

El Paso Independent School District
Dr. Joseph Torres Elementary School
2023-2024 Formative Review

Accountability Rating: C



Board Approval Date: October 17, 2023

Mission Statement

We, the teachers, staff, parents, and students of Dr. Joseph Torres Elementary School, as a community of learners, will work together to provide a positive and challenging learning environment, affording opportunities for parental and community involvement, and encouraging students to demonstrate responsible and respectful behavior.

Nosotros, los maestros, el personal, los padres y los estudiantes de la Escuela Primaria Dr. Joseph Torres, como comunidad de estudiantes, trabajaremos juntos para proporcionar un ambiente de aprendizaje positivo y retador, brindando oportunidades para la participación de los padres y la comunidad, y alentando a los estudiantes a demostrar comportamiento responsable y respetuoso.

Vision

Dr. Joseph Torres Elementary School will provide high quality instruction and a nurturing and safe environment, empowering all of our students to be academically and socially successful, college ready, career ready and life ready.

La Escuela Primaria Dr. Joseph Torres brindará instrucción de alta calidad y un ambiente acogedor y seguro, capacitando a todos nuestros estudiantes para que tengan éxito académico y social, estén listos para la universidad, listos para la carrera y para la vida.

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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. Torres will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

High Priority

Evaluation Data Sources: CK-12 Survey




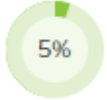






Strategy 1 Details	Reviews			
Strategy 1: Provide incentives for parents/employees to complete surveys and implement SEL strategies for parents and employees. Strategy's Expected Result/Impact: Increase in parent/teacher participation. Staff Responsible for Monitoring: Administration, PEL, Teachers Title I: 2.5 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L1 Whole Child (Culture & Climate) 1	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 2: By June 2024, Dr. Torres will increase PK-5th grade student participation in , extra-curricular, co-curricular activities at all levels by 5%.

High Priority







Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: By June 2024, 4th and 5th Intramural will increase extra-curricular activities. Strategy's Expected Result/Impact: Increase in student and family participation in extra-curricular activities. Staff Responsible for Monitoring: Admin and Intramural coaches. Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: At risk and all other students in Pk-5 will attend at least one field trip a year in order to increase their background knowledge. Strategy's Expected Result/Impact: Expose student to real world experiences through field trips where they will have access tools and environments that are not available at school. Staff Responsible for Monitoring: Principal, Secretary, Teachers Title I: 2.5, 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Field Trip Entry Fees - 211 ESEA Title I Part A (Campus) - 211.11.6499.182.24.801.182 - \$6,000 , Field Trip Transportation - 211 ESEA Title I Part A (Campus) - 211.11.6494.182.24.801.182 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Student Ambassadors in 4th and 5th grade will be trained to welcome all visitors to the campus and to assist with campus programs. Strategy's Expected Result/Impact: Increased parental and community involvement. Staff Responsible for Monitoring: PEL, Counselor, and Principal Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 1	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 3: By June 2024, Dr. Torres will create an integrated system of extended learning opportunities and community partnerships by offering extended PK - 5 After-school Learning.

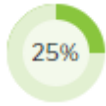

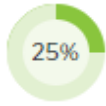





High Priority
Evaluation Data Sources: District tracking tool

Strategy 1 Details		Reviews			
Strategy 1: By June 2024, Dr. Torres will continue to incorporate STEAMTASTICS and after school tutoring as needed. Strategy's Expected Result/Impact: Increase in extended learning opportunities. Staff Responsible for Monitoring: Admin, CTC's, Interventionist and teachers. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2		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 4: By June 2024, Dr. Torres 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 .

High Priority
Evaluation Data Sources: District Developed Tracking Rubric







Strategy 1 Details	Reviews			
Strategy 1: By June 2024, PBIS/SEL will be implemented schoolwide, with a monthly implementation of SEL behavior. Strategy's Expected Result/Impact: Decrease in class disruptions, rude behavior, and inappropriate physical contact. Staff Responsible for Monitoring: Administration and Counselor Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Counselor will provide social emotional guidance lessons to all classes as well as guidance services to individual students that are in need of assistance emotionally, socially and academically to assist with bullying, PBIS, SEL, and decrease discipline referrals. Strategy's Expected Result/Impact: Create a school culture of success for all. Staff Responsible for Monitoring: Principal, counselor, secretary. Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2	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, Dr. Torres will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by the reduction of all ISS, OSS, Disciplinary Removal for all student groups.

