

El Paso Independent School District

Transmountain Early College High School

2023-2024 Formative Review

Accountability Rating: A

Distinction Designations:

Academic Achievement in English Language Arts/Reading
Academic Achievement in Mathematics
Academic Achievement in Science
Academic Achievement in Social Studies
Top 25 Percent: Comparative Academic Growth
Top 25 Percent: Comparative Closing the Gaps
Postsecondary Readiness



Board Approval Date: October 17, 2023

Mission Statement

"Transmountain Early College High School will provide a STEAM-focused curriculum to graduate all students college ready and provide the opportunity to earn an Associate Degree from El Paso Community College within four years."

Vision

"ALL Transmountain Early College High School graduates will have the skills and confidence needed to successfully transition to a 4-year university, a work setting in STEM related fields, or military service."

Value Statement

TMECHS staff believe that if students are provided with an enriched environment that integrates: (1) a strong curriculum and lesson delivery, (2) the removal of barriers to program access, (3) strong learning supports and interventions, and (4) instructors that are experts in their content, then each student will be able to reach his/her maximum potential.

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Goals

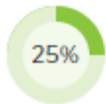



Goal 1: WHOLE CHILD DEVELOPMENT: El Paso ISD Schools foster learning environments for the whole child to thrive.





Performance Objective 1: By June 2024, TMECHS 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: TMECHS will implement (administer/execute/communicate out) district-provided campus culture & climate surveys 3 times per year (or as required by district). Strategy's Expected Result/Impact: Large percentages of each of stakeholder group will respond to survey; Survey results will inform campus CIT and administration 's decisions and next steps with regard to improvements/enhancements Staff Responsible for Monitoring: Administration PEL, Counselors Title I: 2.6 - 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: TMECHS PBIS/SEL "Mav-Up"Team will provide students with public recognition & encouragers for displaying campus core values and quality character traits, and rapid completion of student surveys. Strategy's Expected Result/Impact: High percentage and rapid completion of student administered surveys. Positive campus climate. Students feel valued for displaying positive character traits. Staff Responsible for Monitoring: SEL-PBIS Team Members Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: TMECHS will provide funding for administrative, security, & custodial campus support and teacher "extra performance" to ensure the "whole child" needs are met for all students to include custodial and campus patrol supplies. Strategy's Expected Result/Impact: Students will present fewer concerns during Super SAC to district leadership. Students will demonstrate a higher participation rate and level of satisfaction with TMECHS extra-curricular choices/involvement. Staff Responsible for Monitoring: Principal Assistant Principal Designated Student Activities Teachers TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 Funding Sources: 199.23.6121.015.99.000.015 - 199 General Fund - \$1,100, 199.36.6117.015.99.100.015 - 199 General Fund - \$3,000, 199.52.6121.015.99.000.015 - 199 General Fund - \$200, 199.23.6499.015.99.100.015 - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: TMECHS will conduct regular meetings and drills of the Threat Assessment Team, Campus Safety & Security Team, & Crisis Response Team (CRT), and provide feedback/updates to all faculty. Strategy's Expected Result/Impact: TMECHS faculty, staff, and students will understand and demonstrate proper procedures in crisis situations. Students, faculty and staff will understand and demonstrate proper procedures in crisis situations, and they will be able to demonstrate proper procedure in each type of drill. Staff Responsible for Monitoring: Principal, Assistant Principal, Nurse TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 2		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: TMECHS will provide faculty and staff with resources, technology, equipment and accessories that allow work to be performed more efficiently, at a higher rate of speed and/or allow for easier access, to include Xerox copier rental. Strategy's Expected Result/Impact: Greater/enhanced work performance demonstrated by staff and faculty Staff Responsible for Monitoring: Principal, Secretary Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: 199.23.6396.015.99.100.015 - 199 General Fund - \$770, 199.11.6399.015.38.100.015 - 199 General Fund - \$500, 199.11.6269.015.11.100.015 - 199 General Fund - \$1,660		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 6 Details		Reviews			
Strategy 6: Administration will provide training of Educators' Code of Ethics and district policies associated with ethical behavior in scheduled faculty and staff meetings. Strategy's Expected Result/Impact: Faculty and staff will demonstrate professional and ethical behaviors in all aspects of their respective positions. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning 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 Schools foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, TMECHS will increase 9-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by at least 50% from 30 participants to 45.





