

# El Paso Independent School District

## Irvin High School

### 2019-2020 Goals/Performance Objectives/Strategies



# Mission Statement

Our mission is to develop future leaders to be prepared for success in 21st century by engaging in project-based learning activities and pursuing STEM (Science, Technology, Engineering, and Mathematics) pathways. The enriched curriculum provides equal access and opportunity for all students to reach their fullest potential in college or in the business world

## Vision

Propelling Students into TSTEM careers through innovative classroom environments.

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# Goals

## Goal 1: Active Learning

**El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.**







### **Directly Supports: Board Goals 1-3**

#### **Performance Objective 1:** Curriculum and Instruction - Goal

Irvin High School will maximize achievement for all students in 100% of the classrooms by providing students with active learning experiences that include project-based, inquiry-based, hands-on, in-depth and multi-faceted learning activities 70% of class time by the end of the school year as monitored by weekly walkthroughs. Irvin is implementing integrated classrooms to support the Active Learning model for all students. Including all RTI Tiers

**Evaluation Data Source(s) 1:** Curriculum-Based Assessments, Formative Assessments, Classroom Walkthrough Data, Walkthrough Feedback/Coaching, Professional Development, Teacher Surveys.

#### **Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Targeted Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 1) Irvin High School will support the development of the Active Learning Framework (Diamond Cohort) by monitoring the active learning practices in the classroom through targeted walkthroughs and providing teacher feedback and coaching.	2.4, 2.4, 2.5, 2.5, 2.6, 2.6	Principal/Administration/New Tech Administration/New Tech Teachers	Improvement of teacher quality/Increase in learning time/Staff development forms				
				<b>Problem Statements:</b> Student Academic Achievement 3			
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools <b>ESF Levers</b> Lever 1: Strong School Leadership and Planning Lever 3: Positive School Culture Lever 5: Effective Instruction 2) PLC will serve as the avenue for curriculum alignment, development of rigor, sharing of best practices, professional development, and RTI tiering instruction and support for students. Teachers will evaluate student progress.	2.5, 2.6	Administration/Department Heads/Core Teachers/SPED Teachers	An increase in the Approaches/ Meets Grade Level/ Masters passing rate for students in STAAR EOC exams. Improvement for classroom engagement				
				<b>Problem Statements:</b> Student Academic Achievement 3 <b>Funding Sources:</b> 211 ESEA Title I (Campus) - 0.00			
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Performance Objective 1 Problem Statements:**

Student Academic Achievement
<b>Problem Statement 3:</b> Inconsistent level of knowledge in PBL, best practices and the active learning framework <b>Root Cause 3:</b> incoming new teachers, inconsistent monitoring and support

**Goal 1: Active Learning**

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Directly Supports:  
Board Goals 1-3


**Performance Objective 2: Special Education , ESL and Dual Language Goals**






Irvin High School will implement a Co-Teach Model by creating course sections in the master schedule to support SPED students in core subject areas with a core area teacher and a special education teacher to help increase the EOC passing rate.

Irvin High School will create course sections in the master schedule to support ELL students in core areas with additional ESL and SIOP supports

**Evaluation Data Source(s) 2:** All ELA students at approaching grade level 48%, at meets GL 24%, at masters1%

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p><b>Comprehensive Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools</p> <p>1) Irvin High School will create course sections in the master schedule to support ELL students in core areas with additional ESL and SIOP supports.</p>	2.4, 2.5, 2.6	administrators, department heads	ELL sections Increase in passing rate for ELL. implement active learning into classroom practices	 90%			
<p><b>Problem Statements:</b> Student Academic Achievement 2</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> 2) Irvin High School will provide department generated after-school tutoring utilizing data to meet the specific needs of individual students. Funding for tutoring will include tutoring by teachers and Tutor Aides. and snacks and drinks for students attending tutoring in the all student group	2.5, 2.6	Administration/Teachers	Increase in passing rate students on EOC.				
<b>Funding Sources:</b> 185 SCE (Campus) - 9591.00, 211 ESEA Title I (Campus) - 0.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Performance Objective 2 Problem Statements:**

<b>Student Academic Achievement</b>
<b>Problem Statement 2:</b> Students have a limited vision for the future because they have not had the experience due to lack of exposure <b>Root Cause 2:</b> Student not exposed to areas outside of a five mile radius.

