

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

Accountability Rating: D



Mission Statement

Travis Elementary School serves a diverse multicultural learning community committed to preparing students academically and socially through blended learning to be college and career ready.

Vision

Travis Elementary is dedicated to creating a safe and nurturing learning community where each and every student is actively engaged using 21st Century Skills. We strive to be compassionate and responsible citizens with a focus on academic growth and excellence.

Value Statement

Strategic Priorities

- Whole child
- Academic Excellence
- Destination District
- Community Partnership
- Equity by Design

Principles:

1. Focus on Travis vision.
2. Reflect core beliefs, including students coming first in all actions and decision-making.
3. Build upon the established Strategic Priorities.
4. Ensure all stakeholders are committed and actively involved.

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Goals

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

Performance Objective 1: By June 2024, Travis Elementary will create a culture where each student is supported by caring adults, as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Create a two way communication between teacher and household using communication applications. Strategy's Expected Result/Impact: Active communication with the community Staff Responsible for Monitoring: Teacher Prioritized Needs: L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize data from parent climate survey to elicit purposeful change. Strategy's Expected Result/Impact: Parents and members of the community will feel comfortable providing suggestions and ways to improve. Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: 100% compliance on District staff mandated training's for Anti-Bullying, Sexual Harassment, Child Abuse Awareness, Trauma care, and Human Trafficking. Strategy's Expected Result/Impact: Increase student parent survey results. Staff Responsible for Monitoring: Administration Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay
Prioritized Need 2: Establish use of class dojo and/or remind to communicate with parents Root Cause: Lack of consistent communication between teacher and parent
Prioritized Need 3: Parent survey needed to measure culture. Root Cause: Limited opportunities for parent opinion in school procedures

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

Performance Objective 2: By June 2024, Travis Elementary increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% or more from 27 to 38 participants.

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Provide after school clubs along with district extra curricular activities along with Intramurals, math clubs, friendship club and robotics. Strategy's Expected Result/Impact: Increased student involvement Staff Responsible for Monitoring: Teachers Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Parent and student assemblies to showcase all after school clubs and activities. i.e. robotics, UIL and after school library hours Strategy's Expected Result/Impact: Parent communication and student involvement will increase. Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parent involvement through school parent engagement liaison Root Cause: Lack of parent interest in school night activities

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

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

Evaluation Data Sources: District Tracking Tool

Strategy 1 Details	Reviews			
Strategy 1: Reach out to junior achievement and other local partnerships to support our community. Strategy's Expected Result/Impact: Increased community partnership Staff Responsible for Monitoring: counselor Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Partner with GECU to establish youth community involvement programs Strategy's Expected Result/Impact: foster whole child development Staff Responsible for Monitoring: Administration and Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay

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

Performance Objective 4: By June 2024, Travis Elementary will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Elementary counselors carry a caseload of 1:500 students or less and PK-8 and middle school counselors carry a caseload of 1:350 students or less.

Evaluation Data Sources: PEIMS On Point

Strategy 1 Details	Reviews			
Strategy 1: Healthy habit Friday announcements and fast feet Friday to be introduced. Strategy's Expected Result/Impact: Student awareness of making good choices. Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay

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

Performance Objective 5: By June 2024, Travis Elementary will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for school wide behavior expectations, classrooms procedures and instruction, and student and staff awareness.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Introduce and utilize the PBIS matrix with fidelity. Strategy's Expected Result/Impact: Increase in positive behavior and less referrals Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Manage office systems to ensure students social emotional and academic competence through principal and staff clerical support. Strategy's Expected Result/Impact: Academic and cultural student success Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 3 Funding Sources: vendors - 199 General Fund - 199.23.6399 - \$2,500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Nurture healthy habits through health awareness and student health assessments. Strategy's Expected Result/Impact: Overall well being of students and attendance percentages Staff Responsible for Monitoring: Nurse Title I: 2.6 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: Vendors - 199 General Fund - 199.33.6399 - \$799	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Support staff communication to maintain school wide behavior expectations for all students, teachers and staff. Strategy's Expected Result/Impact: Increase communication of key staff in regular and emergency situations Staff Responsible for Monitoring: Administration Prioritized Needs: L1 Whole Child (Culture & Climate) 4 Funding Sources: vendors - 199 General Fund - 199.51.6399 - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 4: Need to maintain low discipline referral rates and student behavioral support. Root Cause: Low referral rates for discipline and behavioral support for students.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Systems in place to monitor instruction Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation. Prioritized Need 3: Systems in place monitor and implement interventions during RTI Root Cause: Inconsistency in reviewing intervention (RTI) data and setting student grouping accordingly
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 2: Increase efforts with systems to minimize student absences, consistency with 45 day plan, student incentives and student well being. Root Cause: Low student attendance rate of 91.2%

