

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

Accountability Rating: A



Mission Statement

Tippin is dedicated to fostering a life-long love of learning and mastery of the Texas State Standards by utilizing differentiated instruction, problem solving, and an active learning environment. Through the use of observations, immediate feedback, questioning, and on-going data analysis; educators will measure student growth to assist students in their pursuit to reach their full potential.

Vision

At Tippin we want our students and staff to embrace learning, challenge themselves to excel, achieve their personal best, and build their social, emotional, and physical well-being to become El Paso's school of choice.

Value Statement

We are a school that strives for excellence in academics by creating an inviting, fun, and well-rounded learning environment.

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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, Tippin 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: Counselor will obtain materials to utilize for SEL and direct counseling services. Strategy's Expected Result/Impact: The counselor will have all the materials needed to work with students. Staff Responsible for Monitoring: Karen Carrasco, Gina Rodriguez-Nunez Funding Sources: counseling materials - 199 General Fund - 199.31.6399.168.99.100.168 - \$200	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, Tippin will increase PK-5th grade student participation in UIL, extra-curricular, and co-curricular activities at all levels by having Tippin enroll in various district-sponsored activities and have 20-30% of our students participate.

Evaluation Data Sources: Survey results/ Attendance rosters

Strategy 1 Details	Reviews			
Strategy 1: Promote participation in UIL activities, Spelling Bee's (Spanish & English), Student Council and Science Fair, and Robotics Club.	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 3: By June 2024, Tippin will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK beginning January 2024.

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Work alongisde district personnel to promote and establish the extended Pre K. Strategy's Expected Result/Impact: Implementation of the extended Pre-K Staff Responsible for Monitoring: Central office personnel; Principal, Pre-Kindergarten staff Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 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 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Educating parents on the importance of school attendance and attendance procedures. Root Cause: Low attendance rates

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

Performance Objective 4: By June 2024, Tippin will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing or 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: Tippin will continue to build relationships and work with community programs such as the Y after-school daycare, Young Rembrandts (drawing classes), Snapology and We are One. Strategy's Expected Result/Impact: Facility Use request forms will be submitted and approved. After-school programs will be implemented and promoted to the school community. Staff Responsible for Monitoring: Gina Rodriguez-Nunez, Sonya Marquez	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Tippin will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Elementary counselors carry a caseload of 1:500 students.

Evaluation Data Sources: PEIMS OnPoint

Strategy 1 Details	Reviews			
Strategy 1: With an enrollment of 720, Tippin will request the hire of an additional counselor. Strategy's Expected Result/Impact: The hiring of a new counselor. Develop a new counseling program with 2 counselors. Staff Responsible for Monitoring: Principal, Counselor, AP and HR	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 6: By June 2024, Tippin 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% at Tippin.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: All classroom teachers will provide SEL lessons/check-ins for students on a weekly basis. Strategy's Expected Result/Impact: Students will develop self-awareness and further develop their social well-being. Staff Responsible for Monitoring: Counselor, Principal, CTC's, AP, classroom teachers.	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 7: By June 2024, Tippin will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by the Reduction of all ISS, OSS, and Disciplinary Removal for all student groups.

HB3 Goal
Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details		Reviews			
Strategy 1: PBIS committee will meet monthly to address behavior and plan on promoting positive behavior. Strategy's Expected Result/Impact: Reduction in discipline referrals Staff Responsible for Monitoring: Summer Steele, PBIS committee representatives from each grade level.		Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Tippin will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction.

Strategy 1 Details		Reviews			
Strategy 1: Provide substitutes for teachers to attend professional development and planning time to address new curriculum in mathematics, ELAR and social studies. Strategy's Expected Result/Impact: Teachers will have a better understanding and grasp of the new curriculum. Staff Responsible for Monitoring: Principal, CTC's, AP's, TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Substitutes - 199 General Fund - \$7,000		Formative			Summative
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: With all the new curriculum platforms will need opportunities to plan and understand the curriculum in depth. Root Cause: New curriculum platforms in 3 content areas.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Based on the 2022-23 STAAR data, 51 students currently in 5th grade made less than one year's growth. Root Cause: Instruction, intervention
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Planning time for teachers is needed in order for them to internalize the new curriculum platforms. Root Cause: The addition of three new curriculum platforms.