High Priority







Evaluation Data Sources: Survey results

Teacher's Club Rosters

Coach's Rosters (UIL & Athletics)

STUCO Membership

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will recruit, organize, coach and accompany academic team and/or other school-related club/teams students to local and state competitive/informative events, to include registration fees, travel and bus transportation to and from events.</p> <p>Strategy's Expected Result/Impact: Higher percentage of TMECHS students will compete and place in a variety of notable academic, musical, competitive sporting events, and social/emotional activities; Greater CCMR completion.</p> <p>Staff Responsible for Monitoring: UIL Coordinator and coaches Administration Secretary Athletic coaches Fine Arts teacher Club sponsors</p> <p>TEA Priorities: Connect high school to career and college</p> <p>Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1</p> <p>Funding Sources: 199.11.6494.015.38.100.015 - 199 General Fund - \$1,500, 199.36.6494.015.38.100.015 - 199 General Fund - \$2,000, 199.13.6411.015.11.100.015 - 199 General Fund - \$2,000, 199.13.6411.01538.100.015 - 199 General Fund - \$7,500, 199.36.6411.015.38.100.015 - 199 General Fund - \$0, 199.36.6411.015.99.100.015 - 199 General Fund - \$3,000, 199.36.6412.015.99.100.015 - 199 General Fund - \$2,908, 199.36.6494.015.38.100.015 - 199 General Fund - \$2,000, 199.11.6499.015.11.100.015 - 199 General Fund - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: TMECHS will provide appropriate technology, equipment, instruments, uniforms, costumes, incentives and resources for UIL, Acadec, StuCo, TSA, High Q, Dance Team, Youth Leadership, Intramurals, etc...competitive teams to include membership fees, club fees, dues, and transportation. Registration fees for local, state, and out of state, to include virtual conferences and competition fees and travel for teacher and student.</p> <p>Strategy's Expected Result/Impact: Competitive academic teams will succeed at greater numbers due to more relevant and meaningful practices.</p> <p>Staff Responsible for Monitoring: Team/Club Teachers Club Sponsors</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1</p> <p>Funding Sources: 199.36.6499.015.38.500.015 - 199 General Fund - \$1,000, 199.11.6495.015.100.015 - 199 General Fund - \$800</p>	Formative			Summative
	Oct	Jan	Mar	June
				





Strategy 3 Details		Reviews			
Strategy 3: Administration will provide support staff over-time as needed to ensure all reporting is completed in a timely and accurate manner. This is to include custodial over-time to keep campus safe and clean, especially after a school sponsored event. Strategy's Expected Result/Impact: All campus reporting (local, state and federal) will be accurate and in compliance with respective guidelines. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT: El Paso ISD Schools foster learning environments for the whole child to thrive.








Performance Objective 3: By June 2024, TMECHS will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing and maintaining the number of meaningful community and youth-based organizations in formal partnerships with the district.

High Priority

Evaluation Data Sources: District Tracking Tool
Campus Events Calendar

Strategy 1 Details		Reviews			
Strategy 1: TMECHS will provide faculty and staff with BOY Supplies, encouragers, & Spirit Shirts to be worn as uniform on Fridays, Pep Rally's, Spirit days, etc... Strategy's Expected Result/Impact: Morale booster for faculty and staff for greater work performance. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: 199.23.6499.015.99.100.015 - 199 General Fund - \$4,471, 199.11.6399.015.38.100.015 - 199 General Fund - \$1,000		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: TMECHS will increase the number of active Partners-In-Education to 2 by the end of 2023-2024 (Boss Chicken, Fort Bliss 13th AA, and Sam's Club) Strategy's Expected Result/Impact: Signed PIE MOUs Donation forms submitted Staff Responsible for Monitoring: Parent Engagement Liaison TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2		Formative			Summative
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Strategy 3 Details		Reviews			
Strategy 3: TMECHS will provide appropriate technology, equipment, instruments, uniforms, costumes, incentives and resources for UIL, Acadec, StuCo, TSA, High-Q , Dance Team, Youth Leadership, Intramurals, ROTC, etc...competitive teams to include membership fees , club fees, dues, and transportation. Registration fees for local, state, and out of state, to include virtual conferences and competition fees and travel for teacher and student. Strategy's Expected Result/Impact: Competitive academic teams will succeed at greater numbers due to more relevant and meaningful practices. Staff Responsible for Monitoring: Team/Club Teachers Club Sponsors Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: 199.36.6412.015.38.100.015 - 199 General Fund - \$1,092		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: TMECHS will provide funding for administrative, counseling, nursing, custodial campus support and teacher "extra performance" to ensure the "whole child" needs are met for all students. Strategy's Expected Result/Impact: Students will present fewer concerns during Super SAC to district leadership. Students will demonstrate a higher participation rate and level of satisfaction with TMECHS extra-curricular choices/ involvement. Staff Responsible for Monitoring: Principal Assistant Principal Designated Student Activities Teachers Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: 199.33.6399.015.99.100.015 - 199 General Fund - \$650		Formative			Summative
		Oct	Jan	Mar	June
					




Strategy 5 Details	Reviews			
Strategy 5: School Secretary will conduct financial training (fund-raising, travel & Field trips)with all campus staff during the BOY Faculty Meeting. Strategy's Expected Result/Impact: Teachers will know the rules, processes and procedures of fund-raising and field trips, thus encouraging greater participation of clubs and student activities. Training sign-in sheets will be maintained by the financial clerk and email records will indicate the CAM was emailed to all staff. Staff Responsible for Monitoring: Secretary to the Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT: El Paso ISD Schools foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, TMECHS 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
Number of disciplinary referrals and campus attendance records

