

# **El Paso Independent School District**

## **Zavala Elementary School**

### **2023-2024 Goals/Performance Objectives/Strategies**



# 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.

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# 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.

**Evaluation Data Sources:** CK-12 Survey

| Strategy 1 Details   |  | Reviews   |     |     |           |
|--|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b><br>Create a a system where the counselor and administration will teach strategies for students to improve their self-management skills.<br><br><b>Strategy's Expected Result/Impact:</b> Students will be better able to manage their emotions such as frustration or stress<br><br><b>Staff Responsible for Monitoring:</b> Administration, Counsellour<br><br><b>Title I:</b><br>4.2<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning<br><b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3 - L4 Culture of Accountability (Parent & Community Engagement) 3 |  | Formative |     |     | Summative |
|  |  | Oct       | Jan | Mar | June      |
|  |  |           |     |     |           |

 No Progress
  Accomplished
  Continue/Modify
  Discontinue





## Performance Objective 1 Prioritized Needs:

| L1 Whole Child (Culture & Climate)   |
|--|
| <b>Prioritized Need 3:</b> Decrease Zavala's ISS/OSS incidents of a total of 6% to a total of 5% or lower by implementing SEL Strategies, the low- level referral forms and PBIS events.<br><b>Root Cause:</b> Lack of organization of the PBIS committee .                |
| L4 Culture of Accountability (Parent & Community Engagement)   |
| <b>Prioritized Need 3:</b> Although we use different channels of communication, Zavala does not have a streamlined process to communicate with parents. <b>Root Cause:</b> Some teachers use Classdojo to communicate, while other use Seesaw to communicate with parents. |

**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.

**Evaluation Data Sources:** Survey results

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Develop and Implement 2 new clubs for PK-5th grade to increase student participation.<br><b>Strategy's Expected Result/Impact:</b> Increase student participation from 40-60 students<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>Title I:</b><br>2.5<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 1<br><b>Funding Sources:</b> Clubs Materials - 211 ESEA Title I Part A (Campus) - \$2,000 | 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:**




| L1 Whole Child (Culture & Climate)   |
|--|
| <b>Prioritized Need 1:</b> Increase the number of extracurricular clubs at Zavala to up to 6, Increase student Zavala club participation from 40 students to 80 students <b>Root Cause:</b> Lack of communications about after school clubs. |

**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.

**Evaluation Data Sources:** District tracking tool

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

| Strategy 4 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 4:</b> Zavala will have a Red Ribbon Week and a Career Day<br><b>Strategy's Expected Result/Impact:</b> Increase students awareness<br><b>Staff Responsible for Monitoring:</b> Counselor and Administration<br><br><b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4   | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | June      |
|   |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |





### Performance Objective 3 Prioritized Needs:

| L1 Whole Child (Culture & Climate)   |
|--|
| <b>Prioritized Need 1:</b> Increase the number of extracurricular clubs at Zavala to up to 6, Increase student Zavala club participation from 40 students to 80 students <b>Root Cause:</b> Lack of communications about after school clubs.   |
| <b>Prioritized Need 2:</b> Continue to support and inform our Zavala community about the daycare through our parental engagement leader and parent meetings <b>Root Cause:</b> Parents are not aware about the after school daycare offered by Project Vida.   |
| <b>Prioritized Need 3:</b> Decrease Zavala's ISS/OSS incidents of a total of 6% to a total of 5% or lower by implementing SEL Strategies, the low-level referral forms and PBIS events. <b>Root Cause:</b> Lack of organization of the PBIS committee.   |
| <b>Prioritized Need 4:</b> Implement PBIS/SEL with fidelity by scheduling monthly meetings to plan for student events and celebrations. Implement a data binder to include schoolwide behavior expectations, classrooms procedures and instruction. <b>Root Cause:</b> Lack of organization of the PBIS committee. |
| L4 Culture of Accountability (Parent & Community Engagement)   |
| <b>Prioritized Need 2:</b> Only a small percentage of parents participate in the weekly meetings and events that Zavala organizes. <b>Root Cause:</b> Parent do not know about the weekly meetings or are unable to attend due to work.  |

**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.

**Evaluation Data Sources:** Developed Tracking Rubric

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> The PBIS committee will schedule and create a calendar of PBIS/SEL celebrations. The committee will collaborate and establish rewards, incentives, and consequences.<br><b>Strategy's Expected Result/Impact:</b> Decrease the discipline referrals<br><b>Staff Responsible for Monitoring:</b> Teachers and Administration<br><br><b>Title I:</b><br>2.5<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3, 4 | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | June      |
|   |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>   |           |     |     |           |