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

Performance Objective 6: By June 2024, Travis Elementary will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 7% to 6% and reduce the overall number of disciplinary removals from 5 to 3.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Implement campus wide student behavioral contracts with students referred for discipline. Strategy's Expected Result/Impact: Decrease of student referrals Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide training on Student Code of Conduct, campus rules, classroom discipline guidelines, and behavioral support plan. Strategy's Expected Result/Impact: Reduced discipline referrals Staff Responsible for Monitoring: Administration, Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Continue Schoolwide PBIS/SEL program with enhance monthly meetings. Strategy's Expected Result/Impact: Decreased student discipline referrals Staff Responsible for Monitoring: Administration, Counselor ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 6 Prioritized Needs:

L1 Whole Child (Culture & Climate)	
Prioritized Need 4: Need to maintain low discipline referral rates and student behavioral support.	Root Cause: Low referral rates for discipline and behavioral support for students.
L4 Culture of Accountability (Parent & Community Engagement)	
Prioritized Need 2: Increase efforts with systems to minimize student absences, consistency with 45 day plan, student incentives and student well being.	Root Cause: Low student attendance rate of 91.2%

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

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

Evaluation Data Sources: Walk through data

Strategy 1 Details		Reviews			
Strategy 1: Clear communication between administrators and ILT team to include walkthrough calendar and expectations Strategy's Expected Result/Impact: Improve teacher instruction and increase student success Staff Responsible for Monitoring: Admin and ILT Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Increase rigor of questions throughout the lesson Root Cause: Lack of planning for HOT questions Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Systems in place to monitor instruction Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation. Prioritized Need 2: Planning of lessons need a higher level of rigor Root Cause: Teachers teaching below grade level expectations Prioritized Need 3: Systems in place monitor and implement interventions during RTI Root Cause: Inconsistency in reviewing intervention (RTI) data and setting student grouping accordingly

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

Performance Objective 2: By June 2024, Travis Elementary will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Meet with teachers after walkthroughs to discuss expectations and adjustments that need to be made. Strategy's Expected Result/Impact: Vertical alignment among all dual language grade levels. Staff Responsible for Monitoring: Dual language teachers, ILT and admin. Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct 90 minute Teacher PLC's, with a minimum of two per month, and three additional half days during the year to allow teachers to internalize District curriculum. Strategy's Expected Result/Impact: Increase rigor of instruction and best practices for Tier one instruction Staff Responsible for Monitoring: Administration IL Team Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 Funding Sources: Substitute Teachers - 199 General Fund - 199.11.6112.143.11.362.143 - \$2,070	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Increase rigor of questions throughout the lesson Root Cause: Lack of planning for HOT questions Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Planning of lessons need a higher level of rigor Root Cause: Teachers teaching below grade level expectations

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

Performance Objective 3: By June 2024, Travis Elementary will Increase student achievement outcomes as measured in Domain 1 Student Achievement STAAR results to 75% Approaches, 40% Meets, and 15% Masters.

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Closing gaps with strong tier one support and lessons Strategy's Expected Result/Impact: Campus wide growth in data Staff Responsible for Monitoring: All faculty and staff Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide needed materials, supplies and equipment, including technology, for all students to enhance and support learning in the classroom including copiers and materials for student academics. Strategy's Expected Result/Impact: Increase student performance with materials Staff Responsible for Monitoring: administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: vendors - 185 SCE (Campus) - 185.11.6399.143.30.000.143 - \$2,000, vendors - 211 ESEA Title I Part A (Campus) - 211.11.6399.143.24.801.143 - \$20,800, copier vendor - 199 General Fund - 199.11.6269.143.11.100.143 - \$2,188, Technology equipment - 199 General Fund - 199.11.6395.143.11.100.143 - \$1,777	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Instructional Leaders review lesson plans with teachers during PLC's to ensure internalization of the curriculum Strategy's Expected Result/Impact: Increased rigor in the first teach Staff Responsible for Monitoring: Administration and ILT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Tutoring to help students reach academic success. Strategy's Expected Result/Impact: Academic success Staff Responsible for Monitoring: Admin Title I: 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: Tutors - 211 ESEA Title I Part A (Campus), Reading Materials - 185 SCE (Campus), Tutors - 185 SCE (Campus)	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Low rates of student achievement in Meets on STAAR assessment in Domain 1 Root Cause: Weak first teach of all lessons Prioritized Need 2: Increase rigor of questions throughout the lesson Root Cause: Lack of planning for HOT questions Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Systems in place to monitor instruction Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation. Prioritized Need 2: Planning of lessons need a higher level of rigor Root Cause: Teachers teaching below grade level expectations

