

El Paso Independent School District
Zavala Elementary School
2023-2024 Formative Review



Board Approval Date: October 17, 2023

Mission Statement

Our commitment is to provide college and career readiness opportunities that expand, enhance, and challenge student learning in a caring, nurturing, and safe environment while establishing a good working relationship with the parents and the community.

Vision

Our vision at Zavala Elementary School is to provide a college-bound culture that prepares students for higher education and instills a desire of continuous learning in every individual. It is our vision that our students grow to become future leaders of a greater tomorrow by developing and acquiring all skills necessary by providing them with the best education possible.

Table of Contents

Goals 4

Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive. 4

Goal 2: ACADEMIC EXCELLENCE Zavala empowers all learners to excel in current and future pursuits. 8

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district. 13

Goal 4: CULTURE OF ACCOUNTABILITY Zavala cultivates a culture of transparency, care, and service. 16

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity. 18







Goals

Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Zavala 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: Create a system where the counselor and administration will teach strategies for students to improve their self-management skills. Strategy's Expected Result/Impact: Students will be better able to manage their emotions such as frustration or stress Staff Responsible for Monitoring: Administration, Counsellour Title I: 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 3 - L4 Culture of Accountability (Parent & Community Engagement) 3		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Zavala will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 50% from 40 to 60 students.

High Priority

Evaluation Data Sources: Survey results









Strategy 1 Details	Reviews			
	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Zavala will continue to create an integrated system of school support, extended learning opportunities, and community partnerships by increasing participation in grades PK - 5th.

High Priority

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Continue to support extended learning opportunities and community partnerships with Project Vida by promoting the daycare through parent fliers and parent meetings. Strategy's Expected Result/Impact: Parent engagement Staff Responsible for Monitoring: Administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 - L4 Culture of Accountability (Parent & Community Engagement) 2	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Pursuit a collaboration with Project Aliviane so they can support us with PBIS events. Strategy's Expected Result/Impact: Increase students motivation in improving their behavior to participate in PBIS events. Staff Responsible for Monitoring: Administrations, PBIS Committee. Title I: 2.6 Prioritized Needs: L1 Whole Child (Culture & Climate) 4	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Each grade level will have at least one field trip during the current school year. Strategy's Expected Result/Impact: Students will be exposed to experiences beyond school. Staff Responsible for Monitoring: Administration, Teachers. Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: Field Trips Fees and Transportation - 211 ESEA Title I Part A (Campus) - \$1,500	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Zavala will have a Red Ribbon Week and a Career Day Strategy's Expected Result/Impact: Increase students awareness Staff Responsible for Monitoring: Counselor and Administration Prioritized Needs: L1 Whole Child (Culture & Climate) 3, 4	Formative			Summative
	Oct	Jan	Mar	June
				

0%

No Progress

100%

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Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Zavala will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 90% of our campus.

High Priority







Evaluation Data Sources: Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: The PBIS committee will schedule and create a calendar of PBIS/SEL celebrations. The committee will collaborate and establish rewards, incentives, and consequences. Strategy's Expected Result/Impact: Decrease the discipline referrals Staff Responsible for Monitoring: Teachers and Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3, 4	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT Zavala will foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Zavala 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 21 disciplinary removals to 10.

Evaluation Data Sources: OnPoint Discipline Action Summary Report












Strategy 1 Details		Reviews			
Strategy 1: Counselor will provide direct services to students in a large group or small group setting to deliver instruction in the areas of academic and personal-social and emotional development. Strategy's Expected Result/Impact: Provide guidance to students, create positive growth mindsets, and reduce disciplinary removals Staff Responsible for Monitoring: Counselor and Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3		Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE Zavala empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Zavala will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 70% of all Zavala.