**Performance Objective 4 Prioritized Needs:**





| L1 Whole Child (Culture & Climate)  |
|---|
| <p><b>Prioritized Need 3:</b> Decrease Zavala's ISS/OSS incidents of a total of 6% to a total of 5% or lower by implementing SEL Strategies, the low- level referral forms and PBIS events.<br/> <b>Root Cause:</b> Lack of organization of the PBIS committee .</p> <p><b>Prioritized Need 4:</b> Implement PBIS/SEL with fidelity by scheduling monthly meetings to plan for student events and celebrations. Implement a data binder to include schoolwide behavior expectations, classrooms procedures and instruction. <b>Root Cause:</b> Lack of organization of the PBIS committee .</p> |



**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   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Provide guidance to students, create positive growth mindsets, and reduce disciplinary removals<br><b>Staff Responsible for Monitoring:</b> Counselor and Administration<br><br><b>Title I:</b><br>2.5<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Prioritized Needs:</b> L1 Whole Child (Culture & Climate) 3 | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>  |           |     |     |           |

**Performance Objective 5 Prioritized Needs:**





| L1 Whole Child (Culture & Climate)  |
|---|
| <b>Prioritized Need 3:</b> Decrease Zavala's ISS/OSS incidents of a total of 6% to a total of 5% or lower by implementing SEL Strategies, the low- level referral forms and PBIS events.<br><b>Root Cause:</b> Lack of organization of the PBIS committee . |

**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.

**Evaluation Data Sources:** Walkthroughs and Feedback Conferencnes

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Improve teaching skills and ensure curriculum fidelity.<br><b>Staff Responsible for Monitoring:</b> Administration.<br><br><b>Title I:</b><br>2.5<br>- <b>TEA Priorities:</b><br>Recruit, support, retain teachers and principals<br>- <b>ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning<br><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1<br><b>Funding Sources:</b> - 211 ESEA Title I Part A (Campus) - \$1,000   | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> 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<br><b>Staff Responsible for Monitoring:</b> CTCs, Teachers, Administration<br><br><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2<br><b>Funding Sources:</b> Tutorials - 185 SCE (Campus) - \$8,754 | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |

| Strategy 3 Details  |  | Reviews   |     |     |           |
|---|--|-----------|-----|-----|-----------|
| <b>Strategy 3:</b> Zavala will monitor all students in PreK4-2nd Grade to ensure that by the end of the school year, at least 70% of students are placed on or above benchmark in Math and Reading (MAPs testing for K-2nd)<br><b>Strategy's Expected Result/Impact:</b> Accountability for lower grades and monitor students' progress.<br><b>Staff Responsible for Monitoring:</b> CTCs, Teachers, Administration<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>Prioritized Needs:</b> 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:





| L2 Academic Excellence (Curriculum, Instruction, Assessment)   |
|--|
| <b>Prioritized Need 1:</b> Administrators need to complete 5 walkthroughs at least per week, and 2 conference tools per week at least. <b>Root Cause:</b> Zavala was months with interims principal and assistant principal.<br><b>Prioritized Need 2:</b> Administrators review the lesson plans, but rarely provide feedback to the teachers about their lesson planning. <b>Root Cause:</b> Lack of structure and constant changes in leadership                          |
| L4 Culture of Accountability (Parent & Community Engagement)   |
| <b>Prioritized Need 1:</b> Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. <b>Root Cause:</b> Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance. |

**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%.

**HB3 Goal**

**Evaluation Data Sources:** STAAR

| Strategy 1 Details  |  | Reviews   |     |     |           |
|---|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Zavala will be able to supply our students with instructional materials in reading, math, and science for academic growth.<br><b>Strategy's Expected Result/Impact:</b> To increase skills and abilities in the areas of need.<br><b>Staff Responsible for Monitoring:</b> Teachers and administration.<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments<br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1<br><b>Funding Sources:</b> 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   |     |     |           |
| <b>Strategy 2:</b> Provide teachers with extra time to internalize the High Quality Instructional Materials and to review students' academic data.<br><b>Strategy's Expected Result/Impact:</b> Teacher will have more time to plan and to use data to drive their instruction.<br><b>Staff Responsible for Monitoring:</b> Administration, CTCs, Teachers<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L4 Culture of Accountability (Parent & Community Engagement) 1<br><b>Funding Sources:</b> 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  Continue/Modify  Discontinue  |  |           |     |     |           |

## Performance Objective 2 Prioritized Needs:

### L2 Academic Excellence (Curriculum, Instruction, Assessment)

**Prioritized Need 2:** Administrators review the lesson plans, but rarely provide feedback to the teachers about their lesson planning. **Root Cause:** Lack of structure and constant changes in leadership

### L4 Culture of Accountability (Parent & Community Engagement)





**Prioritized Need 1:** Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. **Root Cause:** Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance.

