

**El Paso Independent School District**  
**Coach Wally Hartley PK-8**  
**2023-2024 Campus Improvement Plan**



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# Comprehensive Needs Assessment

## L1 Whole Child (Culture & Climate)

### L1 Whole Child (Culture & Climate) Summary

Teachers feel that the campus is safe. Student discipline has been reduced

In order to prevent bullying, Hartley offers mentors and counseling

Safety Drills are practiced monthly (firedrills, lockout or lockdown)

Students exiting DAEP/About face have a support system in place to help them transition to regular schedule

6th grade students are participating in intramurals after school (approx 50 students)

In addition to sports, there are approximately 5 extracurricular activities offered daily.

### L1 Whole Child (Culture & Climate) Strengths

#### Campus Safety Training

Reduction in discipline

### Prioritized Needs Identifying L1 Whole Child (Culture & Climate) Needs

**Prioritized Need 1:** High number of DAEP placements **Root Cause:** Increase in mandatory placement behaviors

**Prioritized Need 2:** Strengthen PBIS initiative **Root Cause:** Lack of PBIS buy-in and resources to implement the initiative successfully

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

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

Data driven instruction

Rigor in the classroom one of academic excellence above and beyond classroom education

Reading is double blocked in 6th and 7th grade/8th grade has intervention class/elementary intervention is built in schedule

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

Data driven instruction

Strong PLC's and planning

Scaffolding

### **Prioritized Needs Identifying L2 Academic Excellence (Curriculum, Instruction, Assessment) Needs**

**Prioritized Need 1:** Support tier 3 teachers on content knowledge and expertise **Root Cause:** Increase Professional Development opportunities

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

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

Pending STAAR data

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

Elementary is an A campus and Middle is a B

Master schedule is designed in a way for built in intervention and success

Schedules are being tailored for EB students to ensure success.

### **Prioritized Needs Identifying L2 Academic Excellence (Student Achievement) Needs**

**Prioritized Need 1:** Continue to assist SPED and EB students to ensure growth on goals and objectives **Root Cause:** Additional assistance is required to ensure these sub pops reach grade level success

## **L3 Destination District (Staff Recruitment, Retention & Prof. Dev)**

### **L3 Destination District (Staff Recruitment, Retention & Prof. Dev) Summary**

High quality teachers

High retention rate

Ideas are shared through PLC's across grade levels

Best practices monitored through walkthroughs

### **L3 Destination District (Staff Recruitment, Retention & Prof. Dev) Strengths**

100% highly qualified teachers

High retention rate

Daily PLC's/Monthly PLC's

### **Prioritized Needs Identifying L3 Destination District (Staff Recruitment, Retention & Prof. Dev) Needs**

**Prioritized Need 1:** More PD for teachers   **Root Cause:** Professional Development needs to be extended beyond PLC.

**Prioritized Need 2:** Mentoring for teachers   **Root Cause:** New teachers are in need of support in order to ensure success.

## **L3 Destination District (Perceptions, Facilities, Programs, Technology)**

### **L3 Destination District (Perceptions, Facilities, Programs, Technology) Summary**

All rooms are pre-wired for blue-tooth and with promethean boards

All students have own devices

All teachers have teachers have new devices

3rd/8th grade students have new computers

### **L3 Destination District (Perceptions, Facilities, Programs, Technology) Strengths**

New building new technology

### **Prioritized Needs Identifying L3 Destination District (Perceptions, Facilities, Programs, Technology) Needs**

**Prioritized Need 1:** Keeping up with repair issues for students in technology **Root Cause:** Need for funding to replace student technology when broken or lost

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

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

Hartley will have an updated school website and uses social media/class dojo to communicate with parents

There is a military and parent liaison to help with family support and engagement

Hartley has MFLAC to help with military families

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

100% Military Liaison

Monthly Coffee with the Principal

Monthly newsletter

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

**Prioritized Need 1:** More volunteers on campus **Root Cause:** Lack of VIPS on campus, lack of parent involvement

**Prioritized Need 2:** Increase the number of PIES **Root Cause:** Loss of connection with Military Unit and business connections in the community



# L5 Equity by Design (Demographics)

## L5 Equity by Design (Demographics) Summary

More than 53% military families

60% at Risk

26% EB students

15% Sped population

Dual language programs

7% African American, 70% Hispanic, 15% White, and 3% Asian

## L5 Equity by Design (Demographics) Strengths

Campus diveristy
Communication within the campus is one of our greatest attributes

