

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

Accountability Rating: B



Mission Statement

We believe in developing critical thinkers and problem solvers by providing authentic and complex learning opportunities that develop contributing members of a diverse community.

Vision

Tom Lea is committed to fostering a love for learning.

Core Beliefs

Be respectful. | Be responsible. | Be safe. | Be positive.

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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Tom Lea Elementary School fosters learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Tom Lea Elementary 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: In the 2023-2024 School Year, Tom Lea will develop & implement quarterly surveys to gather input from teachers, students & parents. Strategy's Expected Result/Impact: Create a deeper impact and connection between the campus and the school community by implementing scaled feedback surveys that provide data on the school climate. Staff Responsible for Monitoring: Parent Engagement Liaison (PEL) , Instructional Leadership Team (ILT), Teachers Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - 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: In the 2023-2024 School Year, Tom Lea will host monthly events that build community. Strategy's Expected Result/Impact: Create a deeper impact and connection between the campus and the school community by hosting events that build community amongst stakeholders. Staff Responsible for Monitoring: Parent Engagement (PEL), Military Family Liaisons (MFL) & Principal/AP's (Leadership Team) ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will utilize site-based decision member (SBDM) committees to review and provide input on processes to adapt & innovate according to feedback. Strategy's Expected Result/Impact: Improved and targeted feedback from stakeholders as measured in school climate surveys, focused agendas & committee decision implementation. Staff Responsible for Monitoring: ILT, SBDM Committee Chairpersons, SBDM Members Title I: 2.4 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: The campus will gather culture & climate survey data from employees, students, and parents, as well as increased feedback loops that allow for consistent access to data on culture. Root Cause: A centralized tool that allows for the gathering of survey data.

Goal 1: WHOLE CHILD DEVELOPMENT Tom Lea Elementary School fosters learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Tom Lea Elementary will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% as reflected in the number of students participating and the number of activities offered.

Evaluation Data Sources: Tracking tool with monthly participation numbers by activity type offered

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will implement a tracking tool to monitor participation in activities offered. Strategy's Expected Result/Impact: Create a baseline of participation of all student activity participation. Staff Responsible for Monitoring: ILT, UIL/Club Sponsors & Wellness Team Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will increase the options of activities made available to students to create student interest from PK-5th. Strategy's Expected Result/Impact: Increase enrichment & extra-curricular opportunities across grade levels and monitor monthly participation. Staff Responsible for Monitoring: ILT, Campus Improvement Team (CIT), Teachers, UIL/Club Sponsors & Wellness Team Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will increase the participation of club sponsors and parent volunteers to facilitate student activities. Strategy's Expected Result/Impact: More community & monthly activities Staff Responsible for Monitoring: ILT, PEL, Coaches, Teachers/Staff & Volunteers Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2		Formative			Summative
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: The campus will increase participation in student activities including various tracks in academics, clubs, mentoring, and enrichment activities for students. There is also a need for volunteers to support various activities. Root Cause: More options for students to participate in and a campus tracking tool needs to be developed to track participation.

Goal 1: WHOLE CHILD DEVELOPMENT Tom Lea Elementary School fosters learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Tom Lea Elementary will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing K-5th extended learning opportunities as evidenced in a higher number of students participating in intercession, before/after-school tutoring, and intramural activities.

Evaluation Data Sources: Campus tracking tool

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will increase participation in tutoring & intercession. Strategy's Expected Result/Impact: Targeted support for students and attainment of HB4545 / HB1416 hours of accelerated instruction. Staff Responsible for Monitoring: ILT & Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will focus on coordinated school health & intramural sports by participating in student fitness assessments and intramural sports. Strategy's Expected Result/Impact: Participation of students in intramural & health-related activities at school. Staff Responsible for Monitoring: Leadership Team, Wellness Committee, Campus Intramurals Coordinator ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will have an accessible calendar & various communication means of activity offerings shared monthly. Strategy's Expected Result/Impact: More connected & involvement community Staff Responsible for Monitoring: ILT, PEL, Military Family Liaison (MFL) Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 3: The campus will expand extended learning opportunities by promoting participation in intercession, before/after school tutoring and intramural activities. Root Cause: More options/communication/recruiting students with various needs and learning gaps to attend extended learning opportunities.

Goal 1: WHOLE CHILD DEVELOPMENT Tom Lea Elementary School fosters learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Tom Lea Elementary 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 classrooms.