High Priority

Evaluation Data Sources: On-Point Discipline Action Summary Report



Strategy 1 Details		Reviews			
Strategy 1: PBIS incentives, teacher student mentor system and additional resources will be used to promote and reward good behavior and reduce discipline and bullying referrals. Strategy's Expected Result/Impact: Decrease in class disruptions, rude behavior, and inappropriate physical contact. Ensure students feel safe and secure. Staff Responsible for Monitoring: Administration/Counselor Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 2		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, Dr. Torres 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.

High Priority

Evaluation Data Sources: Assessment data.

Strategy 1 Details		Reviews			
Strategy 1: Dr. Torres will demonstrate grade level readiness by implementing 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's Expected Result/Impact: Increase in student assessment scores in core subjects. Staff Responsible for Monitoring: Admin and teachers Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					



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

Performance Objective 2: By June 2024, Dr. Torres will 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 with a dual language program.

High Priority

Evaluation Data Sources: Assessment data.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will provide targeted support and tier based interventions to address learning gaps. Strategy's Expected Result/Impact: Increase scores student achievement scores to include SPED students. Staff Responsible for Monitoring: ILT and teachers. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
				









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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, Dr. Torres will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from a 72%-75%.

High Priority

Evaluation Data Sources: IREADY, MAPS, STAAR Interim, Unit, 9-week, benchmarks and previous STAAR assessments

Strategy 1 Details		Reviews			
Strategy 1: The instructional leadership team will provide professional development on effective classroom practices, rigor, and relevance, and differentiation to include: funding for substitutes and participation in out of town and in town professional development for faculty and administration. Strategy's Expected Result/Impact: Increase growth in all core subjects and subgroups to include SPED and EBs. Staff Responsible for Monitoring: ILT Title I: 2.4, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2 - L5 Equity by Design (Demographics) 1, 2 Funding Sources: Staff Development - 185 SCE (Campus) - 185.13.6499.182.30.000.182 - \$2,000, Substitutes - 185 SCE (Campus) - 185.11.6112.182.30.362.182 - \$3,800, Substitute Fringes - 185 SCE (Campus) - 185.11.6141.182.30.362.182 - \$86		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Campus will provide instructional supplies, reading materials and resources to increase student learning to include library reading materials and supplies for engaging lessons and interventions for all learners. Strategy's Expected Result/Impact: Improved scores on BOY, MOY, and EOY assessments. Staff Responsible for Monitoring: Principal/Secretary/Librarian Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 2 Funding Sources: Instructional Supplies - 185 SCE (Campus) - 185.11.6399.182.30.000.182 - \$4,964, Instructional Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.182.24.801.182 - \$19,589, Reading Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.182.24.801.182 - \$3,000, Reading Materials for the Library - 185 SCE (Campus) - 185.12.6329.182.30.000.182 - \$5,000		Formative			Summative
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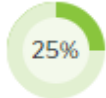





Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Dr. Torres 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 by 6% with all student groups meeting board approved metrics. [HB3].

High Priority

HB3 Goal

Evaluation Data Sources: Assessment data.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use all components of the highly qualified instructional/testing materials and a pacing tool to develop high quality instructional practices and to improve student performance. Strategy's Expected Result/Impact: Increase growth in all core subjects and subgroups to include SPED and EB. Staff Responsible for Monitoring: ILT Title I: 2.4, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: Testing Materials - 185 SCE (Campus) - 185.11.6339.182.30.000.182 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use a school wide tracking system (Data walls) to monitor campus goals and to make informed instructional and intervention decisions that maximize student achievement. Strategy's Expected Result/Impact: Increase growth in all core subjects and subgroups to include SPED and EBs. Staff Responsible for Monitoring: ILT Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 5: By June 2024, Dr. Torres 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 by 12% with all student groups meeting board approved metrics. [HB3]

High Priority

HB3 Goal

Evaluation Data Sources: Assessment data.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		

0%

No Progress

100%

Accomplished

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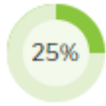





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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 1: By June 2024, Dr. Torres Elementary will stabilize enrollment by increasing the number of new students enrolling or transferring back to Dr. Torres by 1% from 555 to 560.

High Priority

Evaluation Data Sources: PEIMS data.