Strategy 1 Details	Reviews			
Strategy 1: Teachers will post in all classrooms the Campus PBIS Core Values which address respect, diversity, integrity, trust, and excellence. Strategy's Expected Result/Impact: All students will be cognizant of positive character traits displayed on posters, and their actions will be informed by the expectations. Staff Responsible for Monitoring: Administration, Department Heads ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				













Strategy 2 Details		Reviews			
Strategy 2: The End-of-Year Awards Committee will provide students with awards and acknowledgements for high standards, grades and attendance. Project Celebration will be planned and implemented for graduating seniors to include supplies for senior send off. Strategy's Expected Result/Impact: Students who have excelled in character, academics, attendance and progress will be recognized and receive awards, trophies, etc. at annual awards assemblies; Graduating seniors will attend Project Celebration. Staff Responsible for Monitoring: Awards Committee Members Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: 199.11.6499.015.11.536.015 - 199 General Fund - \$2,000, 199.23.6399.015.99.100.015 - 199 General Fund - \$1,000, 199.11.6399.015.11.100.015 - 199 General Fund - \$1,000		Formative			Summative
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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

Performance Objective 5: By June 2024, TMECHS will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 3% to 2% and reduce the overall number of disciplinary removals from 2% to 1%.

High Priority

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Teachers will provide students with website access to TMECHS Student Handbook Code of Conduct, PBIS core values and Purpose Statement. Strategy's Expected Result/Impact: Students will be aware rules and expectations as well as consequences for noncompliance. Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: The SEL-PBIS "Mav Up" Team will provide students with public recognition and encouragers for displaying campus core values and quality character traits. Strategy's Expected Result/Impact: Positive campus climate. Students feel valued for displaying positive character traits. Staff Responsible for Monitoring: SEL/ PBIS Team Members ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Administration and Counselors will conduct a campus-wide assembly on bullying (identification, reporting, consequences) to include David's Law. Strategy's Expected Result/Impact: Students will be aware of behaviors, definitions with regard to behaviors, rules and expectations as well as consequences for noncompliance. Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



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






Performance Objective 6: By June 2024, TMECHS will provide relevant and challenging coursework through multiple pathways as measured by maintaining 90% percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP) or dual credit courses.







High Priority

HB3 Goal

Evaluation Data Sources: TEAL TEA Data File (Accountability),
TAPR (final)
District Created Tableau dashboard

Strategy 1 Details		Reviews			
Strategy 1: Administration will hire teachers for a two-week "Summer Bridge" program for the incoming 9th grade cohort to prepare students for the TSIA2 and create learning experiences embedded with social-emotional aspects to include supplies for activities. Strategy's Expected Result/Impact: Students attending the "Summer Bridge" program will have a student ID, TSIA2 scores, Immunization records and an Endorsement Plan completed. The majority of incoming freshmen will be Dual-Credit ready and understand the campus' college-going culture. Staff Responsible for Monitoring: Counselors Assistant Principal College Career Readiness Coordinator Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: 199.13.6117.015.38.100.015 - 199 General Fund - \$19,000, - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 2 Details		Reviews			
Strategy 2: TMECHS will provide rising seniors with summer DC Precalculus/College Algebra classes to ensure prerequisites for dual-credit Chemistry are met prior to fourth high school year. Strategy's Expected Result/Impact: TMECHS will increase the number of students graduating with an Associate of Science degree by the time they graduate from high school. Staff Responsible for Monitoring: Counselors Assistant Principal Principal CCRC Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: TMECHS will purchase classroom resources (supplies and materials/technology) which support the implementation of dual-credit and AP coursework. Strategy's Expected Result/Impact: Teachers will have all materials and resources necessary to deliver a high level of instruction for all students. TEA School Report Card will indicate all 7 distinctions have been earned. Staff Responsible for Monitoring: Secretary to the Principal Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: 199.11.6399.015.38.100.015 - 199 General Fund - \$4,000		Formative			Summative
		Oct	Jan	Mar	June
					






Strategy 4 Details		Reviews			
Strategy 4: Teachers will be provided field trips/conferences/training opportunities to create real life connections to EPISD/State Curriculum, STEM Field Trips, and higher education opportunities. Strategy's Expected Result/Impact: Field trip requests will have the TEKS, EPISD standard, CCMR or STEM relevance attached to the request. Students will experience more relevant outcomes. Staff Responsible for Monitoring: Secretary, Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

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

Performance Objective 1: By June 2024, TMECHS 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: Walk through data

