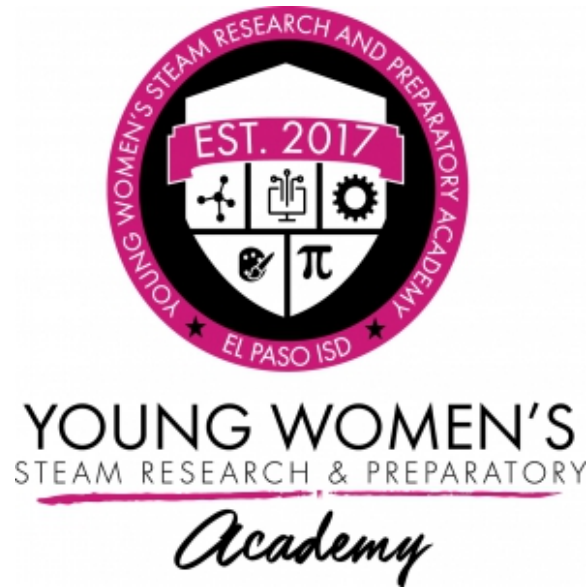


**El Paso Independent School District**

**Young Women's STEAM Research & Preparatory Academy**

**2023-2024 Formative Review**

**Accountability Rating: B**



**Board Approval Date:** October 17, 2023

# Mission Statement

**Mission:** To sustain a culture that encompasses- Self-Directed Learning; Trust, Respect, & Responsibility; Engagement in Community; Awareness & Preparation; and Meaningful Connections.

## Vision

**Vision:** Building STEAM students empowered to DREAM, DESIGN, & DELIVER valuable solutions for a better world.

## Value Statement

YWA will create confident young women leaders who are ready for post-secondary and career success.

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# Goals









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

**Performance Objective 1:** By June 2024, Young Women's STEAM Academy 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 Campus Climate survey

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will implement SEL strategies in advisory classes to increase student morale.  <b>Strategy's Expected Result/Impact:</b> Increased satisfaction on climate survey increased student attendance increased student achievement  <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal PBIS team SEL Committee  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				









Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will implement SEL strategies during Faculty meetings and weekly PLCs to increase teacher morale. <b>Strategy's Expected Result/Impact:</b> Improved teacher satisfaction on campus culture survey <b>Staff Responsible for Monitoring:</b> Administrators, PBIS team, SEL Committee  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Young Women's STEAM Academy will implement SEL strategies with Parents during 100% of parent engagement events/activities. <b>Strategy's Expected Result/Impact:</b> Increased parent morale on campus culture survey <b>Staff Responsible for Monitoring:</b> Administrators, PBIS team, SEL Committee  <b>Title I:</b> 4.1, 4.2 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> 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 School foster learning environments for the whole child to thrive.

**Performance Objective 2:** By June 2024, Young Women's STEAM Academy will increase 6-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 3%.

**High Priority**



**Evaluation Data Sources:** Survey results







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will provide students opportunities to participate in extra curricular activities through intramurals, Flex days, and expo nights. <b>Strategy's Expected Result/Impact:</b> Student interest in UIL and extra curricular activities will increase. <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals SAM Sponsors Teachers Athletic Coaches  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will increase the number of students participating/competing in extracurricular activities that include UIL, Academic, and athletic activities. <b>Strategy's Expected Result/Impact:</b> Increase student attendance Increase school/campus morale Increase number of students moving on to regional, state, etc. <b>Staff Responsible for Monitoring:</b> Sponsors Coaches Principal Assistant Principal SAM  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 3:** By June 2024, Young Women's STEAM Academy 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
- Next Year's Recommendation:** Boys and Girls Club partnership

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will partner with the Big Brothers Big Sisters organization to provide mentoring opportunities for students.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance Increase student academic achievement Increase student, family, campus morale <b>Staff Responsible for Monitoring:</b> Principal Counselors SAM/College Readiness Advisor  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will secure five new partners in education to support campus needs and provide students opportunities to show their work, volunteer, and participate in service learning opportunities. <b>Strategy's Expected Result/Impact:</b> Increased attendance Increased community involvement increased student achievement <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals SAMS/College Readiness Advisor Parent Engagement Liaison Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					







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

**Performance Objective 4:** By June 2024, Young Women's STEAM Academy will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring middle school counselors carry a caseload of 1:350 students or less.