## Prioritized Needs Identifying L5 Equity by Design (Demographics) Needs

**Prioritized Need 1:** High Mobility rate    **Root Cause:** Number of military families and frequent PCSing

**Prioritized Need 2:** Attendance issues    **Root Cause:** Need to involve Alpha Initiative and file on students with attendance issues. Offer more incentives to attend and recognize those who do

# Prioritized Needs

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Local Accountability Systems (LAS) data

## Student Data: Assessments

- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- State-developed online interim assessments

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- STEM and/or STEAM data

## Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- School safety data
- Enrollment trends

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

# 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, Hartley will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey. (Communications)

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





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will empower employees with education skills to enable them to achieve their best possible health (physical, emotional & mental). Positively affect employee morale and job satisfaction. This will be measured using campus culture survey data. Participation in staff surveys will increase by 20% <b>Strategy's Expected Result/Impact:</b> Increased well being of staff <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> By June 2024, Hartley will cultivate a mindset and commitment to customer service that promotes respect, transparency, and trust, as defined by the metrics. Survey results will be utilized to determine progress in the commitment to customer service. Customer satisfaction will increase by 10% from August 2023 to June 2024. <b>Strategy's Expected Result/Impact:</b> Increased customer satisfaction <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </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, Hartley will increase PK-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%

**High Priority**

**Evaluation Data Sources:** Survey results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide for field trips, admissions and awards for students <b>Strategy's Expected Result/Impact:</b> Improvement in overall school climate and morale <b>Staff Responsible for Monitoring:</b> ALL, Counselors, Department Chairs	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide for student travel for competition and field trips <b>Strategy's Expected Result/Impact:</b> Improved success in the classroom, increased participation in school activities. <b>Staff Responsible for Monitoring:</b> Principal	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, Hartley will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 6 extended learning opportunities by 25 %

**High Priority**  
**Evaluation Data Sources:** District tracking tool





Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Provide additional extended learning opportunities for students to include fine arts and athletics <b>Strategy's Expected Result/Impact:</b> Increased learning opportunities <b>Staff Responsible for Monitoring:</b> ALL's, Administrators		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></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, Hartley 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 at 70% fidelity

**High Priority**

**Evaluation Data Sources:** District Developed Tracking Rubric

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Maintain PBIS/SEL team and meet regularly to discuss Positive changes to school approach to discipline and students. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline leading to increased classroom time for all students. <b>Staff Responsible for Monitoring:</b> PBIS/SEL team and Administrator	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize counselors to train students on the identification and reporting of bullying, harassment, dating violence, sexual abuse and self harm. Use videos, and group discussion to spread awareness. <b>Strategy's Expected Result/Impact:</b> Decrease in disciplinary referrals, decrease in referrals to counselors office. <b>Staff Responsible for Monitoring:</b> Counselors	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, Hartley 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 by 10%

**Evaluation Data Sources:** OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> We will implement a campus wide discipline management plan to include plans for decreasing bullying and harassment of students, thereby improving the learning environment for our students. <b>Strategy's Expected Result/Impact:</b> Increased student success due to decreased removals due to discipline <b>Staff Responsible for Monitoring:</b> Assistant Principals	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				





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

**Performance Objective 1:** By June 2024, Hartley 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 with 70% fidelity