Strategy 1 Details	Reviews			
<p>Strategy 1: TMECHS will purchase classroom resources (supplies, reading materials, textbooks,) which support the implementation of lessons addressing the TEKS and EOC standards.</p> <p>Strategy's Expected Result/Impact: Teachers will have all materials and resources necessary to deliver a high level of instruction for all students.</p> <p>TEA School Report Card will indicate all 7 distinctions have been earned.</p> <p>Staff Responsible for Monitoring: Secretary to the Principal Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2</p> <p>Funding Sources: 211.11.6399.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$3,497, 199.11.6399.015.11.100.015 - 199 General Fund - \$7,342, 199.23.6399.015.99.100.015 - 199 General Fund - \$6,000, 199.11.6321.015.11.100.015 - 199 General Fund - \$1,340, 199.11.6499.015.11.100.015 - 199 General Fund - \$4,400, 199.51.6399.015.99.100.015 - 199 General Fund - \$500, 199.52.6499.015.99.100.015 - 199 General Fund - \$200, 199.11.6329.015.38.100.015 - 199 General Fund - \$500, 199.11.6499.015.38.100.015 - 199 General Fund - \$5,000, 185.23.6399.015.30.000.015 - 185 SCE (Campus) - \$915</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct walkthroughs to: 1) monitor the implementation of ELPS, G/T, strategies, ARD or 504 modifications and accommodations to include the implementations of the state and higher ed curriculum, and 2) to support instructional practices with effective feedback.</p> <p>Strategy's Expected Result/Impact: Classroom walk-through forms will include evidence of the implementation of special program strategies, modifications, accommodations and expectations for all special programs. Students will participate in a rigorous and relevant learning experience.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, CTC</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify







Discontinue




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

Performance Objective 2: By June 2024, TMECHS will maintain/increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 97% to 98%.

High Priority

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
<p>Strategy 1: TMECHS will purchase software, online programs, online courses, licensing, streaming service, copier rentals, Shredding Services, Id Machine, contracted services, miscellaneous operating costs, furniture, technology and equipment which support the implementation of lessons addressing the TEKS and EOC standards, and help students get ready for the 21st Century Learning to include student retention and campus culture.</p> <p>Strategy's Expected Result/Impact: Teachers will have all technology and supporting software or online subscriptions necessary to deliver a high level of instruction for all students.</p> <p>TEA School Report Card will indicate all 7 distinctions have been earned.</p> <p>Staff Responsible for Monitoring: Secretary to the Principal Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: 211.11.6399.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$539, 211.11.6399.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$630, 199.23.6269.015.99.100.015 - 199 General Fund - \$180, 185.11.6399.015.30.000.015 - 185 SCE (Campus) - \$4,985, 211.11.6395.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$600, 199.11.6396.015.11.100.015 - 199 General Fund - \$558</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will utilize campus-created & district common assessments to identify and group students based on need & to address academic gaps and growth.</p> <p>Strategy's Expected Result/Impact: Increase student learning outcomes by using research-based programs.</p> <p>Staff Responsible for Monitoring: All department chairs; Administration</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				




 No Progress
  Accomplished
  Continue/Modify
  Discontinue





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

Performance Objective 3: By June 2024, TMECHS will maintain a 100% 4-year graduation rate overall and in each sub-category: EB's, SPED, Etc....

High Priority

Evaluation Data Sources: TAPR

Strategy 1 Details	Reviews			
Strategy 1: Counselors, CCR Coordinator, and teachers will purchase resources for test-taking strategies, confidence building, reading materials, and other college-readiness training/resources to support the passing of TSIA2.0 to take dual-credit/AP courses. Strategy's Expected Result/Impact: Whole child needs are met as demonstrated by organized, knowledgeable, successful students across all sub-categories Staff Responsible for Monitoring: Counselors Administration CCRA Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: 199.11.6339.015.11.100.015 - 199 General Fund - \$1,000	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 4: By June 2024, TMECHS will maintain the number of students who earn at least one College, Career and Readiness (CCR) Focus

measured at 100% with all student groups meeting board approved metrics [HB3]

High Priority
HB3 Goal
Evaluation Data Sources: TAPR, OnPoint Early Indicator, Tableau

Strategy 1 Details	Reviews			
Strategy 1: TMECHS CCR Advisor will assist with administration and campus level operations of college readiness programs to include recruitment to ECHS. CCRA will work collaboratively with administration and other professionals to promote student awareness (and attainment) of college readiness programs, university admissions, military and all post-secondary opportunities. Strategy's Expected Result/Impact: Increased CCMR Ratings Awarded scholarship monies TSIA2 Data Sign-in sheets for FAFSA Workshops Percentage of seniors having completed FAFSA Naviance Staff Responsible for Monitoring: CCRA Teachers Administration Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: English Teachers will provide students who have not mastered the ELAR TSIA2 and/or EOC with access to Study Island and other online or hard-copy resources Strategy's Expected Result/Impact: Study Island and TSIA2 passing reports will show an increase in reading levels for 90% or more students from September through March. Staff Responsible for Monitoring: English Dept. Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.