**High Priority**

**Evaluation Data Sources:** PEIMS On Point









Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will implement Core Essential Elements Curriculum during advisory. <b>Strategy's Expected Result/Impact:</b> Principal Assistant Principal Counselors Teachers <b>Staff Responsible for Monitoring:</b> Increase Student Achievement Increased attendance Increased morale Increased Student Wellness  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> 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 School foster learning environments for the whole child to thrive.

**Performance Objective 5:** By June 2024, Young Women's STEAM Academy 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.

#### High Priority

**Evaluation Data Sources:** District Developed Tracking Rubric  
Increased student academic achievement  
Increased student attendance









Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will hold biweekly PBIS meetings with admin and PBIS team to evaluate student needs, as well as create check in/check out process. <b>Strategy's Expected Result/Impact:</b> Students will be better prepared to learn and be more successful. <b>Staff Responsible for Monitoring:</b> PBIS team, Admin, all staff.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 3		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					

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

**Performance Objective 6:** By June 2024, Young Women's STEAM Academy 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 5% to 2% and reduce the overall number of disciplinary removals by 25%.

**High Priority**

**Evaluation Data Sources:** On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will implement a Check in/Check out Cards (Mentorship program) for any student who has a discipline referral. <b>Strategy's Expected Result/Impact:</b> Students will learn to manage and own their behavior through mentorship (check in/check out). <b>Staff Responsible for Monitoring:</b> All staff/Admin  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will implement PBIS progressive discipline process. <b>Strategy's Expected Result/Impact:</b> Increase student achievement Decrease discipline referrals <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal PBIS Committee Counselors  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				




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







measured by an increase of 5 percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP).

**High Priority**

**HB3 Goal**

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will provide two AP College Board workshops to parents (Fall/Spring) to discuss the importance of parent involvement and understanding of AP coursework requirements.  <b>Strategy's Expected Result/Impact:</b> Increased students receiving college credit from AP exams Increase in Student Achievement  <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal College Readiness Advisory Counselors AP Teachers  <b>Title I:</b> 2.4, 2.5, 2.6, 4.2 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will purchase materials/supplies to support participation in extending college readiness activities through AP and Pre-AP Classrooms, and college prep events. <b>Strategy's Expected Result/Impact:</b> Increase student achievement on college exam (AP) Increase students securing college credit  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



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






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

**High Priority**

**Evaluation Data Sources:** Walk through data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Young Women's STEAM Academy will provide necessary supplies, equipment materials, training/staff development (local &amp; out of town), field trips, technology for all students and teachers in meeting the district curriculum in providing a solid first teach for students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement Increased attendance</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Teachers Secretary</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1 <b>Funding Sources:</b> General Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399 - \$13,256.40, General Supplies - 185 SCE (Campus) - 185.11.6399 - \$1,969</p>	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Young Women's STEAM Academy will provide teachers planning days with substitutes to plan for quality first teach, intervention/reteach, and enrichment opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement increase student attendance</p> <p><b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Teachers</p> <p><b>Title I:</b> 2.4, 2.6, 4.1</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 3</p> <p><b>Funding Sources:</b> Substitutes - 211 ESEA Title I Part A (Campus) - 211.11.6112 - \$6,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Young Women's STEAM Academy will provide necessary supplies, equipment, reading materials, training/ staff development, technology for all students and teachers in meeting the district curriculum needs through the use of the makerspace craft room, makerspace technology (3d Printer),, pod cast, media production, and other programs associated with the library. <b>Strategy's Expected Result/Impact:</b> increased student attendance increased student achievement Increased participation in extracurricular activities <b>Staff Responsible for Monitoring:</b> Librarian Assistant Principals Principal Teachers  <b>Title I:</b> 2.4, 2.6, 4.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 <b>Funding Sources:</b> Library General Supplies - 211 ESEA Title I Part A (Campus) - 211.12.6399.019.24.801.019 - \$1,200, Reading Material - 211 ESEA Title I Part A (Campus) - 211.11.6329.019.24.801.019 - \$543.60		Formative			Summative
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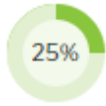





**Goal 2: ACADEMIC EXCELLENCE** El Paso ISD empowers all learners to excel in current and future pursuits.

**Performance Objective 2:** Young Women's STEAM Academy will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 48% to 50%.