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

Performance Objective 4: By June 2024, Travis Elementary will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase to 40% with all student groups meeting board approved metrics. [HB3].

HB3 Goal

Evaluation Data Sources: STAAR Reading

Strategy 1 Details		Reviews			
Strategy 1: Consistent leveraging and monitoring of data. Intentionally using our academic interventionists and coaches. Strategy's Expected Result/Impact: Growth in 3rd grade data Staff Responsible for Monitoring: Teachers, instructional coaches and admin. Title I: 2.4 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Increase rigor of questions throughout the lesson Root Cause: Lack of planning for HOT questions Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Systems in place to monitor instruction Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation. Prioritized Need 2: Planning of lessons need a higher level of rigor Root Cause: Teachers teaching below grade level expectations Prioritized Need 3: Systems in place monitor and implement interventions during RTI Root Cause: Inconsistency in reviewing intervention (RTI) data and setting student grouping accordingly

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

Performance Objective 5: By June 2024, Travis Elementary will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase to 40% with all student groups meeting board approved metrics. [HB3]

HB3 Goal
Evaluation Data Sources: STAAR Math

Strategy 1 Details		Reviews			
Strategy 1: Intentional planning for above grade level material Strategy's Expected Result/Impact: Students will show growth Staff Responsible for Monitoring: Grade level chairs and instructional team Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 2		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Increase rigor of questions throughout the lesson Root Cause: Lack of planning for HOT questions
Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Planning of lessons need a higher level of rigor Root Cause: Teachers teaching below grade level expectations

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

Performance Objective 1: By June 2024, Travis Elementary will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by .05% from 41 to 43.

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

Strategy 1 Details	Reviews			
Strategy 1: Plan and prepare registration rallies along with District towards end of year. Strategy's Expected Result/Impact: Increased student enrollment Staff Responsible for Monitoring: all faculty and staff Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:





L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Need to increase enrollment Root Cause: Families leaving the area to enroll in other EPISD schools and other districts

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

Performance Objective 2: By June 2024, Travis Elementary will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 91% to 93%.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Assign a mentor to new teachers to encourage retention Strategy's Expected Result/Impact: Teacher retention's will rise Staff Responsible for Monitoring: All faculty and staff Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide time for teachers to internalize the new curriculum through 90 and 45 minute PLC's. Strategy's Expected Result/Impact: Increase student performance Staff Responsible for Monitoring: Instructional Leadership team Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide professional development in all academic content areas regarding the new curriculum. Strategy's Expected Result/Impact: Increased performance on student assessments Staff Responsible for Monitoring: Instructional Leadership Team Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2, 3	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Implement a Teacher of the Month program to celebrate Teacher excellence Strategy's Expected Result/Impact: Positive schoolwide culture Staff Responsible for Monitoring: PBIS Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 4	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Assign mentor teacher to all new teachers Root Cause: New teacher inexperience in class management Prioritized Need 2: Professional development inside and outside the district Root Cause: Teacher not able to identify student needs Prioritized Need 3: Conduct 90 PLC's regularly for teachers to internalize new curriculum Root Cause: Unfamiliarity with new curriculum Prioritized Need 4: Implement strategies to maintain teachers Root Cause: Maintain high teacher retention rates

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

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

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Develop a typing/keyboarding club for students after school. Strategy's Expected Result/Impact: Help students gain keyboarding knowledge, along with improving words per minute. Staff Responsible for Monitoring: Classroom teacher Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				





Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay

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

Performance Objective 1: By June 2024, Travis Elementary will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%.