Evaluation Data Sources: Bi-weekly tracking tool and feedback loops for teachers

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will utilize the PBIS Committee to assess tiered student support, implementation, and progress. Strategy's Expected Result/Impact: Less disciplinary incidents, OSS, ISS, other placements. Staff Responsible for Monitoring: Leadership Team, Counselors, PBIS Committee & Teachers Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will implement PBIS Learning Walks including feedback shared with teachers with a focus on fidelity to the campus Core Values & PBIS Matrix. Strategy's Expected Result/Impact: Improvement in behavior management and teacher knowledge of classroom strategies. Staff Responsible for Monitoring: ILT, Counselors & PBIS Committee Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will honor students for Brave Bull of the Month. Students selected will be recognized on a bulletin board and their names will be announced at the End of Nine Weeks Pep Rally. Strategy's Expected Result/Impact: Consistency in self-management, reduced behavior incidents and a common language for behavior implementation. Staff Responsible for Monitoring: ILT, Counselors & Teachers Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 4: PBIS structures that allow for data analysis & frequent feedback to teachers. Root Cause: Students are learning social norms, appropriate behaviors and need opportunities to reinforce core values and good decision-making.

Goal 1: WHOLE CHILD DEVELOPMENT Tom Lea Elementary School fosters learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Tom Lea Elementary will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by a reduction of all discipline referrals, ISS, OSS, Disciplinary Removal for all student groups by 10% and overall discipline incident decrease of 15%.

Evaluation Data Sources: OnPoint Discipline Action Summary Reports

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will review monthly discipline reports and data through PBIS meetings. Strategy's Expected Result/Impact: Data-driven supports and analysis of trends. Staff Responsible for Monitoring: Leadership Team & PBIS Committee Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 5	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will provide targeted Guidance & Counseling lessons to build social skills and character development. Strategy's Expected Result/Impact: Student survey/response, student self-reflection trends Staff Responsible for Monitoring: Leadership Team & Counselors Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 5	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will offer parent education & sessions on discipline trends and the Student Code of Conduct. Strategy's Expected Result/Impact: Parent awareness of campus expectations. Staff Responsible for Monitoring: Leadership Team, PEL, MFL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 5		Formative			Summative
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 5: Reduction of disciplinary actions by utilizing targeted data that drives appropriate support, interventions, and actions for students. Build student social skills & character education. Root Cause: Facilitate & reinforce behavioral and social support for students so they can manage their decision-making skills and reach their maximum potential.

Goal 2: ACADEMIC EXCELLENCE Tom Lea Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Tom Lea Elementary 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 classrooms.

Evaluation Data Sources: 9 week assessment, STAAR interim, unit assessments, Diagnostics: Ready, MAPs

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: In the 2023-2024 School Year, all teachers at Tom Lea will provide problem-solving strategies and skills lessons to address math standards through new math curriculum resources and develop engaging science lessons with STEM Scopes to include the necessary supplies, manipulative, lab materials, and toner for teachers to print assignments for students. This includes all necessary supplies and resources in order to provide high-quality instruction aligned to the new curriculum.</p> <p>Strategy's Expected Result/Impact: Implementation of a high quality curriculum in all classrooms</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Interventionists, Leadership Team</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1</p> <p>Funding Sources: General Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.178.24.801.178 - \$14,000, Testing Materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.178.24.801.178 - \$1,000</p>				

Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, all teachers at Tom Lea will provide explicit comprehension instruction in social studies and language arts that addresses the ELAR/SLAR standards through new curriculum (Amplify) and the social studies TEKS through Studies Weekly curriculum. This includes all necessary supplies and resources in order to provide high-quality instruction aligned to new curriculum. Strategy's Expected Result/Impact: Implementation of a high quality curriculum in all the classrooms Staff Responsible for Monitoring: Teachers, CTCs, Interventionists, Leadership Team Title I: 2.4, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: General Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.178.24.801.178 - \$14,000, General Supplies - 185 SCE (Campus) - 185.11.6399.178.30.000.178 - \$16,700, Reading Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.178.24.801.178 - \$2,426, Testing Materials - 211 ESEA Title I Part A (Campus) - 211.11.6339.178.24.801.178 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, teachers will analyze data from assessments, MAPS, and student work to drive instruction, differentiate instruction, and develop intervention strategies in order to improve instruction for all of our subgroups (ELL/At Risk/ED/SPED/GT and Tier II and Tier III students.) Strategy's Expected Result/Impact: Instruction will be student center to meet their academic needs Staff Responsible for Monitoring: Teachers, CTCs, Interventionists, Leadership Team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: There is a need for campus administrators to calibrate T-TESS feedback and ensure consistent visibility in all classrooms. Root Cause: Due to the unbalanced distribution of teacher walkthroughs, the campus will focus on gathering data & fidelity in walkthroughs.