**Goal 1: Active Learning**



El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Directly Supports:  
Board Goals 1-3





**Performance Objective 3:** Gifted and Talented - Goal- Teachers will use data to identify and group students based on need to address, academic gaps and growth. Teachers will evaluate student progress, review student assessment data to address areas of weakness and strengths to differentiate interventions and enrichments.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Connect high school to career and college Improve low-performing schools 1) Provide resources, instructional materials for teachers including time to collaborate, in order to model best practices for improving students enrichment.	2.4, 2.4, 2.5, 2.5	Principal , assistant prinicipals	Improved academic achievement, student grades, state assessment and graduation rate.				
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 2) Provide teachers time to plan during PLC to focus on individual student needs and lesson plans.	2.4, 2.5, 2.5	deptment heads and admin	lesson plans uploaded on schoology RtI tiers and intervention documented Best practice sharing during PLC				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Performance Objective 3 Problem Statements:**

Student Academic Achievement
<b>Problem Statement 3:</b> Inconsistent level of knowledge in PBL, best practices and the active learning framework <b>Root Cause 3:</b> incoming new teachers, inconsistent monitoring and support



## Goal 2: Great Community Schools

**El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.**

**Performance Objective 1:** Employee Retention and Recruitment - Goal- Irvin High School will hire only highly qualified teachers and paraprofessionals and will implement strategies to reduce the turnover rate by 2% as reported on the TAPR .

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p><b>Comprehensive Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      1) 1) Irvin High School will provide resources to provide incentives for faculty and staff to increase motivation, retention, and improve campus morale.</p>	2.5, 2.6, 3.1	Principal, Assistant Principals, Student Activities Manager	Increase in teacher retention/Improvement in campus climate  Teacher and campus moral will improve. evident positive climate				
<p><b>Problem Statements:</b> Perceptions 3  <b>Funding Sources:</b> 199 General Fund - 0.00, 186 High School Allotment - 0.00</p>							
<p><b>Comprehensive Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      Improve low-performing schools                      2) Irvin High School will continue to support teachers, to aid class loads in core classes in order to better support at-risk students by double blocking and team teaching.</p>	2.5, 2.6, 2.6	Principal, Assistant Principals, Student Activities Manager	Increase passing rates for teted areas Interventions for retester, improve retester passing rates.				
<p><b>Problem Statements:</b> Student Academic Achievement 3  <b>Funding Sources:</b> 185 SCE (Campus) - 0.00, 211 ESEA Title I (Campus) - 0.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools 3) Irvin High School will provide resources such as a stipend for Dance Instructor/Flag Instructor (\$2500 each) for time spent on after-hours activities and efforts that contribute to school spirit, improve campus morale, parental involvement and working with at-risk students.	2.5, 2.5, 3.1	Principal, Assistant Principals, Student Activities Manager	Increase in the number of students enrolled in dance. Increase in the number of attendees at school sponsored events. Improve school spirit				
				<b>Problem Statements:</b> Perceptions 1 <b>Funding Sources:</b> 199 General Fund - 0.00			
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools 4) Irvin High school will create school wide-positive support through PBIS and SEL. To improve academic and behavior targets that are endorsed and emphasized by students, families, and educators. Creating a safe and positive climate.	2.4, 3.1	PBIS committee Administration Teacher mentors	Parental involvement Positive student behavior Improvement in classroom discipline improvement classroom management. Positive teacher staff moral				
				<b>Problem Statements:</b> School Processes & Programs 4 - Perceptions 1, 3			
= Accomplished     = Continue/Modify     = No Progress     = Discontinue							