High Priority

Evaluation Data Sources: Walkthroughs and Feedback Conferencs

Strategy 1 Details	Reviews			
Strategy 1: Principal and Assistant principal will make 10 walkthroughs per week and offer them feedback for each walkthrough, and plan the professional development using the data from the walkthroughs. Strategy's Expected Result/Impact: Improve teaching skills and ensure curriculum fidelity. Staff Responsible for Monitoring: Administration. Title I: 2.5 - 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 Funding Sources: - 211 ESEA Title I Part A (Campus) - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus Teaching Coaches will provide training to teachers on how to use high quality instructional materials adopted by the district this year for Reading Language Arts, Math, and Social Studies. Teachers will implement skills during first teach, interventions, tutoring and Saturday tutoring. Strategy's Expected Result/Impact: Teachers will become proficient in navigating and utilizing the district provided resources to start the school year, and we'll offer after school tutoring or Saturday School Staff Responsible for Monitoring: CTCs, Teachers, Administration Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 Funding Sources: Tutorials - 185 SCE (Campus) - \$8,754	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Zavala will monitor all students in PreK4-2nd Grade to ensure that by the end of the school year, at least 70% os students are placed on or above benchmark in Math and Reading (MAPs testing for K-2nd) Strategy's Expected Result/Impact: Accountability for lower grades and monitor students' progress. Staff Responsible for Monitoring: CTCs, Teachers, Administration Title I: 2.4, 2.5, 2.6 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE Zavala empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Zavala will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 35% to 45%.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Zavala will be able to supply our students with instructional materials in reading, math, and science for academic growth. Strategy's Expected Result/Impact: To increase skills and abilities in the areas of need. Staff Responsible for Monitoring: Teachers and 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: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Instructional and Testing Materials - 211 ESEA Title I Part A (Campus) - \$3,000, Instructional and Testing Materials - 185 SCE (Campus) - \$1,145	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide teachers with extra time to internalize the High Quality Instructional Materials and to review students' academic data. Strategy's Expected Result/Impact: Teacher will have more time to plan and to use data to drive their instruction. Staff Responsible for Monitoring: Administration, CTCs, Teachers Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Substitutes for Teachers - 211 ESEA Title I Part A (Campus) - 3044 - \$3,044, Substitutes for Teachers - 185 SCE (Campus) - \$3,551	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



Accomplished



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Discontinue

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

Performance Objective 3: By June 2024, Zavala will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 58% with all student groups meeting board approved metrics.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Reading interventionist will tutor the students that are at risk of not meeting grade level according to the MAPs, Interim, and unit assessments. Strategy's Expected Result/Impact: Improve academic achievement in reading for our 3rd graders. Staff Responsible for Monitoring: Campus Teaching Coaches, 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: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Zavala will hold monthly meeting data PLCs to review assessments and progress of the students. Strategy's Expected Result/Impact: Teachers and Interventionists will be able to provide on time support for the students that need them. Staff Responsible for Monitoring: Teacher, CTCs, Interventionists. Title I: 2.6 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 4: By June 2024, Zavala will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 42% to 54% with all student groups meeting board approved metrics.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Math interventionist will tutor the students that are at risk of not meeting grade level according to the MAPs, Interim, and unit assessments. Strategy's Expected Result/Impact: Improve academic achievement in math for our 3rd graders Staff Responsible for Monitoring: Campus Teaching Coaches, 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: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Zavala will hold monthly meeting data PLCs to review assessments and progress of the students. Strategy's Expected Result/Impact: Teachers and Interventionists will be able to provide on time support for the students that need them. Staff Responsible for Monitoring: Teacher, CTCs, Interventionists. Title I: 2.4, 2.5, 2.6 Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



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

Performance Objective 1: By June 2024, Zavala will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 10% from 260 to 286

High Priority

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

Strategy 1 Details	Reviews			
Strategy 1: Administration will establish clear communication with parents regarding both academic and behavioral/social issued that arise with their children. Communication will be established within 24 hours of the incident. Strategy's Expected Result/Impact: Parents will feel valued and listened to, and they will feel that issues are resolved promptly. Staff Responsible for Monitoring: Administration Title I: 2.6 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 3 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Zavala will improve their customer service by updating their phones, communication systems, and computers in the main office and secretary office. Strategy's Expected Result/Impact: Improve the quality of the communications offered. Staff Responsible for Monitoring: Administration Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3 Funding Sources: Communications Improvement - 211 ESEA Title I Part A (Campus) - \$2,000	Formative			Summative
	Oct	Jan	Mar	June







Strategy 3 Details	Reviews			
Strategy 3: Renovate furniture in the classrooms, starting with PreK, Kinder and First grade. Strategy's Expected Result/Impact: Students will have a better learning environment. Staff Responsible for Monitoring: Administrations Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Furniture - 211 ESEA Title I Part A (Campus) - \$6,750	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, Zavala will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled teacher positions on first day of school from 91% to 97%.