Performance Objective 5: By June 2024, TMECHS will ensure all students graduate prepared for college as measured by an increase in the percent of 9th-12th grade students completing TSIA2, completion 9+ dual credit hours, or 3 hours of College English/3 hours of College Math.

High Priority

HB3 Goal

Evaluation Data Sources: TSIA

Strategy 1 Details	Reviews			
Strategy 1: Master schedule and counselors will ensure proper scheduling of advanced academics courses to fulfill Associate of Science by graduation. Strategy's Expected Result/Impact: 90% of students will earn an Associate of Science. 100% of students will earn 30+ college credit hours. Staff Responsible for Monitoring: Counselors Administration CCR Coordinator Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administration will hire teachers for a two-week "Summer Bridge" program for the incoming 9th grade cohort to prepare students for the TSIA and create learning experiences embedded with social-emotional aspects to include supplies for activities. Strategy's Expected Result/Impact: Students attending the "Summer Bridge" program will have a student ID, TSIA2 scores, Immunization records and an Endorsement Plan completed. The majority of incoming freshmen will be Dual-Credit ready and understand the campus's college-going culture. Staff Responsible for Monitoring: Counselors Assistant Principal College Career Readiness Advisor Title I: 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Administration will provide parents & students with mailed out information about the campus for admissions October through May. Administration will conduct parent/student orientation meetings for all students selected for admission to TMECHS each year in spring. Strategy's Expected Result/Impact: Students and their parents will be fully informed of ECHS expectations, rules and regulations, and processes. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselors, CCRA Title I: 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: - 199 General Fund		Formative			Summative
		Oct	Jan	Mar	June
					
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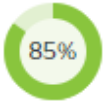




Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 6: By June 2024, TMWCHS will ensure all students graduate prepared for college as measured by increase students average SAT score from 952 to 989.

High Priority

HB3 Goal

Evaluation Data Sources: SAT Scores for campus

Strategy 1 Details		Reviews			
Strategy 1: TMECHS will offer tutorials after school, during Intersessions and on Saturdays focused on PSAT/SAT/EOC preparation and readiness Strategy's Expected Result/Impact: PSAT/SAT scores will improve Staff Responsible for Monitoring: Administration Campus Teaching Coach CCRA English and Math Departments Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 Funding Sources: 211.11.6117.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$15,326, 199.11.6112.015.38.100.015 - 199 General Fund - \$13,995		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: TMECHS will purchase resources, supplies and study guides to support student preparation for success on the PSAT, SAT, AP Exams and TSIA-2 Exams. Strategy's Expected Result/Impact: Students demonstrate success on PSAT and SAT, and TSIA-2; Increase in PSAT /SAT scores Staff Responsible for Monitoring: Campus Teaching Coach CCRA Administration Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: 199.11.6339.015.11.100.015 - 199 General Fund - \$1,000		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					



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









Performance Objective 7: By June 2024, TMECHS will ensure all students graduate prepared for college and/or career as measured by maintaining the number of students that meet criteria for CCMR Outcome Bonus at 100% across all demographic subgroups. [HB3]

High Priority

HB3 Goal

Evaluation Data Sources: CCMR outcome Bonus

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: TMECHS Campus College & Career Readiness Advisor will assist with overall administration and campus-level operations of college readiness programs including recruitment to the ECHS, TSI, PSAT/SAT, AP testing; CCRC will work collaboratively with admin and other professionals to promote student awareness (and attainment) of college readiness programs, university admissions, military & all post-secondary opportunities.</p> <p>Strategy's Expected Result/Impact: Increased CCMR Ratings Data Sources: Submitted ECHS Applications Awarded Scholarship monies TSIA2 Data Sign-in sheets for FAFSA Workshops Percentage of Seniors having completed FAFSA Naviance</p> <p>Staff Responsible for Monitoring: CCRA</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1</p>				

Strategy 2 Details	Reviews			
Strategy 2: Counselors & CCRA will assist students and parents to complete the Free Application for Federal Student Aid (FAFSA), College & Scholarship applications, and UTEP Student mentors to assist. Strategy's Expected Result/Impact: Provide instruction/information in the application process for students and parents Provide assistance and guidance to students and parents to develop the most effective strategies for college acceptance Staff Responsible for Monitoring: Principal Assistant Principal Title I: 2.6, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: CCRA will coordinate Field trips to TACRAO, UTEP and other college readiness programs available Strategy's Expected Result/Impact: Increased number of students enrolling in a 4 year university or military after graduation Staff Responsible for Monitoring: CCRA Counselors Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: 199.11.6494.015.38.100.015 - 199 General Fund - \$500	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 8: By June 2024, TMECHS will ensure all students graduate prepared for college and/or career as measured by an increase percent of







students in grades 9-12 who earn post-secondary credentials beyond high school diploma by completing an associates degree from 93% to 94%. [HB3]

