy's Expected Result/Impact: The result will be for effective and necessary instruction by supporting best practices needed for language development. Staff Responsible for Monitoring: Dual Language Teachers, ILT, Administration. Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Our middle school is in the need for more available extracurricular activities among all grade levels. Root Cause: The campus culture is needed to be enhanced and through the offering of more clubs, programs and activities, it will lead to a greater sense of involvement and belonging.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: ILT team will reach out to Carnegie, Amplify, Eureka, Active Classroom & Stemsopes vendors for on-site training Root Cause: due to new district curriculum using high quality instructional materials

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

Performance Objective 3: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% to 48%.

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: As a campus we will provide high quality instruction, by focusing on the rigor of content material while supporting student growth on all STAAR assessments. Strategy's Expected Result/Impact: Students will achieve growth in their performance level categories. Staff Responsible for Monitoring: Teachers, ILT, Paraprofessionals. Title I: 2.4 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 4: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 58% with all student groups meeting board approved metrics. [HB3].

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: To provide Tier 1 instruction and interventions for Tier 2 and Tier 3 students. Strategy's Expected Result/Impact: To increase the growth of student achievement and self esteem. Staff Responsible for Monitoring: Teachers, ILT, Paraprofessionals. Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 5: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 42% to 54% with all student groups meeting board approved metrics. [HB3]

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: To increase the students achievement and comprehension of the content material in Math. Strategy's Expected Result/Impact: Students will learn to problem solve, manipulate problem solving skills, and computation. Staff Responsible for Monitoring: Teachers, ILT, instructional Paraprofessionals. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
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Performance Objective 5 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 6: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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%)

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: To assist students who are on or below grade level reading attain fluency in comprehension skills on or above grade level. Strategy's Expected Result/Impact: Students will be exposed to Tier 1 instruction while having the support in Tier 2 instruction to meet required expectations. Staff Responsible for Monitoring: Teachers, ILT, Interventionist, Instructional paraprofessionals, Administration. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June

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Performance Objective 6 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 7: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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%)

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: To assist students in computation and problem solving skills, while using strategies to increase student achievement in math. Strategy's Expected Result/Impact: Students will have increased their comprehension and problem solving skills while achieving higher scores on their performance level categories. Staff Responsible for Monitoring: Teachers, instructional interventionists, administration, ILT. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 7 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 8: The campus will provide professional development opportunities that address increasing the academic performance of students, strengthening Tier 1 instruction, analyzing data through data talk protocols & planning effective data-driven re-teaching strategies and other relevant sessions that best serve our students in all aspects of their educational success

Strategy 1 Details	Reviews			
Strategy 1: We will provide further funds for supplies, enrichment activities (to include field trips), and other necessary materials for Teachers, Nursing office, Custodians, Librarians, Counselors and other important school faculty and staff to enhance the learning environment of the students Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 3 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$52,877, - 185 SCE (Campus) - \$41,956	Formative			Summative
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Performance Objective 8 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: ILT team will reach out to Carnegie, Amplify, Eureka, Active Classroom & Stemscopes vendors for on-site training Root Cause: due to new district curriculum using high quality instructional materials
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 3: Assistance and opportunities with more professional development to implement and navigate programs and technology devices. Instructional software assistance and needs. Root Cause: Allotting time for professional development using technology.

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

Performance Objective 9: The campus will implement protocols & support systems to retain high quality staff (Including Part time employees, UTEP tutors, retired teachers, etc.) through employee development that empowers them with skills to be effective in their practice and support/develop their overall personal well-being through wellness programs

Evaluation Data Sources: Establish protocols and checklists to support teachers, structured support to retain quality substitutes.

Strategy 1 Details		Reviews			
Strategy 1: Campus funded positions through external funds SCE and tile 1 part A Strategy's Expected Result/Impact: Hiring High Qualified Tutors and Teachers. Staff Responsible for Monitoring: Administration, ILT Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$3,257		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 9 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)	
Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.	

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

Performance Objective 1: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by .05% .

Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau

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

Performance Objective 2: By June 2024, Dr. Josefina Villamil Tinajero PK-8 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)

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Fulfill vacancies by announcing on different platforms that are available , such as, social media, district web sites, and job fairs. Strategy's Expected Result/Impact: Fulfill current vacancies, and a pool of highly qualified candidates for future positions. Staff Responsible for Monitoring: Administration Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 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:

L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.