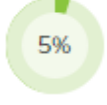




Strategy 1 Details		Reviews			
Strategy 1: Dr. Torres will stabilize enrollment by participating in community outreach lever events throughout the 2023-2024 school year. Strategy's Expected Result/Impact: Students transferring back to Dr. Torres. Staff Responsible for Monitoring: ILT and PEIMS clerk. Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: By June 2024, Dr. Torres will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school.

High Priority

Evaluation Data Sources: Teacher attendance.







Strategy 1 Details		Reviews			
Strategy 1: Dr. Torres will implement monthly physical, emotional, and mental skills to empower employees to achieve their best possible health and wellness positively effecting employee morale and job satisfaction. Strategy's Expected Result/Impact: Improve employee retention as well as an increase in emotional and physical wellness. Staff Responsible for Monitoring: Administration and teachers. Title I: 2.5 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 3: By June 2024, Dr. Torres will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

High Priority

Evaluation Data Sources: Quick turn around with student devices and teacher support.

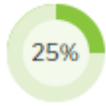







Strategy 1 Details	Reviews			
Strategy 1: Expand and upgrade technology/software equipment to include district supported apps and color printers in order to enhance educational opportunities for all learners. Strategy's Expected Result/Impact: Increased use of technology. Staff Responsible for Monitoring: Principal, AP, Secretary. Title I: 2.5 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Technology - 185 SCE (Campus) - 185.11.6395.182.30.000.182, Technology - 211 ESEA Title I Part A (Campus) - 211.11.6395.182.24.801.182 - \$20,000	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, Dr. Torres will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate to 94%.

High Priority

Evaluation Data Sources: PEIMS data.



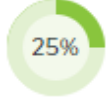





Strategy 1 Details	Reviews			
Strategy 1: Dr. Torres will monitor attendance and offer incentives and rewards to increase attendance to 94% via grade level and individual recognition. Strategy's Expected Result/Impact: Increase in attendance. Staff Responsible for Monitoring: Administration and Teacher. Title I: 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: 100% of weekly, monthly, and semester school threat assessment protocols will be conducted to ensure the safety of all students, faculty and staff. Strategy's Expected Result/Impact: Increase in school safety. Staff Responsible for Monitoring: Administration and Head/Assistant Custodian. Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: By June 2024, Dr. Torres will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by offering required community events. (OTE- Equity and Stakeholder Engagement)

High Priority

Evaluation Data Sources: Community survey.







Strategy 1 Details	Reviews			
Strategy 1: Purchase monthly supplies, calendar of events/newsletters in English and Spanish for programs/activities that will be provided for parents to include parents of at risk students throughout the school year to include Coffee with the Principal, Grateful for Grandparents, and GT/Art/Robotics/Orchestra Expo. Etc. as well as develop and distribute parent and family engagement policy to ensure all parents including parents of at risk students feel safe, welcomed and supported. Strategy's Expected Result/Impact: Increased parental and community involvement. Staff Responsible for Monitoring: PEL and Principal. Title I: 2.5, 4.1 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: Supplies for parent meetings - 211 ESEA Title I Part A (Campus) - 211.61.6399.182.24.801.182 - \$511	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: CIT will monitor the use and effectiveness of all programs, resources, budget and student progress on a monthly basis. Strategy's Expected Result/Impact: Ensure compliance of all resources. Staff Responsible for Monitoring: Principal, Secretary, CIT committee. Title I: 2.5 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

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

High Priority

Evaluation Data Sources: Response from Thought Exchange and Let's Talk.






Strategy 1 Details	Reviews			
Strategy 1: By May 2024, Parent Tips and Tools sessions will be provided monthly to ensure parent and community involvement in school academics. Strategy's Expected Result/Impact: Increase in parent involvement. Staff Responsible for Monitoring: Administration and PEL Title I: 2.5, 2.6, 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: By June 2024, Dr. Torres 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 (11% decrease) as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from (7% decrease).

High Priority

Evaluation Data Sources: TELPAS scores.

Strategy 1 Details	Reviews			
Strategy 1: Dual language teachers trained on sheltered instructional strategies allowing opportunities for teachers to differentiate for all Emergent bilinguals. Strategy's Expected Result/Impact: Increase TELPAS composite scores. Staff Responsible for Monitoring: ILT Title I: 2.6 Prioritized Needs: L5 Equity by Design (Demographics) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				