**Performance Objective 1 Problem Statements:**

<b>Student Academic Achievement</b>
<b>Problem Statement 3:</b> Inconsistent level of knowledge in PBL, best practices and the active learning framework <b>Root Cause 3:</b> incoming new teachers, inconsistent monitoring and support
<b>School Processes &amp; Programs</b>
<b>Problem Statement 4:</b> High tardy, truancy and discipline issues <b>Root Cause 4:</b> Lack of staff and teacher accountability within systems for tardy, truancy, and discipline.

## Perceptions

**Problem Statement 1:** There is a multifaceted, campus wide lack of community. **Root Cause 1:** There is a lack of effective communication between the school community and wider community.

**Problem Statement 3:** Campus culture needs to progress in order for teacher moral to improve **Root Cause 3:** Teachers are undervalued, overworked, and under appreciated from the district, from district initiatives, and campus administration.

**Goal 2: Great Community Schools**


El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.




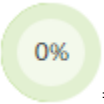

**Performance Objective 2:** Professional Development - Goal- Irvin High School will provide targeted, research-based professional development to teachers and instructional staff in areas and modes identified by school personnel as reported in the Campus Improvement Plan by Spring 2020

Strategies must reflect campus professional development plan.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p><b>Comprehensive Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Recruit, support, retain teachers and principals                      1) 1) Provide resources such as equipment, extra-duty pay, out-of-town travel, in-town registration fees and contracted services for professional development in the area of TSTEM implementation strategies and New Tech Network support strategies. Transfer of funds to cover for teachers who are attending the Advanced Placement courses being offered at UTEP during the summer.</p>	2.4, 2.5, 2.5, 2.6	Administration, New Tech Administrator	Increase in achievement in the areas of STEM  See new ideas implemented in classroom due to staff development				
<p><b>Problem Statements:</b> Demographics 1 - Student Academic Achievement 3  <b>Funding Sources:</b> 211 ESEA Title I (Campus) - 0.00, 199 General Fund - 0.00, 186 High School Allotment - 0.00</p>							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Build a foundation of reading and math Connect high school to career and college Improve low-performing schools 2) 2. Irvin High School will hold regular Department Head, CIT, PBIS and Communications Committee meetings to disseminate information, create campus initiatives, discuss progress and obtain departmental feedback.	2.5, 2.6, 3.1	Principal/G & I Assistant Principal/Department Heads	Progress on identified initiatives				
<b>Problem Statements:</b> Demographics 3 - School Processes & Programs 3 - Perceptions 3							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Performance Objective 2 Problem Statements:**

<b>Demographics</b>
<b>Problem Statement 1:</b> Students lack engagement in the classroom, lack of interest <b>Root Cause 1:</b> lessons not connecting to real world applications
<b>Problem Statement 3:</b> Student have poor focus in the classroom <b>Root Cause 3:</b> Lack of classroom management, lack of knowledge for Drug use, lack of sleep, lack of counseling support
<b>Student Academic Achievement</b>
<b>Problem Statement 3:</b> Inconsistent level of knowledge in PBL , best practices and the active learning framework <b>Root Cause 3:</b> incoming new teachers, inconsistent monitoring and support
<b>School Processes &amp; Programs</b>
<b>Problem Statement 3:</b> No mentorship program available for incoming teachers <b>Root Cause 3:</b> No accountability , no incentive , no training
<b>Perceptions</b>
<b>Problem Statement 3:</b> Campus culture needs to progress in order for teacher moral to improve <b>Root Cause 3:</b> Teachers are undervalued, overworked, and under appreciated from the district, from district initiatives, and campus administration.