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

Performance Objective 3: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will grow top talent by implementing a Comprehensive Professional Development Plan

Evaluation Data Sources: Professional Development Plan Success Metrics

Strategy 1 Details	Reviews			
Strategy 1: Participate in job fairs accross the Region 19 , Prioritized Needs: L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:





L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
<p>Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.</p> <p>Prioritized Need 2: ILT team will reach out to Carnegie, Amplify, Eureka, Active Classroom & Stemscores vendors for on-site training Root Cause: due to new district curriculum using high quality instructional materials</p>

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

Performance Objective 4: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan. (Technology)

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: develop and implement instructional technology through professional development on new district programs. Strategy's Expected Result/Impact: gain proficiency in new district programs which impacts student academic curriculum by using online high quality instructional materials. Staff Responsible for Monitoring: ILT team Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
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Performance Objective 4 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: ILT team will reach out to Carnegie, Amplify, Eureka, Active Classroom & Stemscores vendors for on-site training Root Cause: due to new district curriculum using high quality instructional materials
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Providing student population with their individual device. Root Cause: Not enough available device to fulfill student population. Prioritized Need 2: Facilitating instruction using Promethium boards. Root Cause: Proficiency on operating device.

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

Performance Objective 1: By the end of the school year, Dr. Josefina Villamil Tinajero PreK-8 will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: 4.1.1 To recognize students with outstanding attendance Strategy's Expected Result/Impact: Increase in attendance rates Staff Responsible for Monitoring: Assistant Principal; Counselors; Attendance Clerk Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: To increase our attendance numbers, so students can be encouraged and not fall behind in crucial learning opportunities. Root Cause: Lack of transportation, lack of parental involvement, a need of urgency and motivation to acquire adequate skills for education.

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

Performance Objective 2: By the end of the school year, Dr. Josefina Villamil Tinajero PreK-8 will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 50% attendance to community events.

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details		Reviews			
Strategy 1: To conduct a meet the teacher night to support parents and families Strategy's Expected Result/Impact: Positive feedback on district surveys Staff Responsible for Monitoring: Administration, Counselors, PEL, Department Chairs Title I: 4.1 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.

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

Performance Objective 3: By the end of the year, Dr. Josefina Villamil Tinajero PreK-8 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 the Family Interest and Parent Involvement Survey

Evaluation Data Sources: Family Interest and Parent Involvement Survey

Strategy 1 Details	Reviews			
Strategy 1: Increase parental involvement by committing to partner with parents/families, students, the community, and other stakeholders by providing at least two opportunities per month for parents/guardians to participate in school sponsored activities that address their needs in order to increase parent engagement by 20 percent from the 2023-2024 school year. Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$1,500	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 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: To increase our attendance numbers, so students can be encouraged and not fall behind in crucial learning opportunities. Root Cause: Lack of transportation, lack of parental involvement, a need of urgency and motivation to acquire adequate skills for education.

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

Performance Objective 4: By the end of the school year, Dr. Josefina Villamil Tinajero PK-8 will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by ensuring quality program implementation and strategic investments in Federal programs and Increasing the annual percentage of entitlement program expenditures

Evaluation Data Sources: Tableau Dashboard

Strategy 1 Details	Reviews			
Strategy 1: To provide open and accurate information to the campus, parents, and community regarding campus goals and budget allocations Strategy's Expected Result/Impact: Transparent communication to the campus staff and community representatives Staff Responsible for Monitoring: Principal, CIT Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.

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

Performance Objective 1: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will foster equitable access to opportunities by eliminating barriers for all students by developing and implementing a Comprehensive Equity Plan designed to address system equity disparities based on the result of an equity audit.

Evaluation Data Sources: Equity Study

Strategy 1 Details	Reviews			
Strategy 1: Recognize students at the end of the year awards ceremony (Honor Roll, Perfect Attendance, etc.) Strategy's Expected Result/Impact: Increase student learning outcomes. Staff Responsible for Monitoring: Administrative Team, Teachers Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: To utilize PBIS instruction to positively impact social emotional learning and campus culture amongst students Strategy's Expected Result/Impact: Reduced referrals Staff Responsible for Monitoring: Principal, Assistant Principals; Counselors Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 4: Reduce number of referral and increase postive interaction among students Root Cause: Students' lack tools to deal with emotions and ability to resolve personal conflicts.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.