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hold weekly PLC's to share ideas and lessons focusing on successful First Teach strategies that increase student academic achievement <b>Strategy's Expected Result/Impact:</b> Increased student academic achievement <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide extended day tutoring, RTI and/or pull out intervention for struggling students based on common assessment data. <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in the number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> Department Chairs, ALL  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize walk through's to provide meaningful teacher feedback on instruction <b>Strategy's Expected Result/Impact:</b> Improved classroom environments, increased academic success for students. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Along with the Department Chairs, Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester. <b>Strategy's Expected Result/Impact:</b> Increased student success due to improved teacher preparedness. <b>Staff Responsible for Monitoring:</b> Department Chairs, Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Writing teachers will conduct data talks in PLC's to plan intervention after the December benchmark <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, ELA Department Chair	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Create targeted intervention plans and conduct a writing symposium to pinpoint the needs of students in the classroom and before STAAR <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, ELA Department Chair	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Create targeted intervention plans and conduct a Social Studies symposium to pinpoint the needs of students in the classroom and before STAAR <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Using small groups, teachers will pose questions, encourage students to suggest approaches to a problem or to hypothesize the result of an experiment in order to encourage participation in the Science classroom. <b>Strategy's Expected Result/Impact:</b> Increased student comprehension due to teaching method <b>Staff Responsible for Monitoring:</b> ALL, Science Coach	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Create targeted intervention plans and conduct a Science symposium to pinpoint the needs of students in the classroom and before STAAR <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in the number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Science Coach	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Use DBQ's in writing mini essays/short answers and interpreting historical events and data to aid all struggling students to include SPED students <b>Strategy's Expected Result/Impact:</b> Increased student success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Teachers will evaluate student progress, including migrant students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> By June 2024, Hartley will improve student outcomes in science and technology as defined by the evaluation metrics by ensuring strong Tier 1 instruction targeting standards and alignment. The STAAR Metrics used for comparison are TBD <b>Strategy's Expected Result/Impact:</b> Improved student outcomes <b>Staff Responsible for Monitoring:</b> ALL's, Department Chairs  <b>Title I:</b> 2.4	Formative			Summative
	Oct	Jan	Mar	June

Strategy 13 Details	Reviews			
<b>Strategy 13:</b> By June 2024, Hartley will improve student literacy and social studies outcomes as defined by the evaluation metrics by ensuring strong Tier 1 instruction targeting standards and alignments. The STAAR Metrics used for comparison are the 2023 Domain I Science Score which is TBD <b>Strategy's Expected Result/Impact:</b> Improved student outcomes <b>Staff Responsible for Monitoring:</b> ALL;s, Department Chairs  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>  No Progress           </div> <div>  Accomplished           </div> <div>  Continue/Modify           </div> <div>  Discontinue           </div> </div>				





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

**Performance Objective 2:** By June 2024, Hartley will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition with 70% fidelity

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including EB students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased classroom success of EB students <b>Staff Responsible for Monitoring:</b> ALL's, department chairs	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>				

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

**Performance Objective 3:** By June 2024, Hartley will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results by 5%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including SPED students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> A.L.L, SPED Coach, ELA Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will evaluate student progress, including GT (PAP) students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will evaluate student progress, including at risk students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs	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 4:** By June 2024, Hartley 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 by 5% with all student groups meeting board approved metrics. [HB3]. (Academics-Teaching and Learning)

**HB3 Goal**







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

**Performance Objective 5:** By June 2024, Hartley 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 by 5% with all student groups meeting board approved metrics. [HB3]

**HB3 Goal**

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

**Performance Objective 6:** By June 2024, Hartley will increase student achievement outcomes in Reading "All students" with SPED and EB demonstrating achievement on 6-8 Grade at the Meet or Masters Level with an increase of 5% (Academics-Teaching and Learning, SPED, Conn. Languages)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide teachers with needed Reading Materials to ensure student success. This includes reading books and magazines and online subscriptions. <b>Strategy's Expected Result/Impact:</b> Increased student success in Reading. <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Along with ALL's, ELA Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester to ensure mastery of ELA TEKS <b>Strategy's Expected Result/Impact:</b> Increased success in Reading for all students <b>Staff Responsible for Monitoring:</b> ALL's  <b>TEA Priorities:</b> Build a foundation of reading and math	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, Hartley will increase student achievement outcomes in Math "All students" with SPED and EB demonstrating achievement on 6-8 Grade at the Meet or Masters Level with an increase of 5% (Academics-Teaching and Learning, SPED, Conn. Languages)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Along with ALL's, Math Teachers will deconstruct assessments and analyze curriculum in order to plan reteaching and review initiatives. This will take place once a semester to ensure mastery of Math TEKS <b>Strategy's Expected Result/Impact:</b> Increased success in Math for all students <b>Staff Responsible for Monitoring:</b> ALL's  <b>TEA Priorities:</b> Build a foundation of reading and math	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>				

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

**Performance Objective 1:** By June 2024, Hartley will stabilize enrollment by increasing the number of new students enrolling or transferring back to Hartley by 1%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will increase enrollment in comparison to the 2022/2023 school year. <b>Strategy's Expected Result/Impact:</b> Campus stability <b>Staff Responsible for Monitoring:</b> Administration, Registrar	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Attend outside recruitment events as available to attract new families/students to Hartley <b>Strategy's Expected Result/Impact:</b> Increased Enrollment Numbers <b>Staff Responsible for Monitoring:</b> Principal	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>				