**Goal 2: Great Community Schools**

El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

**Performance Objective 3: Discipline/PBIS/SEL/School Culture - Goal-** Implement a clear, consistent campus discipline plan that results in a positive, safe school culture that will result in a decrease of discipline referrals by 30% from the previous year. Utilize PBIS committee to support discipline and implement PBIS structure utilizing faculty and student handbooks that include focused areas to improve campus culture. Include providing instructional and motivational resources to support PBIS. Implement a class for high-risk students needing social emotional learning.

**Evaluation Data Source(s) 3:** Discipline, attendance data and failure data.

**Summative Evaluation 3:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p><b>Comprehensive Support Strategy</b>  <b>Additional Targeted Support Strategy</b>  <b>TEA Priorities</b>                      Improve low-performing schools                      1) 2.) Utilize PBIS committee to support discipline plan and implement PBIS structure utilizing faculty and student handbooks that include focused areas to improve campus culture. Focused areas include providing instructional and motivational resources to support PBIS and provide parental communication on discipline and PBIS procedures.</p>	2.6, 2.6, 3.2	Administration, PBIS Committee, Assistant Principals	Reduction in disciplinary referrals by 30%				
<p><b>Problem Statements:</b> Student Academic Achievement 2 - School Processes &amp; Programs 4 - Perceptions 2</p>							
<p style="text-align: center;">  = Accomplished                          = Continue/Modify                          = No Progress                          = Discontinue                 </p>							

**Performance Objective 3 Problem Statements:**

Student Academic Achievement
<p><b>Problem Statement 2:</b> Students have a limited vision for the future because they have not had the experience due to lack of exposure <b>Root Cause 2:</b> Student not exposed to areas outside of a five mile radius.</p>

### School Processes & Programs

**Problem Statement 4:** High tardy, truency and discipline issues **Root Cause 4:** Lack of staff and teacher accountability within systems for tardy, truency, and discipline.

### Perceptions

**Problem Statement 2:** Though our attendance has gone up, it still doesn't meet district expectations. **Root Cause 2:** Many of our student programs are not relevant to specific issues for our at-risk population.



### Goal 3: Lead with Character and Ethics



**El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service and support in all district operations.**

**Performance Objective 1:** Budget Management - Goal Systematically evaluate 100% of all instruction initiatives, programs and resources in the 2019-2020 school year.

Strategies should describe the campus budget management framework/process for ensuring that resources are distributed in a timely and equitable manner.

**Evaluation Data Source(s) 1:** Classroom Walkthrough Data, Response to Intervention Tracking, Individual Student Profiles, STAAR EOC results, Curriculum Based Assessments, Formative Assessments

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 1) Provide resources to support classroom instruction such as equipment, educational supplies, instructional supplies, and technology.	2.5, 3.1	Administration, New Tech Administrator	Increased participation in UIL events/Increase in College and Career Readiness				
	<b>Problem Statements:</b> Perceptions 1 <b>Funding Sources:</b> 185 SCE (Campus) - 0.00, 211 ESEA Title I (Campus) - 0.00, 199 General Fund - 0.00, 186 High School Allotment - 0.00						
<b>Comprehensive Support Strategy</b> <b>TEA Priorities</b> Connect high school to career and college Improve low-performing schools 2) Provide opportunities for students and employee travel for college visits, UIL competitions, school sponsored events and academic field trips (fees and buses), and funding for end of the year activities for all students.	2.4, 2.5, 2.5	Administration, College and Career Readiness Coordinator, Student Activities Manager, UIL Sponsors	Increased participation in UIL events/Increase in College and Career Readiness				
	<b>Problem Statements:</b> Student Academic Achievement 1, 2						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June

**Performance Objective 1 Problem Statements:**

<b>Student Academic Achievement</b>
<b>Problem Statement 1:</b> As a school, it is difficult to take students from low academic ability to a measurable high achievement level. Students lack a vision for the future because they have a limited mindset. <b>Root Cause 1:</b> Low reading levels, lack of fundamental skills, students lacking vision
<b>Problem Statement 2:</b> Students have a limited vision for the future because they have not had the experience due to lack of exposure <b>Root Cause 2:</b> Student not exposed to areas outside of a five mile radius.
<b>Perceptions</b>
<b>Problem Statement 1:</b> There is a multifaceted, campus wide lack of community. <b>Root Cause 1:</b> There is a lack of effective communication between the school community and wider community.