Goal 2: ACADEMIC EXCELLENCE Tom Lea Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Tom Lea Elementary 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 classrooms with a dual language program.

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will implement the MTSS and RTI processes and meet with teachers to discuss students who are struggling to include EB students in dual language classrooms. Strategy's Expected Result/Impact: Dual language instruction fidelity and higher language acquisition Staff Responsible for Monitoring: CTCs, Leadership Team, Teachers, Interventionists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will teachers in dual language classrooms will collaborate and get the support needed to include necessary supplies/resources in order to provide high-quality instruction aligned to the new curriculum. Strategy's Expected Result/Impact: Dual language instruction fidelity and higher language acquisition Staff Responsible for Monitoring: Dual language teachers, Leadership Team, CTCs Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea Instructional leadership team (ILT) will conduct classroom visits to ensure fidelity and rigor in classroom instruction, increasing alignment across the campus and providing necessary feedback, support, and materials for specific needs in the classrooms to include dual language fidelity in dual language classrooms. Strategy's Expected Result/Impact: Walkthroughs & Learning walks will reflect that 100% of teachers demonstrate rigorous learning in all content areas Staff Responsible for Monitoring: Leadership Team, Interventionists, CTCs, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2		Formative			Summative
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: There is a need to support dual language classrooms to attain the established percentages of instruction in both languages. Root Cause: Due to our EB students not reaching their language acquisition levels, the campus will focus on continued fidelity in the implementation of the dual language model.

Goal 2: ACADEMIC EXCELLENCE Tom Lea Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Tom Lea Elementary will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 57% to 61%.

Evaluation Data Sources: Spring 2024 STAAR data

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea students in grades 3rd-5th will be assessed in reading and math using common assessments and/or district-created assessments for each 9-week grading period. Strategy's Expected Result/Impact: Track student growth and increase in student achievement Staff Responsible for Monitoring: Teachers, CTCs, Leadership Team Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea teachers in K-2 will assess all students using MAPs at BOY, MOY and EOY and progress monitor students every month using progress monitoring tools. Strategy's Expected Result/Impact: track student growth and increase in student achievement Staff Responsible for Monitoring: Teachers, CTCs, Leadership Team Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, all students at Tom Lea will receive a daily 45-minute WIN (intervention) block that will address their specific academic needs and support from designated staff to include classroom teachers, interventionists, and support staff. Strategy's Expected Result/Impact: Targeted support, student growth and increase in student achievement Staff Responsible for Monitoring: Leadership Team, Teachers, CTCs, Interventionists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
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Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: The campus continues to focus on rigorous & aligned instruction to attain student achievement. Root Cause: Students continue to need academic support and strong Tier 1 instruction to reach higher student achievement levels.





Goal 2: ACADEMIC EXCELLENCE Tom Lea Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Tom Lea Elementary 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 70% to 73% with all student groups meeting board approved metrics. [HB3]

HB3 Goal

Evaluation Data Sources: Spring 2024 STAAR Data

Strategy 1 Details	Reviews			
<p>Strategy 1: In the 2023-2024 School Year, Tom Lea will maintain a library collection to provide updated resources for the Standard Based Curriculum and campus initiatives. The librarian provides weekly lessons, opens the library before and after school for student check-out out and conducts monthly after-school parent engagement activities that encourage literacy. Create 21st-century learning and reading environments throughout the library.</p> <p>Strategy's Expected Result/Impact: Increase library book circulation and independent student reading</p> <p>Staff Responsible for Monitoring: Librarian, Teachers, ILT</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: In the 2023-2024 School Year, Tom Lea teachers will collaborate and create engaging lessons utilizing the ELAR standards and high-quality materials during 90-minute grade-level PLCs to meet the needs of all students.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement in reading</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Leadership Team</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 2</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea teachers will provide instruction that addresses the needs of all students including strong Tier I instruction and Tier II and Tier III instruction for struggling students along with extended learning opportunities for GT students in reading Strategy's Expected Result/Impact: Increase student achievement in Reading Staff Responsible for Monitoring: ILT, Teachers, Interventionists, CTCs, GT Administrator, GT Committee Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 2: The campus continues to focus on rigorous & aligned instruction to attain student achievement in Reading while ensuring fidelity and implementation of the new curriculum. Root Cause: Due to the new reading curriculum (Amplify) being implemented, a renewed focus is needed to ensure student achievement.