**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.

**HB3 Goal**

**Evaluation Data Sources:** STAAR

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Reading interventionist will tutor the students that are at risk of not meeting grade level according to the MAPs, Interim, and unit assessments.<br><b>Strategy's Expected Result/Impact:</b> Improve academic achievement in reading for our 3rd graders.<br><b>Staff Responsible for Monitoring:</b> Campus Teaching Coaches, Administration<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments<br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | June      |
|   |           |     |     |           |
| Strategy 2 Details  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Zavala will hold monthly meeting data PLCs to review assessments and progress of the students.<br><b>Strategy's Expected Result/Impact:</b> Teachers and Interventionists will be able to provide on time support for the students that need them.<br><b>Staff Responsible for Monitoring:</b> Teacher, CTCs, Interventionists.<br><br><b>Title I:</b><br>2.6<br><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2   | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | June      |
|   |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>   |           |     |     |           |

**Performance Objective 3 Prioritized Needs:**

| L2 Academic Excellence (Student Achievement)  |
|---|
| <b>Prioritized Need 1:</b> Teach TEKS with rigor since the lower grades. <b>Root Cause:</b> Students not fully mastering TEKS from 2nd grade. |

## **L2 Academic Excellence (Student Achievement)**

**Prioritized Need 2:** Start gathering student's academic performance data since the beginning of the school year, and use that data to drive our instruction. **Root Cause:** We have a lot of data sources but we do not organize them.

## **L4 Culture of Accountability (Parent & Community Engagement)**





**Prioritized Need 1:** Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. **Root Cause:** Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance.

**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.

**HB3 Goal**

**Evaluation Data Sources:** STAAR

| Strategy 1 Details   |  | Reviews   |     |   |           |
|--|--|---|-----|---|-----------|
| <b>Strategy 1:</b> Math interventionist will tutor the students that are at risk of not meeting grade level according to the MAPs, Interim, and unit assessments.<br><b>Strategy's Expected Result/Impact:</b> Improve academic achievement in math for our 3rd graders<br><b>Staff Responsible for Monitoring:</b> Campus Teaching Coaches, Administration<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>- TEA Priorities:</b><br>Build a foundation of reading and math<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments<br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 1 |  | Formative   |     |   | Summative |
|  |  | Oct   | Jan | Mar   | June      |
|  |  |   |     |   |           |
| Strategy 2 Details   |  | Reviews   |     |   |           |
| <b>Strategy 2:</b> Zavala will hold monthly meeting data PLCs to review assessments and progress of the students.<br><b>Strategy's Expected Result/Impact:</b> Teachers and Interventionists will be able to provide on time support for the students that need them.<br><b>Staff Responsible for Monitoring:</b> Teacher, CTCs, Interventionists.<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2  |  | Formative   |     |   | Summative |
|  |  | Oct   | Jan | Mar   | June      |
|  |  |   |     |   |           |
|  No Progress  |  |  Accomplished  |     |  Continue/Modify |           |
|  |  |  Discontinue |     |   |           |

**Performance Objective 4 Prioritized Needs:**

| L2 Academic Excellence (Student Achievement)  |  |
|---|--|
| <b>Prioritized Need 1:</b> Teach TEKS with rigor since the lower grades. <b>Root Cause:</b> Students not fully mastering TEKS from 2nd grade. |  |



## **L2 Academic Excellence (Student Achievement)**

**Prioritized Need 2:** Start gathering student's academic performance data since the beginning of the school year, and use that data to drive our instruction. **Root Cause:** We have a lot of data sources but we do not organize them.





## **L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 1:** Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. **Root Cause:** Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance.

**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

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

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Parents will feel valued and listened to, and they will feel that issues are resolved promptly.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>Title I:</b><br>2.6<br><b>Prioritized Needs:</b> 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   |     |     |           |
| <b>Strategy 2:</b> Zavala will improve their customer service by updating their phones and computers in the main office and secretary office.<br><b>Strategy's Expected Result/Impact:</b> Improve the quality of the communications offered.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 3<br><b>Funding Sources:</b> Communications Improvement - 211 ESEA Title I Part A (Campus) - \$2,000  | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| Strategy 3 Details   | Reviews   |     |     |           |
| <b>Strategy 3:</b> Renovate furniture in the classrooms, starting with PreK, Kinder and First grade.<br><b>Strategy's Expected Result/Impact:</b> Students will have a better learning environment.<br><b>Staff Responsible for Monitoring:</b> Administrations<br><br><b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1<br><b>Funding Sources:</b> Furniture - 211 ESEA Title I Part A (Campus) - \$6,750  | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>  |           |     |     |           |