#### High Priority

**Evaluation Data Sources:** Tableau, Eduphoria, TAPR



Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will providing tutoring through highly qualified tutors/staff will provide opportunities for HB4545 tutoring during the school day, after school, Saturdays, and Intercession <b>Strategy's Expected Result/Impact:</b> Students STAAR achievement scores will increase. <b>Staff Responsible for Monitoring:</b> All staff.  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 <b>Funding Sources:</b> Tutoring - 211 ESEA Title I Part A (Campus) - 211.11.6117 - \$2,500, Fringe - 211 ESEA Title I Part A (Campus) - 211.11.6141 - \$407, Tutoring - 185 SCE (Campus) - 185. 11.6117 - \$7,000, Fringe - 185 SCE (Campus) - 185.11.6141 - \$281		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, Young Women's STEAM Academy will Increase student achievement outcomes as measured by the percent of 6-8th grade and Algebra students that score "Meets" Grade level or above on STAAR Math will increase from 42% to 50% with all student groups meeting board approved metrics.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Interim STAAR Data  
STAAR/EOC Data 2024

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will seek staff development and resources to support Mathematics Instruction for 6th-8th Grade and Algebra. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in math <b>Staff Responsible for Monitoring:</b> Principal Math CTC Assistant Principal Math Teachers  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 3		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 4:** By June 2024, Young Women's STEAM Academy will increase student achievement outcomes as measured by the percent of 6th-8th grade, Eng I, Eng II students that score "Meets" grade level or above on STAAR Reading will increase from 52% to 57% with all student groups meeting board approved metrics.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR Interim Data  
STAAR/EOC Data 2024

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will seek staff development and resources to support ELR Instruction for students in grades 6-8, English I & II. <b>Strategy's Expected Result/Impact:</b> Principal Assistant Principal ELR Teachers CTC  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1, 3		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 5:** By June 2024, Young Women's STEAM Academy will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade & EOCs at the Meet or Masters Level (SPED & EB will increase by 5% ).

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR Interim Data  
STAAR/EOC Data 2024







Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will closely monitor special sub groups' progress on all campus & district assessments. (3/6/9 benchmarks, MAP, diagnostics) <b>Strategy's Expected Result/Impact:</b> increase student achievement increase student attendance <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Special Education Coach Sped Teachers Teachers (Regular Ed)  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 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 6:** By June 2024, Young Women's STEAM Academy will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade, English I and II at the Meet or Masters Level (SPED & EB will increase 5%).

**High Priority**

**HB3 Goal**







Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will closely monitor special sub groups' progress on all campus & district assessments. (3/6/9 benchmarks, MAP, diagnostics) <b>Strategy's Expected Result/Impact:</b> Increased student achievement Increased student attendance  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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

**Performance Objective 7:** By June 2024, Young Women's STEAM Academy will continue with 100% completion on our overall 4-year graduation rate for the school year.

**High Priority**

**Evaluation Data Sources:** TAPR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will ensure every student has completed required course credits and graduation requirements through counselor Audit Card Checks and interviews with students. <b>Strategy's Expected Result/Impact:</b> Increased Attendance Increase college enrollment <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals College Career Readiness Advisory Counselors  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





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

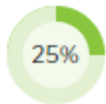







**Performance Objective 8:** By June 2024, Young Women's STEAM Academy will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 64% to 70% with all student groups meeting board approved metrics [HB3]

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** TAPR, OnPoint Early Indicator, Tableau

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will ensure every student has attempted the TSIA2 exam and will provide the training, resources to support successful completion for students. <b>Strategy's Expected Result/Impact:</b> Increased TSIA2 Successful Completion Increase college enrollment <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals College Career Readiness Advisory Counselors  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Young Women's STEAM Academy will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5%. <b>Strategy's Expected Result/Impact:</b> Increased students meeting CCMR Increased graduation rate <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Counselors College Readiness Advisor  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				







Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Young Women's STEAM Academy will ensure all students graduate prepared for college as measured by increase students average SAT score from 952 to 989. <b>Strategy's Expected Result/Impact:</b> Increase College Readiness Assessment Achievement Increased College enrollment <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselors College Career Readiness Advisor  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Young Women's STEAM Academy 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 industry certification in an aligned program of study. <b>Strategy's Expected Result/Impact:</b> Increased Certification- related to program of study <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselors College Career Readiness Advisor  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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



**Performance Objective 1:** By June 2024, Young Women's STEAM Academy will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 3% from 7/1/23 to 6/31/24.