Goal 2: ACADEMIC EXCELLENCE Tom Lea Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, Tom Lea Elementary 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 60% to 63% with all student groups meeting board-approved metrics. [HB3]

HB3 Goal

Evaluation Data Sources: Spring 2024 Data

Strategy 1 Details		Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea teachers will collaborate and create engaging lessons utilizing the Math standards and high-quality materials during 90-minute grade-level PLCs to meet the needs of all students. Strategy's Expected Result/Impact: Increase in student achievement in Math Staff Responsible for Monitoring: Teachers, CTCs, ILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea teachers will provide instruction that addresses the needs of all students to include strong Tier I instruction and Tier II and Tier III instruction for struggling students along with extended learning opportunities for GT students in Math Strategy's Expected Result/Impact: Increase student achievement in Math Staff Responsible for Monitoring: ILT, Teachers, CTCs, GT Administrator, GT Committee Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3		Formative			Summative
		Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year Tom Lea will enhance math standard-based curriculum in the classroom by providing math manipulatives and any other necessary instructional materials required for rigorous math instruction, including resources for parents & hosted Math Nights. Strategy's Expected Result/Impact: Increase student achievement in math Staff Responsible for Monitoring: Teachers, CTCs, Interventionists, ILT Title I: 2.4, 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3		Formative			Summative
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Performance Objective 5 Prioritized Needs:





L2 Academic Excellence (Student Achievement)
Prioritized Need 3: The campus continues to focus on rigorous & aligned instruction to attain student achievement in Math while ensuring fidelity and implementation of the new curriculum. Root Cause: Due to the new reading curriculum (Eureka) being implemented, a renewed focus is needed to ensure student achievement.

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

Performance Objective 1: By June 2024, Tom Lea Elementary will stabilize enrollment by increasing the number of new students enrolling or transferring back to Tom Lea Elementary by 1%.

Evaluation Data Sources: longitudinal enrollment data from Tableau

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will provide an exit survey to parents withdrawing their students and follow up on the feedback given by parents. Strategy's Expected Result/Impact: Maintain the student enrollment Staff Responsible for Monitoring: Administrators, PEIMS clerk, office staff Title I: 4.2 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea enrollment data will be given to the administration quarterly to be analyzed and determine enrollment patterns for the campus. Strategy's Expected Result/Impact: Maintain student enrollment Staff Responsible for Monitoring: PEIMS Clerk, Leadership Team Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year Tom Lea will highlight campus events, programs, and extracurricular activities through social media to promote new student enrollment Strategy's Expected Result/Impact: Increase student enrollment	Formative			Summative
	Oct	Jan	Mar	June

<p>Staff Responsible for Monitoring: ILT, Teachers, Parent Engagement Liaison, Military Engagement Liaison</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1</p>				
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 1 Prioritized Needs:





L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
<p>Prioritized Need 1: In order to keep our enrollment stable, the campus needs to monitor enrollment and attract potential new students Root Cause: Due to declining enrollment within our district, the campus needs to recruit and retain students</p>

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

Performance Objective 2: By June 2024, Tom Lea Elementary will attract and retain top talent by implementing an employee recruiting, retention, and professional development plan designed to ensure 100% filled positions.