**Goal 3: Lead with Character and Ethics**

El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service and support in all district operations.

**Performance Objective 2:** Ensure a safe and secure environment for all Irvin students, staff, and visitors and to ensure the school is prepared to effectively respond to all emergencies that might affect the safety or security of students and staff.

**Evaluation Data Source(s) 2:** Campus cleanliness, parent/community perception data, teacher retention rate, teacher attendance, involvement in extra-curricular activities

**Summative Evaluation 2:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Connect high school to career and college 1) Irvin High School will ensure that our students, employees and community are provided with a safe, clean, and secure environment by providing security and custodial resources and materials during school sponsored functions.	2.6, 3.1	Administration, Athletic Coordinator, Student Activities Manager	Decrease in after-hours incidents. Provide better community communication				
<b>Problem Statements:</b> Perceptions 3 <b>Funding Sources:</b> 199 General Fund - 0.00							
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

**Performance Objective 2 Problem Statements:**

Perceptions
<b>Problem Statement 3:</b> Campus culture needs to progress in order for teacher moral to improve <b>Root Cause 3:</b> Teachers are undervalued, overworked, and under appreciated from the district, from district initiatives, and campus administration.

**Goal 4: Community Partnerships- Irvin will establish input platforms for teachers, staff, parents, and community members to provide input regarding campus spending, improvement initiatives, and other topics.**


**El Paso ISD will maintain positive and productive partnerships with parents and state and community organizations to facilitate the success of all students.**

**Performance Objective 1:** Family Engagement- Goal- Irvin High School will promote parental involvement by increasing the number of parent-focused presentations by 50% as recorded by on-campus parent liaison.

Strategies should reflect campus family and community engagement process/framework/activities.

**Evaluation Data Source(s) 1:** Family and community perceptions, number of parents involved, participation results from parents and community, number of modes of communication, number of community partners, observed results from conference and parent meetings.

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 1) 1) Irvin High School will hold some parental meetings to disseminate information, create campus initiatives, discuss progress and attendance as well as feedback	3.1, 3.2, 3.2	Principal, G & I Assistant Principal, Department Chairs	Progress on identified initiatives  Progress on identified initiatives				
<b>Problem Statements:</b> Perceptions 1, 4							

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Connect high school to career and college Improve low-performing schools 2) 3 Irvin High School will hold regular Coffee with the Principal meetings, parent/teacher conferences to keep parents and community members informed of Irvin initiatives as well as receive feedback from stakeholders.	3.1, 3.1, 3.2, 3.2	Principal/Parent Liasons	Progress on identified initiatives				
				<b>Problem Statements:</b> Perceptions 1, 4 <b>Funding Sources:</b> 211 ESEA Title I (Campus) - 300.00			
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 3) Irvin High School will fund a Parent Involvement Assistant. Irvin will increase communication with the community and parental involvement. Creating a positive campus culture.	2.5, 3.1	Principal	Positive campus culture with student and teachers.				
				<b>Problem Statements:</b> Perceptions 1, 3, 4 <b>Funding Sources:</b> 211 ESEA Title I (Campus) - 0.00			
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Recruit, support, retain teachers and principals Improve low-performing schools 4) Implementation strategies and incentives for STEM and New Tech Network to support growth.	3.1, 3.2	administrators	Increased participation in UIL events/Increase in College and Career Readiness				
				<b>Problem Statements:</b> Student Academic Achievement 3 - Perceptions 4			
= Accomplished               = Continue/Modify               = No Progress               = Discontinue							

**Performance Objective 1 Problem Statements:**

Student Academic Achievement
<b>Problem Statement 3:</b> Inconsistent level of knowledge in PBL, best practices and the active learning framework <b>Root Cause 3:</b> incoming new teachers, inconsistent monitoring and support

## Perceptions

**Problem Statement 1:** There is a multifaceted, campus wide lack of community. **Root Cause 1:** There is a lack of effective communication between the school community and wider community.