High Priority
HB3 Goal
Evaluation Data Sources: TAPR

Level I data

Strategy 1 Details	Reviews			
Strategy 1: TMECHS will provide rising seniors with summer DC Precalculus/College Algebra classes to ensure prerequisites for dual-credit Chemistry are met prior to fourth high school year. Strategy's Expected Result/Impact: TMECHS will increase the number of students graduating with an Associate of Science degree by the time they graduate from high school. Staff Responsible for Monitoring: Counselors Assistant Principal Principal CCRA Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Counselors and CCRC will provide planning resources, organizational strategies, study skills, test-taking strategies, confidence building, reading materials, and other college-readiness training/resources during students' four years in high school to include early EPCC graduation and UTEP student orientation/admission. Strategy's Expected Result/Impact: Whole child needs are met as demonstrated by organized, knowledgeable, successful students Staff Responsible for Monitoring: Counselors Administration CCRA Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: TMECHS will provide transition activities to each grade level and from grade 12 to post secondary education, workforce, or military, and increase opportunities for students to make real-life connections in career fields with particular emphasis on STEM fields. Strategy's Expected Result/Impact: Field Trip Requests, Summer Bridge Schedule, Attendance rosters are data sources to be used in evaluation. Expected impact is to maintain CCMR rate. Staff Responsible for Monitoring: CCRA Counselors Administration Teachers Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					







Strategy 4 Details		Reviews			
Strategy 4: CCR Advisor will coordinate Field trips to TACRAO, UTEP and other college readiness programs available. Strategy's Expected Result/Impact: Increased number of students enrolling in a 4 year university or military after graduation Staff Responsible for Monitoring: CCRA Counselors Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Student Achievement) 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 1: By June 2024, TMECHS will stabilize enrollment by increasing the number of new students enrolling or transferring (back) to into EPISD- TMECHS by 8% (28 students).

High Priority

Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau
 Incoming 8th grade records from Charter/Private schools, Online programs or other regional districts



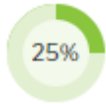

Strategy 1 Details	Reviews			
Strategy 1: TMECHS will host recruitment events (meeting nights, club fairs, fall festival, campus tours, performances) on campus, at middle schools, and in the community in an effort to attract student enrollment. Strategy's Expected Result/Impact: Greater student enrollment Bring students back to EPISD Greater percentage of out-of-district enrollment Staff Responsible for Monitoring: Assistant Principal, CCRA/SAM Fine Arts Teachers Club Sponsore Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, TMECHS will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 96% to 100_ %.

High Priority

Evaluation Data Sources: # Vacancies data

Strategy 1 Details		Reviews			
Strategy 1: Campus Administration will address applicant pool and hold interviews in a timely manner to identify and hire appropriate personnel. Strategy's Expected Result/Impact: Seamless transitions from summer to fall semesters; Avoidance of gaps in student learning Staff Responsible for Monitoring: Principal Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Administration will encourage teachers to get certified in other content areas and credentialed in dual credit courses. Strategy's Expected Result/Impact: The campus position inventory will show an increase in types of classes (certifications/credentials) for various teachers over the previous year. Staff Responsible for Monitoring: Principal Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					



Strategy 3 Details		Reviews			
Strategy 3: Administration will provide all administration and non-certified staff opportunities to attend staff development trainings offered at campus faculty meetings and local venues which are relevant to respective job duties to include substitutes and teacher covering teacher. Strategy's Expected Result/Impact: Non-certified staff will be able to verbalize and utilize the information /skills shared and learned during meetings/trainings attended. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: 199.11.6499.015.11.100.015 - 199 General Fund - \$1,400		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, TMECHS will grow top talent by implementing a Comprehensive Professional Development Plan.

High Priority

Evaluation Data Sources: Professional Development Plan Success Metrics

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will provide TMECHS faculty and staff with opportunities to attend Local, State and Out of State conferences, in person or online, to support curriculum implementation, ECHS/STEM campus components and job skills (to include: substitutes, registration fees, and materials).</p> <p>Strategy's Expected Result/Impact: Faculty and staff will have knowledge and ability to implement current and best practices.</p> <p>Faculty attending conferences will bring back valuable information and new instructional ideas to share with faculty.</p> <p>Administration will ensure campus training is delivered via current, interactive technology which is identical to that used by teachers in the classroom in an effort to minimize transitions and maximize time for relevant, effective training.</p> <p>Staff Responsible for Monitoring: Department Heads Administration Secretary to Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1, 2</p> <p>Funding Sources: 199.23.6411.015.38.100.015 - 199 General Fund - \$3,000, 199.23.6411.015.99.100.015 - 199 General Fund - \$3,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Administration, the CTC, Department Heads, Counselors, CCRA & other (District, Region 19, STEM, EPCC) educational personnel will provide training, resources, materials/supplies/reading materials for on-campus professional development. Strategy's Expected Result/Impact: TMECHS teachers and staff will be well-prepared and equipped to teach students 21st century knowledge and skills, to include students' social-emotional well-being. Staff Responsible for Monitoring: Administration Secretary to the Principal Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Administration will be provided with staff development opportunities in leading STEM and ECHS campuses across the state, ECS's, and additional venues to include substitute pay and teacher covering teacher pay. Strategy's Expected Result/Impact: Administration will demonstrate effective, ethical and responsible leadership as well as ensuring the campus moves forward with ECHS blueprints, STEAM initiatives, High Quality Instructional Materials, and protocols in moving the campus forward in 21st century learning opportunities. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					