High Priority

Evaluation Data Sources: # Vacancies data







Strategy 1 Details	Reviews			
Strategy 1: Create strong systems of support and tailored professional development for our teachers, and to foster strong collaborative teams and to listen and value employees input. Strategy's Expected Result/Impact: Teacher retention will be 100% in June 2024 Staff Responsible for Monitoring: Administration, CTCs Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 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 3: By June 2024, Zavala 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			
Strategy 1: We will provide teachers with actionable feedback and support to achieve higher designations in TTESS Strategy's Expected Result/Impact: By establishing a clear roadmap to excellence, 25% of our teachers will achieve distinguished status. Staff Responsible for Monitoring: Administration, CTCs, Teachers Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2	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, Zavala 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: To complete the installation of Promethean boards in the classrooms. Strategy's Expected Result/Impact: Teacher will use technology to enhance teaching instead of simply substituting or projecting. Staff Responsible for Monitoring: Administration, CTCs, Technology Title I: 2.4 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 2 Details	Reviews			
Strategy 2: Update printers for the classrooms that need it to print engaging activities to the students. Strategy's Expected Result/Impact: Teacher will use technology to enhance teaching instead of simply substituting or projecting. Teacher will use technology to enhance teaching by being able to print activities for the students in the classrooms. Staff Responsible for Monitoring: Administration, CTCs, Technology Title I: 2.4 Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: Promethans - 211 ESEA Title I Part A (Campus) - \$8,000	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: By June 2024, Zavala will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 91.68 % to 94%.

High Priority

Evaluation Data Sources: Attendance rate

Strategy 1 Details	Reviews			
Strategy 1: Zavala will create incentives such as Battle of the Grades to promote attendance. Strategy's Expected Result/Impact: Increase student attendance rate from 91.68 to 94% Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				



No Progress



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

Performance Objective 2: By June 2024, Zavala 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.







Strategy 1 Details	Reviews			
Strategy 1: Zavala will host Math, Reading, and Science Night for students and parents. Strategy's Expected Result/Impact: Family and community engagement. Staff Responsible for Monitoring: Parent Engagement Liasion and Administration Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 2, 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Our Parent Engagement Liasion will host events and workshops to inform parents and to help them to contribute to they children education. Strategy's Expected Result/Impact: Help our parents to be an active agent in the students' education. Staff Responsible for Monitoring: PEL, Administration Title I: 4.1, 4.2 Prioritized Needs: L5 Equity by Design (Demographics) 1 Funding Sources: Parent Materials - 211 ESEA Title I Part A (Campus) - \$1,406	Formative			Summative
	Oct	Jan	Mar	June
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Goal 4: CULTURE OF ACCOUNTABILITY Zavala cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Zavala 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 Increase in the annual percentage of entitlement program expenditures

High Priority

Evaluation Data Sources: Parent and Community Meeting







Strategy 1 Details	Reviews			
Strategy 1: Principal will held one meeting per semester to inform parents about our budget and programs. Strategy's Expected Result/Impact: Communicate parents about school processes. Staff Responsible for Monitoring: Administration Title I: 4.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 3	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, Zavala 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%







High Priority

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Reading interventionist will work with Emergent Bilinguals to prepare them not only for STAAR, but for TELPAS Strategy's Expected Result/Impact: Reduce the number of Emergent Bilingual achieving beginning on TELPAS. Staff Responsible for Monitoring: Reading interventionist and Administration. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
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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, Zavala will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs.

Strategy 1 Details	Reviews			
Strategy 1: During PLCs, we'll review TTESS domains and the district vision. This way, teachers will have a clear understanding of EPISD's vision and the way teachers will be evaluated. Strategy's Expected Result/Impact: An understanding of the rubric will help teachers monitor and improve their own strengths and weaknesses. Staff Responsible for Monitoring: Elementary Assistant Superintendent, Administration, CTCs Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
				
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