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

Performance Objective 2: By June 2024, Tippin 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 all dual language programs.

Strategy 1 Details	Reviews			
Strategy 1: Dual Language team will meet periodically to discuss and ensure alignment of dual language practices. Strategy's Expected Result/Impact: Dual Language Teachers will have a deeper understanding of strategies to use as well as a better understanding of student standings in TELPAS and STAAR. Staff Responsible for Monitoring: Dual language teachers, CTC's, principal	Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Tippin will maintain or increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results at 93%.

Strategy 1 Details		Reviews			
Strategy 1: Periodic leadership meetings and 90-minute monthly meetings to plan for data-driven instruction. Strategy's Expected Result/Impact: Teacher's morale will increase. Teacher understanding of the curriculum will be stronger. Staff Responsible for Monitoring: CTC's, AP, Principal TEA Priorities: Build a foundation of reading and math Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Educating parents on the new curriculum is necessary in order for them to provide encouragement and support to students. Information Nights will be planned Root Cause: New curriculum platforms for ELAR and mathematics
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: With all the new curriculum platforms will need opportunities to plan and understand the curriculum in depth. Root Cause: New curriculum platforms in 3 content areas.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Based on the 2022-23 STAAR data, 51 students currently in 5th grade made less than one year's growth. Root Cause: Instruction, intervention
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Planning time for teachers is needed in order for them to internalize the new curriculum platforms. Root Cause: The addition of three new curriculum platforms.

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

Performance Objective 4: By June 2024, Tippin will maintain or increase student achievement outcomes as measured by the percent of 3rd-grade students that score "Meets" Grade level or above on STAAR. Reading will maintain or increase from 44% meets and 17% masters with all student groups meeting board-approved metrics. [HB3].

HB3 Goal

Strategy 1 Details		Reviews			
Strategy 1: The CTC's and administration will work closely with teachers/grade levels to develop a WIN schedule to address the needs of students. Strategy's Expected Result/Impact: Tippin will have a well structured WIN time to address student needs. Staff Responsible for Monitoring: CTC's, classroom teachers, administration TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: With all the new curriculum platforms will need opportunities to plan and understand the curriculum in depth. Root Cause: New curriculum platforms in 3 content areas.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Based on the 2022-23 STAAR data, 51 students currently in 5th grade made less than one year's growth. Root Cause: Instruction, intervention
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Planning time for teachers is needed in order for them to internalize the new curriculum platforms. Root Cause: The addition of three new curriculum platforms.

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

Performance Objective 5: By June 2024, Tippin will maintain or increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will maintain or increase from 69% meets and 42% masters with all student groups meeting board approved metrics. [HB3]

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: A tutor will be hired to address academic needs of at-risk students Strategy's Expected Result/Impact: Students in need will receive additional support in areas of academic need. Staff Responsible for Monitoring: Principal, CTC's Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 185 SCE (District) - \$14,150	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Based on the 2022-23 STAAR data, 51 students currently in 5th grade made less than one year's growth. Root Cause: Instruction, intervention

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

Performance Objective 1: By June 2024, Tippin will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school at 100%.

Strategy 1 Details	Reviews			
Strategy 1: Administration will meet with new staff periodically to do check-ins and ensure new staff member's needs are being met. Strategy's Expected Result/Impact: retention of new teachers Staff Responsible for Monitoring: Administrative team TEA Priorities: Recruit, support, retain teachers and principals Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: With all the new curriculum platforms will need opportunities to plan and understand the curriculum in depth. Root Cause: New curriculum platforms in 3 content areas.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Planning time for teachers is needed in order for them to internalize the new curriculum platforms. Root Cause: The addition of three new curriculum platforms.

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

Performance Objective 2: By June 2024, Tippin will grow top talent by implementing a Comprehensive Professional Development Plan.