Strategy 4 Details		Reviews			
Strategy 4: Administration will ensure all TMECHS staff have completed the mandatory training on Bloodborne Pathogens, Sexual Harassment, Student Code of Conduct, Anti-Bullying, Ethics & Fraud Awareness, Child Abuse Awareness & Responsibility Training, Trauma Informed Care, Human Trafficking Awareness, Cyber Security Awareness, and Copyright Training. Strategy's Expected Result/Impact: Certificates of completion will be filed in the principal's office and on Tableau Dashboard. Staff Responsible for Monitoring: Secretary ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 4: By June 2024, TMECHS will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

High Priority

Evaluation Data Sources: Technology Campus Support Plan Success Criteria



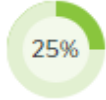





Strategy 1 Details		Reviews			
Strategy 1: TMECHS will provide current interactive technology in classrooms to enhance student learning. TMECHS will increase technology resources for instruction especially with Apple products, Promethean, and other accessories. Strategy's Expected Result/Impact: Blended and active learning strategies will increase student leaning outcomes. Staff Responsible for Monitoring: Principal Department chairs Campus Teaching Coach Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: TMECHS will implement district and campus initiatives with fidelity to include technology based instruction/assessment on Schoology, Edgenuity, Study Island, ALEKS, Webassign, KUTA, ETC... Strategy's Expected Result/Impact: Improved student learning outcomes by using research based programs. Active learning and blended learning strategies will be observed in classroom. Staff Responsible for Monitoring: Principal Department chairs Campus Teaching Coach Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

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

Performance Objective 1: By June 2024, TMECHS will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 95% to 97%.

High Priority

Evaluation Data Sources: Attendance Rate (ADA) data



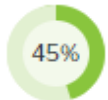

Strategy 1 Details	Reviews			
Strategy 1: PBIS Team and administration will recognize students and provide encouragers such as early release to lunch and refreshments at "No Tardy Parties", "Honor Roll", and "Perfect Attendance" events. Strategy's Expected Result/Impact: Higher rate of student attendance Staff Responsible for Monitoring: PBIS Teachers Attendance Clerk Administration Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - 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: Principal will coordinate 6 or 9-week PEIMS data reviews with the TMECHS Registrar, Attendance/Book Clerk, Secretary and Assistant Principal Strategy's Expected Result/Impact: Principal signatures on all submitted PEIMS reports will indicate data has been reviewed with the employee responsible for the respective PEIMS reporting Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	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 2: By June 2024, TMECHS will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events.

High Priority

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Admin will provide TMECHS with a safer environment for all stakeholders by providing cameras, 2 way radios, and campus patrols with overtime. Strategy's Expected Result/Impact: All stakeholders will feel safe on the TMECHS campus Staff Responsible for Monitoring: Assistant Principal Principal Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
	 15%	 15%		
Strategy 2 Details	Reviews			
Strategy 2: Parent Engagement Liaison will provide VIPS (Volunteers In Public Schools) information to parents through Blackboard Communication, parent meetings, and parent/teacher conferences Strategy's Expected Result/Impact: Increase in parent involvement on campus Staff Responsible for Monitoring: Parent Engagement Liaison ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
	 45%	 70%		

Strategy 3 Details		Reviews			
Strategy 3: Parent Engagement Liaison will conduct parent meetings regularly which include presentations on topics such as academic performance information (i.e. EPISD Curriculum awareness, STAAR updates, College Planning, and extra-curricular activities). Strategy's Expected Result/Impact: Sign-in sheets, meeting agendas, and parent surveys Staff Responsible for Monitoring: Parent Engagement Liaison Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: The administration will hold an "Open House" parent meeting that includes information on the TMECHS school-wide program and EPISD curriculum overview. Strategy's Expected Result/Impact: Open House (2) scheduled for 2022-2023 will include information on the school-wide program, Title 1, TEA Accountability & TMECHS curriculum Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Campus will translate parent correspondence and meeting conversations into Spanish (and other languages as needed) Strategy's Expected Result/Impact: Greater parental satisfaction & awareness; Bridges Equity Gap Title I: 2.4, 2.6, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Parent Engagement Liaison will provide parents with reading materials, academic support, college readiness, and parenting tips. Strategy's Expected Result/Impact: Parents will sign for reading materials provided during parent meetings TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Parent Engagement Liaison will purchase refreshments, snacks, and supplies for parent meetings. Strategy's Expected Result/Impact: Greater parental awareness & satisfaction; Sign-in sheets, meeting agendas, and parent surveys will be used to verify non-academic and college-readiness information. Staff Responsible for Monitoring: Parent Engagement Liaison Title I: 2.6, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: 211.61.6399.015.24.870.015 - 211 ESEA Title I Part A (Campus) - \$208	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