Evaluation Data Sources: TAPR reports

Strategy 1 Details	Reviews			
<p>Strategy 1: In the 2023-2024 School Year, Tom Lea will provide biweekly professional development to address the needs of the campus and support scheduled professional development as needed to ensure the specific needs of teachers in all curricular areas are addressed including Reading, Math, Science and Social Studies inclusive of all materials needed to support the professional development.</p> <p>Strategy's Expected Result/Impact: Retain teachers and teacher will be equipped to fulfill expectations</p> <p>Staff Responsible for Monitoring: Leadership Team, CTCs</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2</p> <p>Funding Sources: Reading Materials - 211 ESEA Title I Part A (Campus) - 211.13.6329.178.24.801.178 - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: In the 2023-2024 School Year, Tom Lea will design biweekly 90 minute PLC blocks to allow for teacher collaboration and most effective implementation of the new curriculum.</p> <p>Strategy's Expected Result/Impact: Equip and empower teachers to meet the needs of all students</p> <p>Staff Responsible for Monitoring: CTCs, ILT, Teachers</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year Tom Lea will participate in all district job fairs and community events to recruit and share campus information. Strategy's Expected Result/Impact: Increase employee recruitment Staff Responsible for Monitoring: Leadership Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: In the 2023-2024 School Year Tom Lea teachers and administrators will attend out-of-town conferences, and any virtual training professional development to support the professional learning of teachers and administrators. Strategy's Expected Result/Impact: Teachers will learn new strategies to support new assessments and curriculum Staff Responsible for Monitoring: Teachers, ILT Title I: 2.4, 2.5 - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				





Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: In order to keep our staff current with new curriculum and maintain teacher competence, the campus must provide updated professional development and hiring top talent Root Cause: Due to curriculum changes, new program implementation, and avoid turnover the campus, a plan to retain, provide PD has to be in place

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

Performance Objective 3: By June 2024, Tom Lea Elementary will expand the integration of 21st-century learning and innovation skills by developing and implementing an instructional technology focus.

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year Tom Lea will ensure that all students have a dependable device to access technology (K-2 iPads, 3-5 MacBooks) by issuing and tracking devices. Strategy's Expected Result/Impact: Be a one to one device campus Staff Responsible for Monitoring: Leadership Team, IT personnel Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will expand 21st-century technology integration and blended learning by purchasing technology-related equipment needed for daily instruction in classrooms and/or through the library/media program. Strategy's Expected Result/Impact: Increase of technology resources available for classrooms Staff Responsible for Monitoring: CTCs & Leadership Team Title I: 2.4, 2.5 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Technology Equipment - 211 ESEA Title I Part A (Campus) - 211.11.6395.178.24.801.178 - \$1,000, Library General Supplies - 211 ESEA Title I Part A (Campus) - 211.12.6399.178.24.801.178 - \$500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will provide technology professional development and support along with monitoring the implementation of technology in the classroom. Strategy's Expected Result/Impact: Increased technology integration, usage & engagement in classrooms Staff Responsible for Monitoring: CTCs, Instructional Technology Specialist, Teachers Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 3 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Campus is partly equipped with technology upgrades, the campus will needs to develop and implement a technology support Root Cause: Due to the increased of 21st learning and innovation expansion/evolving our campus is only partly equipped with technology upgrades and working towards fulfilling all classroom technological needs

Goal 4: CULTURE OF ACCOUNTABILITY Tom Lea Elementary cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Tom Lea Elementary will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 94.23% to 96%.

Evaluation Data Sources: Attendance

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea will have monthly recognitions for attendance goals and provide incentives resulting in an increase in our attendance average. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: Attendance clerk, Teachers, Attendance Committee, Leadership Team Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, the Tom Lea Administration will collaborate with the parents of students with three or more absences as documented on the Student Attendance card and the attendance committee will review data in an effort to reduce the number of absences. Strategy's Expected Result/Impact: Improve attendance by proactively monitoring trends and motivating students. Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk & Attendance Committee Title I: 2.5, 2.6 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will implement an attendance bulletin board with each class attendance rate updated weekly in order to build a culture around the importance of attending school in an effort to increase the attendance rate at the end of the year. Strategy's Expected Result/Impact: Classroom accountability for attendance Staff Responsible for Monitoring: Attendance clerk & Teacher, Leadership Team Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					

Performance Objective 1 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: The campus ended the 2023-2024 school year with a 94.23% attendance rate and has a need to increase the attendance rate by utilizing data to apply consistent systems & focus. Root Cause: Due to the need to increase attendance, one of the campus's priorities for the school year will be student attendance to ensure student academic success & student well-being.

Goal 4: CULTURE OF ACCOUNTABILITY Tom Lea Elementary cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Tom Lea Elementary will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring the school offers all required community events.