Strategy 1 Details	Reviews			
Strategy 1: New teachers will participate in the district mentor program. Strategy's Expected Result/Impact: New teachers will have a better understanding of day-to-day expectations. New teachers will feel supported. Staff Responsible for Monitoring: New teachers, mentors, adminsitration	Formative			Summative
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 3: By June 2024, Tippin 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: Update and replace technology equipment for staff. Strategy's Expected Result/Impact: replacement of technology supplies for student and teacher use Staff Responsible for Monitoring: Principal, AP Funding Sources: - 199 General Fund - \$2,095	Formative			Summative
	Oct	Jan	Mar	June
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Tippin will foster a welcoming and safe environment where all students feel supported resulting in maintaining or increasing student attendance rate of 95.10%.

Strategy 1 Details	Reviews			
Strategy 1: Attendance Committee will meet on a monthly basis to plan, organize incentives to promote student attendance. Strategy's Expected Result/Impact: Improvement of student attendance Staff Responsible for Monitoring: Attendance committee (representative from each grade level); AP and Principal Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Educating parents on the importance of school attendance and attendance procedures. Root Cause: Low attendance rates

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

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

Strategy 1 Details	Reviews			
Strategy 1: The campus will work collaboratively with Tippin PTA to develop a calendar of events that will promote student learning and the building of a school community. Strategy's Expected Result/Impact: High attendance at school and PTA-sponsored events. Further strengthening of the school community. Staff Responsible for Monitoring: Principal, AP, PTA, CTC's, Counselor	Formative			Summative
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Tippin 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 through Class Dojo and Let's Talk Platform .

Strategy 1 Details	Reviews			
Strategy 1: Provide a variety of communication means for parents and staff. Class Dojo, Blackboard texts, messages, and email and social media postings. Strategy's Expected Result/Impact: School community will always be informed of all school information Staff Responsible for Monitoring: Leadership team	Formative			Summative
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Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Tippin 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.

Strategy 1 Details	Reviews			
Strategy 1: Supplies and materials will be provided for teacher and student use. Strategy's Expected Result/Impact: Materials will be ordered in a timely manner and distributed for student and teacher use. Staff Responsible for Monitoring: Principal, secretary, office clerk Funding Sources: - 199 General Fund - \$14,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All grade levels will have the opportunity to experience one field trip per school year. Strategy's Expected Result/Impact: Students will have experienced a field trip and further develop their knowledge base. Staff Responsible for Monitoring: Grade level chair; secretary, principal Funding Sources: - 199 General Fund - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Intramural activities for 4th & 5th grade students. Strategy's Expected Result/Impact: Students will be provided with an opportunity to build on their athletic skills and team building skills Staff Responsible for Monitoring: Principal, PE coach (intramural rep)	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Replace and add books to the library Strategy's Expected Result/Impact: Students will have access to new books. Staff Responsible for Monitoring: school librarian, principal, secretary Funding Sources: - 199 General Fund - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Tippin 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 2% beginner and 20% intermediate to 1% beginner and 15% intermediate as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 6% beginner to 5% [RDA]

Strategy 1 Details	Reviews			
Strategy 1: TELPAS student results will be provided for teachers at the beginning of the school year in order for teachers to create goals for students. Goals that will focus on building low-tested skills on TELPAS. Strategy's Expected Result/Impact: Student TELPAS scores will demonstrate growth. Staff Responsible for Monitoring: dual language teachers, CTC's, admin	Formative			Summative
	Oct	Jan	Mar	June
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Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

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

Strategy 1 Details	Reviews			
Strategy 1: Testing materials to provide exposure and practice with STAAR-styled material. Strategy's Expected Result/Impact: Tippin overall scores will demonstrate growth. Staff Responsible for Monitoring: principal, CTC's, tutor, classroom teacher Funding Sources: - 199 General Fund - \$3,500	Formative			Summative
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Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 4: By June 2024, Tippin will maintain or 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.

Strategy 1 Details	Reviews			
Strategy 1: Opportunity for the administration to attend TEPSA in order to build on leadership skills Strategy's Expected Result/Impact: Admin will further develop leadership skills. Staff Responsible for Monitoring: administration Funding Sources: - 199 General Fund	Formative			Summative
	Oct	Jan	Mar	June
<div><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>				