**Problem Statement 3:** Campus culture needs to progress in order for teacher moral to improve **Root Cause 3:** Teachers are undervalued, overworked, and under appreciated from the district, from district initiatives, and campus administration.

**Problem Statement 4:** Lack of parental engagement **Root Cause 4:** not enough communication and mode in which to reach our at risk population

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	PLC will serve as the avenue for curriculum alignment, development of rigor, sharing of best practices, professional development, and RTI tiering instruction and support for students. Teachers will evaluate student progress.
1	2	1	Irvin High School will create course sections in the master schedule to support ELL students in core areas with additional ESL and SIOP supports.
1	2	2	Irvin High School will provide department generated after-school tutoring utilizing data to meet the specific needs of individual students. Funding for tutoring will include tutoring by teachers and Tutor Aides. and snacks and drinks for students attending tutoring in the all student group
1	3	1	Provide resources, instructional materials for teachers including time to collaborate, in order to model best practices for improving students enrichment.
1	3	2	Provide teachers time to plan during PLC to focus on individual student needs and lesson plans.
2	1	1	1) Irvin High School will provide resources to provide incentives for faculty and staff to increase motivation, retention, and improve campus morale.
2	1	2	Irvin High School will continue to support teachers, to aid class loads in core classes in order to better support at-risk students by double blocking and team teaching.
2	1	3	Irvin High School will provide resources such as a stipend for Dance Instructor/Flag Instructor (\$2500 each) for time spent on after-hours activities and efforts that contribute to school spirit, improve campus morale, parental involvement and working with at-risk students.
2	1	4	Irvin High school will create school wide- positive support through PBIS and SEL. To improve academic and behavior targets that are endorsed and emphasized by students, families, and educators. Creating a safe and positive climate.
2	2	1	1) Provide resources such as equipment, extra-duty pay, out-of-town travel, in-town registration fees and contracted services for professional development in the area of TSTEM implementation strategies and New Tech Network support strategies. Transfer of funds to cover for teachers who are attending the Advanced Placement courses being offered at UTEP during the summer.
2	2	2	2. Irvin High School will hold regular Department Head, CIT, PBIS and Communications Committee meetings to disseminate information, create campus initiatives, discuss progress and obtain departmental feedback.

Goal	Objective	Strategy	Description
2	3	1	2.) Utilize PBIS committee to support discipline plan and implement PBIS structure utilizing faculty and student handbooks that include focused areas to improve campus culture. Focused areas include providing instructional and motivational resources to support PBIS and provide parental communication on discipline and PBIS procedures.
3	1	1	Provide resources to support classroom instruction such as equipment, educational supplies, instructional supplies, and technology.
3	1	2	Provide opportunities for students and employee travel for college visits, UIL competitions, school sponsored events and academic field trips (fees and buses), and funding for end of the year activities for all students.
3	2	1	Irvin High School will ensure that our students, employees and community are provided with a safe, clean, and secure environment by providing security and custodial resources and materials during school sponsored functions.
4	1	1	1) Irvin High School will hold some parental meetings to disseminate information, create campus initiatives, discuss progress and attendance as well as feedback .
4	1	2	3 Irvin High School will hold regular Coffee with the Principal meetings, parent/teacher conferences to keep parents and community members informed of Irvin initiatives as well as receive feedback from stakeholders.
4	1	3	Irvin High School will fund a Parent Involvement Assistant. Irvin will increase communication with the community and parental involvement. Creating a positive campus culture.
4	1	4	Implementation strategies and incentives for STEM and New Tech Network to support growth.