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year Tom Lea will have fidelity to safety protocols that promote a safe school environment including scheduled drills, safety training, and routine interior/exterior checks. Strategy's Expected Result/Impact: Safer school building and well-being of all students and staff. Staff Responsible for Monitoring: Leadership Team, Safety Committee & Teachers Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea will conduct academic, enrichment, military-connected, and holiday celebrations in order to engage our families and develop a culture of unity. Strategy's Expected Result/Impact: Increased offerings and opportunities for families to participate in Staff Responsible for Monitoring: Parent Engagement Liaison, Military Family Liaison, Office Staff, CTCs/ Interventionists, Departments Title I: 2.5, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.178.24.801.178 - \$500, Misc. Operating Costs - 211 ESEA Title I Part A (Campus) - 211.61.6499.178.24.801.178 - \$500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will conduct Conversation Cafe monthly. During these meetings, we will present information on our programs, discuss concerns, and problem-solve. These meetings will also be conducted virtually to allow for maximum participation. Strategy's Expected Result/Impact: Increased parent input & participation Staff Responsible for Monitoring: Leadership Team, PEL, MFL Title I: 2.5, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Performance Objective 2 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: In order to maintain & continue building positive school-community relationships, the campus will focus on a safe and welcoming environment for families. Root Cause: The campus has a need to continue building relationships and family engagement.

Goal 4: CULTURE OF ACCOUNTABILITY Tom Lea Elementary cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Tom Lea Elementary 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 2 times per year with 50% response rate) and Let's Talk Platform.

Evaluation Data Sources: Survey responses

Strategy 1 Details	Reviews			
<p>Strategy 1: In the 2023-2024 School Year, Tom Lea will provide parental workshops every other month that address Title I guidelines and various topics of interest in order to increase parental capacity in helping with student achievement. During these workshops, refreshments and healthy snacks will be made available to parents.</p> <p>Strategy's Expected Result/Impact: Establish parent compact & parent policy; increased opportunities to increase parent participation & information shared</p> <p>Staff Responsible for Monitoring: Parent Engagement Liaison, Leadership Team</p> <p>Title I: 2.5, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: In the 2023-2024 School Year, Tom Lea will Implement a consistent communication protocol for all parent information that includes the school website, Class Dojo & social media posts.</p> <p>Strategy's Expected Result/Impact: Increased two-way communication</p> <p>Staff Responsible for Monitoring: ILT, Teachers</p> <p>Title I: 2.5, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will utilize school community surveys that will be implemented quarterly to gather information from parents to continually promote better service to all stakeholders. Strategy's Expected Result/Impact: Increased stakeholder/customer satisfaction Staff Responsible for Monitoring: Leadership Team, PEL, MFL Title I: 2.5, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				





Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 3: The campus will increase communication & engagement with stakeholders. Root Cause: The campus values communication that engages & brings input from the school community.

Goal 5: EQUITY BY DESIGN Tom Lea Elementary champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Tom Lea Elementary will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals achieving Beginning on TELPAS Composite from 15% to 10 %; reduction in percentage achieving Intermediate on TELPAS composite from 40% to 35%; as well as reduce the number of Emergent Bilinguals achieving Beginning on TELPAS reading from 32% to 27%.

Strategy 1 Details	Reviews			
Strategy 1: In the 2023-2024 School Year, Tom Lea teachers will use data such as iReady and MAPs to document, monitor, and adjust instructional strategies in ELlevation and in the classrooms for their EB students. Strategy's Expected Result/Impact: Increase content and language proficiency of EB students Staff Responsible for Monitoring: Teachers, LPAC administrator and team, LPAC clerk Title I: 2.4, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: In the 2023-2024 School Year, Tom Lea teachers will monitor and evaluate students quarterly on listening, speaking, reading and writing using the TELPAS rubric and released practiced tests. This data will be discussed during monthly LPAC meetings. Data will be used to address the Plan of Action. Strategy's Expected Result/Impact: EB students to increase performance on TELPAS Advanced Composite Score Staff Responsible for Monitoring: All teachers with EL students, Assistant Principal, LPAC Clerk, LPAC Committee Title I: 2.4, 2.6, 4.2 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: In the 2023-2024 School Year, Tom Lea will provide parents of EB students with resources and information to support their students, along with data points of their student's progress to increase language proficiency. Strategy's Expected Result/Impact: Increase EB parent knowledge and tools to support students at home Staff Responsible for Monitoring: LPAC administrator, teachers, LPAC clerk and committee Title I: 2.4, 2.6, 4.2 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: In 2022-2023, TELPAS % data shows a need to decrease Beginning/INT data and number of exiting EB students need to increase. Root Cause: Due to low percent of EB students meeting requirements, the campus will strengthen language supports and access needed in the classroom.