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Offer campus incentives for student attendance including end of year awards and popcorn parties. Strategy's Expected Result/Impact: Increase students attendance. Staff Responsible for Monitoring: All staff Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2 Funding Sources: Awards, Trophy vendors - 199 General Fund - 199.11.6499.143.11.100.143 - \$2,000, Vendors - 199 General Fund - 199.11.6399.143.11.100.143 - \$3,900	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Communicate with parents through attendance meetings and phone calls to reduce the absence rate of students. Strategy's Expected Result/Impact: Increase attendance Staff Responsible for Monitoring: administration Title I: 2.5 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parent involvement through school parent engagement liaison Root Cause: Lack of parent interest in school night activities Prioritized Need 2: Increase efforts with systems to minimize student absences, consistency with 45 day plan, student incentives and student well being. Root Cause: Low student attendance rate of 91.2%

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

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

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Meet with parents for Title 1 meetings AM and PM for Benefits of Family Engagement. Strategy's Expected Result/Impact: Community Engagement Staff Responsible for Monitoring: Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Outside Vendors - 211 ESEA Title I Part A (Campus) - 211.61.6499.143.24.801.143 - \$800, vendors - 211 ESEA Title I Part A (Campus) - 211.61.6399.143.24.801.143 - \$300	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Distribution of 2023-2024 School Family Engagement Policy - ESSA 1116 Strategy's Expected Result/Impact: Increase Family Engagement Staff Responsible for Monitoring: Principal Title I: 4.1, 4.2 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Distribution of 2023-2024 School-Parent Compact - ESSA 1116 Strategy's Expected Result/Impact: Increase Family Engagement Staff Responsible for Monitoring: Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Parent/Teacher Conferences (FALL 2023) and SPRING 2024. Strategy's Expected Result/Impact: Increase Family Engagement Staff Responsible for Monitoring: Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 2 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parent involvement through school parent engagement liaison Root Cause: Lack of parent interest in school night activities

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

Performance Objective 3: By June 2024, Travis Elementary will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured 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).

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
Strategy 1: Purchase reading books for the Library to enhance student reading through family reading activities Strategy's Expected Result/Impact: Increase opportunity to engage with community families Staff Responsible for Monitoring: Librarian, Administration Title I: 4.2 Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Book vendors - 185 SCE (Campus) - 185.12.6329.143.30.000.143 - \$6,000, Vendor - 185 SCE (Campus) - 185.11.6329	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Maintain a monthly newsletter, in English and Spanish, to further inform students, parents and the community of all upcoming events on campus. Strategy's Expected Result/Impact: Increased family participation in school Staff Responsible for Monitoring: Administration, Parent Engagement Liaison Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Teacher to parent communication using class dojo or remind to inform parents of classroom activities. Strategy's Expected Result/Impact: Increased parent engagement in school Staff Responsible for Monitoring: Teachers ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>				

Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extra curricular activities for students Root Cause: Teacher lack of interest without pay
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase parent involvement through school parent engagement liaison Root Cause: Lack of parent interest in school night activities
Prioritized Need 2: Increase efforts with systems to minimize student absences, consistency with 45 day plan, student incentives and student well being. Root Cause: Low student attendance rate of 91.2%

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

Performance Objective 1: By June 2024, Travis Elementary 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%.

Evaluation Data Sources: TELPAS

Strategy 1 Details		Reviews			
Strategy 1: Monitor daily instruction to ensure the 50/50 Dual Language program is implemented in the classroom. Strategy's Expected Result/Impact: Increase in English language usage of Emergent Bilinguals Staff Responsible for Monitoring: Administration Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>					





Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)	
Prioritized Need 1: Systems in place to monitor instruction	Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation.
L5 Equity by Design (Demographics)	
Prioritized Need 1: Campus is comprised of 90% economically disadvantaged students	Root Cause: High mobility rate of 40%, 30% of students on transfers

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

Performance Objective 2: Walkthroughs to address dual language instruction.

Evaluation Data Sources: Utilize district assessments and data to address students' strengths and weaknesses

Strategy 1 Details	Reviews			
Strategy 1: Campus Teaching Coaches to perform learning walkthroughs in Dual language classrooms and provide feedback to teachers. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Administration to perform walk throughs and ensure provided feedback to teachers is implemented in the lessons. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5 - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 3: Systems in place to follow up walkthrough to focus on feedback suggestions Root Cause: Inconsistency in monitoring instruction and no follow through after initial observation

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Systems in place to monitor instruction **Root Cause:** Inconsistency in monitoring instruction and no follow through after initial observation.

Prioritized Need 3: Systems in place monitor and implement interventions during RTI **Root Cause:** Inconsistency in reviewing intervention (RTI) data and setting student grouping accordingly