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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<b>Strategy 1:</b> Young Women's STEAM Academy will provide campus tours each month, will visit campuses outside of the district, and participate in recruitment events to increase enrollment. <b>Strategy's Expected Result/Impact:</b> Increased student enrollment <b>Staff Responsible for Monitoring:</b> Principal Assistant Principal Counselors SAM/College Career Readiness Advisor Teachers  <b>Title I:</b> 2.4, 2.6, 4.1 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 2 - L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 2				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

**Performance Objective 2:** By June 2024, Young Women's STEAM Academy 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			
<b>Strategy 1:</b> Young Women's STEAM Academy will support staff to seek professional development opportunities at local, state, and national venues- covering travel, registration, and other expenses. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Teachers Content Teaching Coaches  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> Misc. - 211 ESEA Title I Part A (Campus) - 211.13.6499 - \$493		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, Young Women's STEAM Academy 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			
<b>Strategy 1:</b> Young Women's STEAM Academy will develop a technology plan to ensure 90% of classroom are utilizing technology at the higher end of SAMR Model (Application/creation). <b>Strategy's Expected Result/Impact:</b> Increased student and teacher use of technology Increased student achievement <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Librarian CTCs Teachers  <b>Title I:</b> 2.4, 2.6, 4.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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

**Performance Objective 1:** By June 2024, Young Women's STEAM Academy will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 93.4% to 95%.

**High Priority**

**Evaluation Data Sources:** Attendance Rate (ADA) data







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's Academy will recognize students who have perfect attendance AND improved attendance by providing incentives for maintaining good attendance. <b>Strategy's Expected Result/Impact:</b> Increase student attendance <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Attendance Clerk Counselors  <b>Title I:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1, 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 2:** By June 2024, Young Women's STEAM Academy 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 of all required community events are offered.

**High Priority**

**Evaluation Data Sources:** Community Events Documentation

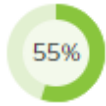





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will participate in 100% of the district sponsored/required parent/community engagement events. <b>Strategy's Expected Result/Impact:</b> Listing of District Mandatory events <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals SAM  <b>Title I:</b> 2.5, 2.6, 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1, 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 3:** By June 2024, Young Women's STEAM Academy will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by ensuring quality program implementation and strategic investments in Federal programs and Increasing the annual percentage of entitlement program expenditures

**High Priority**

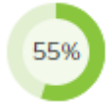





**Evaluation Data Sources:** Tableau Dashboard

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will participate in 100% of fiscal/budget mandatory trainings. <b>Strategy's Expected Result/Impact:</b> District listing of fiscal/budget related meetings <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Secretary Business Agent Clerk  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 3	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

**Performance Objective 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.

**Evaluation Data Sources:** Campus Climate survey








Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will implement one meetings per month for Office Staff and one Faculty meeting per month to address SEL, teamwork, culture, customer service, and fiscal transparency. <b>Strategy's Expected Result/Impact:</b> Increase student/staff morale reported on campus climate survey Increased student attendance Increased teacher/staff attendance <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Secretary  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1 - L4 Culture of Accountability (Parent & Community Engagement) 3		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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

**Performance Objective 1:** By June 2024, Young Women's STEAM Academy will encourage 90% of at-risk students and their parents to participate in at least two school related events per semester.

**High Priority**

**Evaluation Data Sources:** Enrollment listing with demographics

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will offer two parent engagement opportunities per month. <b>Strategy's Expected Result/Impact:</b> Increased student/parent morale Increase parent engagement Increased student attendance <b>Staff Responsible for Monitoring:</b> Principal Parent Liaison Assistant Principal's SAM  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1, 4.2 <b>- TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1, 3 - L5 Equity by Design (Demographics) 1 <b>Funding Sources:</b> Misc. - 211 ESEA Title I Part A (Campus) - 211.61.6499 - \$1,000, General Supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399 - \$1,200	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







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

**Performance Objective 2:** By June 2024, Young Women's STEAM Academy will increase sub populations' performance on AP exams earning a 3 or better by 2%.

**High Priority**

**Evaluation Data Sources:** AP Scoring Reports









Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Young Women's STEAM Academy will implement progress monitoring to support a 2% increase of sub populations (EB, SPED) scoring a 3 or better on AP exams. <b>Strategy's Expected Result/Impact:</b> Increased AP Scores Increased students earning college credits Increase collage admissions <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals Counselors AP Teachers College Career Readiness Advisor  <b>Title I:</b> 2.4, 2.6, 4.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 3 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 3:** By June 2024, Young Women's s STEAM Academy 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 by 5%, as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading by 5%.

**Evaluation Data Sources:** TELPAS

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> YWA will progress monitor EB students and provide additional supports to improve students Composite and Reading levels. <b>Strategy's Expected Result/Impact:</b> Increase students meeting advanced high increased student attendance <b>Staff Responsible for Monitoring:</b> LPAC Assistant Principal LPAC Clerk Teachers Content Teaching Coaches  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					