## Performance Objective 1 Prioritized Needs:

| <b>L3 Destination School (Perceptions, Facilities, Programs, Technology)</b>  |
|---|
| <b>Prioritized Need 1:</b> Offer students extra-curricular experiences that will enhanced their educational experiences, such as field trips, external speakers. etc. <b>Root Cause:</b> Our students do not have access to certain activities or experiences after school. |
| <b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>   |
| <b>Prioritized Need 3:</b> Although we use different channels of communication, Zavala does not have a streamlined process to communicate with parents. <b>Root Cause:</b> Some teachers use Classdojo to communicate, while other use Seesaw to communicate with parents.  |
| <b>L5 Equity by Design (Demographics)</b>   |
| <b>Prioritized Need 1:</b> Involve parents and community to the school dynamic and activities. <b>Root Cause:</b> Most of our parents do not participate in the school's events or activities.  |

**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%.

**Evaluation Data Sources:** # Vacancies data

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Teacher retention will be 100% in June 2024<br><b>Staff Responsible for Monitoring:</b> Administration, CTCs<br><br><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1 | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| <div><div><div></div><div>0%</div></div>No Progress</div> <div><div><div></div><div>100%</div></div>Accomplished</div> <div><div><div></div></div>Continue/Modify</div> <div><div><div></div></div>Discontinue</div>   |           |     |     |           |

**Performance Objective 2 Prioritized Needs:**

| L3 Destination School (Staff Recruitment, Retention &Prof. Dev)   |
|---|
| <b>Prioritized Need 1:</b> Create professional development session that will address specific teacher needs, <b>Root Cause:</b> We have data that we can use to target the PD for our teachers. |

**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

**Evaluation Data Sources:** Professional Development Plan Success Metrics

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> We will provide teachers with actionable feedback and support to achieve higher designations in TTESS<br><b>Strategy's Expected Result/Impact:</b> By establishing a clear roadmap to excellence, 25% of our teachers will achieve distinguished status.<br><b>Staff Responsible for Monitoring:</b> Administration, CTCs, Teachers<br><br><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 | 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:**

| L2 Academic Excellence (Curriculum, Instruction, Assessment)   |
|--|
| <b>Prioritized Need 1:</b> Administrators need to complete 5 walkthroughs at least per week, and 2 conference tools per week at least. <b>Root Cause:</b> Zavala was months with interims principal and assistant principal. |
| <b>Prioritized Need 2:</b> Administrators review the lesson plans, but rarely provide feedback to the teachers about their lesson planning. <b>Root Cause:</b> Lack of structure and constant changes in leadership          |

**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.

**Evaluation Data Sources:** Technology Campus Support Plan Success Criteria

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> To complete the installation of printers and document cameras boards in the classrooms.<br><b>Strategy's Expected Result/Impact:</b> Teacher will use technology to enhance teaching instead of simply substituting or projecting.<br><b>Staff Responsible for Monitoring:</b> Administration, CTCs, Technology<br><br><b>Title I:</b><br>2.4<br><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1   | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Acquire Prometheans for Second Grade classrooms.<br><b>Strategy's Expected Result/Impact:</b> Teacher will use technology to enhance teaching instead of simply substituting or projecting.<br><b>Staff Responsible for Monitoring:</b> Administration, CTCs, Technology<br><br><b>Title I:</b><br>2.4<br><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1<br><b>Funding Sources:</b> Promethans - 211 ESEA Title I Part A (Campus) - \$8,000 | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>  |           |     |     |           |

**Performance Objective 4 Prioritized Needs:**





| L3 Destination School (Staff Recruitment, Retention & Prof. Dev)  |
|---|
| <b>Prioritized Need 1:</b> Create professional development session that will address specific teacher needs, <b>Root Cause:</b> We have data that we can use to target the PD for our teachers. |

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| <b>L3 Destination School (Perceptions, Facilities, Programs, Technology)</b>   |
| <b>Prioritized Need 1:</b> Offer students extra-curricular experiences that will enhanced their educational experiences, such as field trips, external speakers. etc. <b>Root Cause:</b> Our students do not have access to certain activities or experiences after school.  |
| <b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>  |
| <b>Prioritized Need 1:</b> Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. <b>Root Cause:</b> Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance. |