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

High Priority



Evaluation Data Sources: Thought Exchange and Let's Talk










Strategy 1 Details	Reviews			
Strategy 1: Parent Engagement Liaison will provide training/presentation for parents on various topics: (ie. STAAR/TSI/PSAT/ACT/SAT/PLAN, Campus discipline/grading policies, College planning & courses, Financial Aid, Bullying Drug prevention, Advisory events, Parent Portal, parent/teacher conferences) Strategy's Expected Result/Impact: Greater parental awareness & satisfaction; Sign-in sheets, meeting agendas, and parent surveys will be used to verify non-academic and college-readiness information. Staff Responsible for Monitoring: Parent Engagement Liaison, CCRA, Counselors Title I: 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: TMECHS will increase the number of hours of parent involvement in all aspects of the campus by 5% (i.e. planning committees, PTSA membership, information meetings, Open House; Parent-Teacher conference days, parent-portal use, and volunteers) as compared to the hours accumulated in the past year. Strategy's Expected Result/Impact: PTSA, CIT, ECHS Advisory Board, and Parent Meeting sign in sheets, PTSA membership, Parent-Teacher Conference sign in sheets, and Parent-Portal usage. Staff Responsible for Monitoring: Administration Secretary PEL ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		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 4: Provide excellent, timely and efficient customer service and manage operations in an environment that fosters teamwork to achieve high levels of fiscal and programmatic compliance through a framework for continuous improvement.

Strategy 1 Details		Reviews			
Strategy 1: TMECHS will provide faculty and staff with resources, technology, equipment and accessories that allow work to be performed more efficiently, at a higher rate of speed and/or allow for easier access. Strategy's Expected Result/Impact: Greater/enhanced work performance demonstrated by staff and faculty Staff Responsible for Monitoring: Principal Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 2 Details	Reviews			
Strategy 2: TMECHS will conduct an assessment/self-audit of all special programs to ensure on-going compliance and implementation at a rate of 100%. Strategy's Expected Result/Impact: PEIMS Clearing indicating error-free records in 504, LEP, G/T and Special Ed. Staff Responsible for Monitoring: Assistant Principal Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: School Secretary will conduct financial training with all campus staff during the BOY Faculty Meeting. Strategy's Expected Result/Impact: Training sign-in sheets will be maintained by the financial clerk and email records will indicate the CAM was emailed to all staff. Staff Responsible for Monitoring: Secretary to the Principal ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	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 1: By June 2024, TMECHS will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit).

Emer.. Bil.. (from 32% to 90%)

SPED (from 10% to 90%)

High Priority

Evaluation Data Sources: Frontline Data

Strategy 1 Details	Reviews			
Strategy 1: College, Career Readiness Advisor & Administration will conduct incoming student recruitment events at various times/locations. Strategy's Expected Result/Impact: Increased enrollment; Recruitment posters will list dates/times for recruitment events for the 2024-2025 school year. Staff Responsible for Monitoring: Assistant Principal, CCRA/SAM Title I: 2.6, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All teachers will obtain G/T certification and/or an annual 6 hour update. Strategy's Expected Result/Impact: Data from the Advanced Academic Services department will reflect G/T certification and updates as required for all teachers. All teachers will be G/T certified. Staff Responsible for Monitoring: Campus Teaching Coach Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	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 2: By June 2024, TMECHS 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 30% to 19% as well as reduce the number of Emergent Bilingual

Achieving Beginning on TELPAS reading from 14% to 7% [RDA].

High Priority

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Administrators will conduct walk-throughs to monitor the implementation of ELPS, G/T strategies, ARD or 504 modifications & accommodations to include the implementation of the state and higher education curriculum. Strategy's Expected Result/Impact: Classroom walk-through forms will include evidence of the implementation of special program strategies, modifications, accommodations and expectations for all special programs. All students will participate in a rigorous and relevant learning experience. Staff Responsible for Monitoring: Principal, Assistant Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: LPAC Committee will conduct LPAC meetings to review Emergent Bilingual student grade reports and progress in outlined class performance expectations. Strategy's Expected Result/Impact: Reviews will show students are progressing at the same rate as their non-EB peers. Staff Responsible for Monitoring: LPAC Administrator LPAC Committee Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Reading Classes will be embedded in the schedules of Emergent Bilinguals who have not demonstrated success on TELPAS and on state assessments (EOC). Strategy's Expected Result/Impact: EB's will demonstrate a higher level of success in all academic subjects Staff Responsible for Monitoring: LPAC Administrator English Department Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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