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

Performance Objective 2: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will foster equitable access to opportunities as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits.

Emer.. Bil... Alg. 1 (14% to 16%)
Emer. Bil... LOTE (50% to 60%)
Emer. Bil.. Other (87% to 94%)
SPED Alg 1 (6% to 12%)
SPED LOTE (30% to 40%)
SPED Other (82% to 94%)

Evaluation Data Sources: Frontline Data

Strategy 1 Details	Reviews			
Strategy 1: Dr. Josefina Tinajero offers opportunities to students to enroll in pre-ap classes who meet good attendance and grade requirements. Strategy's Expected Result/Impact: Student is expected to show academic growth and perform one level above on the performance level for STAAR. Staff Responsible for Monitoring: ILT, Administrators, counselors Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Our campus student needs are to close the gaps academically in specific areas. Sub-populations (Sped, GT, ELLs) Root Cause: According to last years STAAR results, the need to increase the number of students who have achieved the performance level categories for meets or masters was not met (Tier 1 instruction is this years main focus to meet these areas).

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

Performance Objective 3: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will provide high-quality, relevant, and differentiated resources matched to the school's needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study.

Evaluation Data Sources: Equity Study Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: To provide teachers opportunity to enhance practices through professional development. Strategy's Expected Result/Impact: Increased focus on planning during PLC's Staff Responsible for Monitoring: Campus Teaching Coaches, Grade Level Chairs, Administration Title I: 2.5 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide substitutes in support of teacher professional development. a) Core Teachers will participate in at least one Professional Learning Day each school year b) Support teacher growth and preparation for instruction c) Enhance the school community d) Plan for and conduct learning Symposiums Strategy's Expected Result/Impact: Well-developed and data driven instruction Staff Responsible for Monitoring: Grade Level Chairs, Campus Teaching Coaches, Administration Title I: 2.5 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Seeking assistance and professional development to become fluent and implement the district adoptions for teachers/staff to implement with fidelity for Tier 1 instruction. Root Cause: New district curriculum and adoptions to implement high quality instructional materials that align to state standards.





L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 3: Assistance and opportunities with more professional development to implement and navigate programs and technology devices. Instructional software assistance and needs. Root Cause: Allotting time for professional development using technology.

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

Performance Objective 4: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility in the lowest performing campuses. (HR)

Evaluation Data Sources: Tableau, TAPR, Profile Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: To provide a positive work environment and to offer professional development opportunities, which will lead to an increase in professional satisfaction and campus pride. Strategy's Expected Result/Impact: Results will lead to increased and positive faculty and staff morale, while having a better sense of pride for the campus, leading to more efficient productivity. Staff Responsible for Monitoring: Administration, ILT, Counselors, Teachers, Support Staff. Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 3 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 4 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 3: Assistance and opportunities with more professional development to implement and navigate programs and technology devices. Instructional software assistance and needs. Root Cause: Allotting time for professional development using technology.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Engage parents and community members to increase participation in school activities. Root Cause: Lack of opportunities to support school activities.
Prioritized Need 2: To increase our attendance numbers, so students can be encouraged and not fall behind in crucial learning opportunities. Root Cause: Lack of transportation, lack of parental involvement, a need of urgency and motivation to acquire adequate skills for education.

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

Performance Objective 5: By June 2024, Dr. Josefina Villamil Tinajero PK-8 will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs. (HR)

Evaluation Data Sources: Tableau, TAPR, Teacher Profile Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: To hire and recruit highly qualified teachers when vacancies arise Strategy's Expected Result/Impact: Positive campus environment Staff Responsible for Monitoring: Principal Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: To fulfill current vacancies and plan for future available positions. Root Cause: Not enough qualified applicants.
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 3: Assistance and opportunities with more professional development to implement and navigate programs and technology devices. Instructional software assistance and needs. Root Cause: Allotting time for professional development using technology.