**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%.

**Evaluation Data Sources:** Attendance rate

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Zavala will create incentives such as Battle of the Grades to promote attendance.<br><b>Strategy's Expected Result/Impact:</b> Increase student attendance rate from 91.68 to 94%<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>Title I:</b><br>2.4<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 1: Strong School Leadership and Planning<br><b>Prioritized Needs:</b> 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)   |
|--|
| <b>Prioritized Need 1:</b> Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. <b>Root Cause:</b> Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance. |



**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   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Zavala will host Math, Reading, and Science Night for students and parents.<br><b>Strategy's Expected Result/Impact:</b> Family and community engagement.<br><b>Staff Responsible for Monitoring:</b> Parent Engagement Liasion and Administration<br><br><b>Title I:</b><br>4.1, 4.2<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 2, 3          | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | June      |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Our Parent Engagement Liasion will host events and workshops to inform parents and to help them to contribute to they children education.<br><b>Strategy's Expected Result/Impact:</b> Help our parents to be an active agent in the students' education.<br><b>Staff Responsible for Monitoring:</b> PEL, Administration<br><br><b>Title I:</b><br>4.1, 4.2<br><b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 1<br><b>Funding Sources:</b> Parent Materials - 211 ESEA Title I Part A (Campus) - \$1,406 | 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)   |
|--|
| <b>Prioritized Need 2:</b> Only a small percentage of parents participate in the weekly meetings and events that Zavala organizes. <b>Root Cause:</b> Parent do not know about the weekly meetings or are unable to attend due to work.                                    |
| <b>Prioritized Need 3:</b> Although we use different channels of communication, Zavala does not have a streamlined process to communicate with parents. <b>Root Cause:</b> Some teachers use Classdojo to communicate, while other use Seesaw to communicate with parents. |

|  |
|--|
| <b>L5 Equity by Design (Demographics)</b>  |
| <b>Prioritized Need 1:</b> Involve parents and community to the school dynamic and activities. <b>Root Cause:</b> Most of our parents do not participate in the school's events or activities. |

**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 the annual percentage of entitlement program expenditures

**Evaluation Data Sources:** Parent and Community Meeting

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Principal will held one meeting per semester to inform parents about our budget and programs.<br><b>Strategy's Expected Result/Impact:</b> Communicate parents about school processes.<br><b>Staff Responsible for Monitoring:</b> Administration<br><br><b>Title I:</b><br>4.1<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 3: Positive School Culture<br><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>  |           |     |     |           |

**Performance Objective 3 Prioritized Needs:**

| L4 Culture of Accountability (Parent & Community Engagement)   |
|--|
| <b>Prioritized Need 3:</b> Although we use different channels of communication, Zavala does not have a streamlined process to communicate with parents. <b>Root Cause:</b> Some teachers use Classdojo to communicate, while other use Seesaw to communicate with parents. |

**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%

**Evaluation Data Sources:** TELPAS





| Strategy 1 Details  |  | Reviews   |     |     |           |
|---|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Reading interventionist will work with Emergent Bilinguals to prepare them not only for STAAR, but for TELPAS<br><br><b>Strategy's Expected Result/Impact:</b> Reduce the number of Emergent Bilingual achieving beginning on TELPAS.<br><b>Staff Responsible for Monitoring:</b> Reading interventionist and Administration.<br><br><b>Title I:</b><br>2.4, 2.5, 2.6<br><b>- TEA Priorities:</b><br>Improve low-performing schools<br><b>- ESF Levers:</b><br>Lever 4: High-Quality Instructional Materials and Assessments<br><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent & Community Engagement) 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:**

| L4 Culture of Accountability (Parent & Community Engagement)   |
|--|
| <b>Prioritized Need 1:</b> Student's low performance correlates with low attendance, lack of the first teach, classroom instruction, reviews, small groups, and HB4545 Accelerated Instruction. <b>Root Cause:</b> Students miss out on the first teach and differentiated instruction in different school settings. One suggestion would be to create school-parent attendance contracts; also creating an attendance program to reward classrooms with perfect attendance. |

**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   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> An understanding of the rubric will help teachers monitor and improve their own strengths and weaknesses.<br><b>Staff Responsible for Monitoring:</b> Elementary Assistant Superintendent, Administration, CTCs<br><br><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 | 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)   |
|--|
| <b>Prioritized Need 1:</b> Administrators need to complete 5 walkthroughs at least per week, and 2 conference tools per week at least. <b>Root Cause:</b> Zavala was months with interims principal and assistant principal. |
| <b>Prioritized Need 2:</b> Administrators review the lesson plans, but rarely provide feedback to the teachers about their lesson planning. <b>Root Cause:</b> Lack of structure and constant changes in leadership          |