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





**Performance Objective 2:** By June 2024, Hartley will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school with 100% highly qualified teachers

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Hire and retain personnel that will increase and maintain relationships with community stakeholders and students. These positions include Military Liaison, Parent Liaison and Focus on Families Social Worker <b>Strategy's Expected Result/Impact:</b> Increased community engagement and student welfare/success <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus will hire/retain teachers in core subjects (some with periods off to Academically Coach) in order to reduce class sizes and increase student success. <b>Strategy's Expected Result/Impact:</b> Reduced class sizes, increasing the ability for smaller group instruction and student success. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Staff Testing Coordinator position and Teaching positions to ensure fidelity of testing process and success in the classroom. <b>Strategy's Expected Result/Impact:</b> Accuracy in state testing and result reporting. Student success in the classroom <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% 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 3:** By June 2024, Hartley will grow top talent by implementing a Comprehensive Professional Development Plan (Leadership and Talent Development)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will implement professional development on the six components of Tier 1 instruction to 100% of the campus instructional team measured by campus walkthrough and feedback protocol. <b>Strategy's Expected Result/Impact:</b> Increased fidelity in the classroom <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will attend professional development at ESC 19 and on campus and share newly learned practices in PLC's in order to ensure student success in the classroom <b>Strategy's Expected Result/Impact:</b> Increased student success of all student populations in the classroom <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide substitutes for teachers attending staff development <b>Strategy's Expected Result/Impact:</b> Increased student success of all student populations in the classroom <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide for out of town travel, lodging and meals for teachers. This will include registration and entrance fees. <b>Strategy's Expected Result/Impact:</b> Improved instruction in the classroom. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide for out of town travel, airfare, lodging and meals for administrators. This will include registrations as well. <b>Strategy's Expected Result/Impact:</b> Improved leadership <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide for out of town travel, airfare, lodging and meals for counselors <b>Strategy's Expected Result/Impact:</b> Improved student relations <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Provide for contracted services and licenses for core classes and consulting services for teachers <b>Strategy's Expected Result/Impact:</b> Increased skills for teachers, improved environment for students <b>Staff Responsible for Monitoring:</b> Senior Clerk, ALL's  <b>TEA Priorities:</b> Build a foundation of reading and math	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 4:** By June 2024, Hartley will develop and implement an instructional technology support plan

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Purchase technology equipment for students <b>Strategy's Expected Result/Impact:</b> Increased accessibility to technology <b>Staff Responsible for Monitoring:</b> Senior Clerk, Bookroom Clerk	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Purchase software for student use <b>Strategy's Expected Result/Impact:</b> Increased access to programs <b>Staff Responsible for Monitoring:</b> Bookroom clerk, Department Chairs, ALL	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Purchase technology and software for the library <b>Strategy's Expected Result/Impact:</b> Increased access for students <b>Staff Responsible for Monitoring:</b> Librarian  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase technology for administrators to include computers, desktops, laptops, etc. <b>Strategy's Expected Result/Impact:</b> Increased access to technology <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide for Technology needs of Parental Engagement Liaison <b>Strategy's Expected Result/Impact:</b> Increased Parental Involvement <b>Staff Responsible for Monitoring:</b> Senior Clerk	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 5:** Budget Management - Hartley will spend 85% of Title I funds by January of 2024.

**Evaluation Data Sources:** Title I expenditure documentation





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Extended day tutoring will be used to ensure the success of all students <b>Strategy's Expected Result/Impact:</b> Increased student success in the classroom <b>Staff Responsible for Monitoring:</b> ALL, Department Chairs  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide general supplies used for student success in the classroom and testing materials <b>Strategy's Expected Result/Impact:</b> Increased student success <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide for 12 month rental for copier <b>Strategy's Expected Result/Impact:</b> Access to copier for teacher <b>Staff Responsible for Monitoring:</b> Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Purchase and pay for text books for students <b>Strategy's Expected Result/Impact:</b> Access to materials for all students. <b>Staff Responsible for Monitoring:</b> Book room clerk, Senior clerk	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Purchase needed testing materials <b>Strategy's Expected Result/Impact:</b> Increased success on state and local testing. <b>Staff Responsible for Monitoring:</b> Testing coordinator	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide reading materials for the library <b>Strategy's Expected Result/Impact:</b> Increased access to reading materials for students. <b>Staff Responsible for Monitoring:</b> Librarian  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Targeted Support Strategy</b>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Purchase general supplies for the library <b>Strategy's Expected Result/Impact:</b> Increased access for students while visiting the library <b>Staff Responsible for Monitoring:</b> Librarian	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Provide for support personnel overtime pay <b>Strategy's Expected Result/Impact:</b> Increased input from support personnel <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Purchase office supplies for office staff and administrators <b>Strategy's Expected Result/Impact:</b> Increased access for office staff/admin <b>Staff Responsible for Monitoring:</b> Principal, Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Purchase general supplies for counselors <b>Strategy's Expected Result/Impact:</b> Increased student impact by counseling team <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Provide General Supplies for Custodial Staff. <b>Strategy's Expected Result/Impact:</b> Improved environment for students <b>Staff Responsible for Monitoring:</b> Head Custodian, Senior Clerk	Formative			Summative
	Oct	Jan	Mar	June

Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Provide for Teacher Stipends <b>Strategy's Expected Result/Impact:</b> Increased teacher fidelity <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Purchase general supplies for nursing office <b>Strategy's Expected Result/Impact:</b> Increased health and well being of students <b>Staff Responsible for Monitoring:</b> Senior Clerk	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, Hartley will increase our attendance rate by 3%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024 Hartley will increase attendance by a minimum of 3% from the previous school year <b>Strategy's Expected Result/Impact:</b> Increased attendance, leading to improved academic success of students <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.5	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize incentives to encourage and improve attendance among students. We will conduct weekly and/or monthly incentives to reach our attendance goal <b>Strategy's Expected Result/Impact:</b> Increased attendance, leading to improved academic success of students <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Collaborate with Alpha Initiative to contact parents of students with attendance problems. Work with parents and students to solve issues and improve attendance and increase class time. <b>Strategy's Expected Result/Impact:</b> Increased classroom time that leads to increased student success <b>Staff Responsible for Monitoring:</b> Attendance Clerk, Administrators  <b>Title I:</b> 2.4, 2.5 <b>- TEA Priorities:</b> Build a foundation of reading and math	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, Hartley will increase level of accountability by ensuring we offer all required community events over a three year period

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Invite parents to monthly "Coffee with the Principal" meetings where information on the pulse of the campus as well as family educational information will be shared. <b>Strategy's Expected Result/Impact:</b> Increased parent involvement and partnerships <b>Staff Responsible for Monitoring:</b> Parental Engagement	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide for a Parental Engagement Liaison <b>Strategy's Expected Result/Impact:</b> Increased parental involvement <b>Staff Responsible for Monitoring:</b> Principal	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, Hartley will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days). (Communications)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> By June 2024, Hartley will create a comprehensive system of collaboration across the departments through digital solutions to inform and engage all students and staff.. This will be accomplished using a monthly newsletter and ensuring weekly PLC's. <b>Strategy's Expected Result/Impact:</b> Improved communication and collaboration <b>Staff Responsible for Monitoring:</b> Administration, ALL's	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>				





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

**Performance Objective 1:** By June 2024, Hartley will increase the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits.

Strategy 1 Details	Reviews			
Strategy 1: Monitor EB student achievement in High School Credit classes using CCRP and TEAMS Strategy's Expected Result/Impact: Increased success and rewarding of credits for EB students Staff Responsible for Monitoring: Counselors, Administration	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>				

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

**Performance Objective 2:** By June 2024, Hartley will reduce 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%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will evaluate student progress, including LEP students, by administering grade level common assessments. This information will be used during PLC to drive curriculum and instruction planning. <b>Strategy's Expected Result/Impact:</b> Increased success in the classroom on targeted SE's <b>Staff Responsible for Monitoring:</b> A.L.L, SPED Coach, ELA Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use DBQ's in writing mini essays/short answers and interpreting historical events and data to aid all struggling students to include EB students <b>Strategy's Expected Result/Impact:</b> Increased students success, increase in number of students meeting expectations on STAAR <b>Staff Responsible for Monitoring:</b> ALL, Social Studies Department Chair  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				