

El Paso Independent School District
Coldwell Elementary School
2023-2024 Campus Improvement Plan



Table of Contents

Comprehensive Needs Assessment	3
L1 Whole Child (Culture & Climate)	3
L2 Academic Excellence (Curriculum, Instruction, Assessment)	3
L2 Academic Excellence (Student Achievement)	4
L3 Destination District (Staff Recruitment, Retention & Prof. Dev)	5
L3 Destination District (Perceptions, Facilities, Programs, Technology)	6
L4 Culture of Accountability (Parent & Community Engagement)	7
L5 Equity by Design (Demographics)	8
Prioritized Needs	9
Goals	10
Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.	11
Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.	17
Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.	22
Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.	29
Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.	35
State Compensatory	42
Budget for Coldwell Elementary School	43
Campus Funding Summary	43

Comprehensive Needs Assessment

L1 Whole Child (Culture & Climate)

L1 Whole Child (Culture & Climate) Summary

Coldwell offers a variety of activities for all of our students to participate during and after school. We have an after school program by Streamstatico, we also have Robotics, UIL Math, Chess and Music competitions. We have a 4th and 5th grade Ted Ed Contest, Girl Scouts, this year we will be having intramurals for 4th and 5th graders and we have 5th grade Student Council.

We have monthly presentations starting on the month of September (Heritage Night, Math, Reading and Science Nights, and others)

PBIS Celebrations every 9 weeks (Dance during PE) Weekly incentives for perfect attendance

L1 Whole Child (Culture & Climate) Strengths

SEL Mindful moment message every Monday by our Counselor during announcements

Encourage all students to participate on school activities

Monthly evening reading story on Zoom by our Parent Liaison

Use of Panorama to check on students needs

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

Prioritized Need 1: Increase attendance rate from 91.83% to 94% **Root Cause:** Parents unaware of the harmful consequences of students not attending school.

Prioritized Need 2: Ensure that SEL lessons are provided in all classrooms **Root Cause:** SEL Curriculum not implemented with fidelity in all classrooms.

L2 Academic Excellence (Curriculum, Instruction, Assessment)

L2 Academic Excellence (Curriculum, Instruction, Assessment) Summary

We have weekly PLCs provided by CTC, Grade Level Chairperson and District facilitators.

New curriculum implementation will be monitored by administrators. (Studies Weekly, Amplify, Eureka and Stemsscopes)

Lesson plans are hanged on Schoology.

Combined 2023 scores: 24% of students did not pass the STAAR, 76% met approaches, 44% met at level and 18% met masters scoring above district scores.

L2 Academic Excellence (Curriculum, Instruction, Assessment) Strengths

District provided new curriculum this summer. Our teachers attended training sessions for Eureka Math, Amplify, Social Weekly, and Stemsscopes. Teachers will use HQIM resources to provide instruction.

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

Prioritized Need 1: Internalization of curriculum in all subject areas. **Root Cause:** New curriculum in the areas of Reading, Math and Social Studies that teachers need to familiarized themselves.

Prioritized Need 2: Focused on 4th grade students in reading and math instruction. **Root Cause:** 38% of students in 3rd grade 2023 did not meet criteria to passed math or/and reading.

L2 Academic Excellence (Student Achievement)

L2 Academic Excellence (Student Achievement) Summary

STAAR Scores 2023: 3-5th

Math: 27% Did not meet, 73% Met approach, 44% Met Meets Level, 16% Met Master level

Reading: 23% Did not meet, 77% Met approach, 46% Met Meets Level, 21% Met Master level

Science: 21% Did not meet, 79% Met approach, 41% Met Meets Level, 19% Met Master level

TELPAS Composite Ratings: 26% Beginner, 41% Intermediate, 26% Advanced, 8% Advanced High

L2 Academic Excellence (Student Achievement) Strengths

5th grade scores have stayed high for the past 3 years.

Interventionist will assist students that struggle in Reading and Math

WIN will provide time for students to receive interventions.

Prioritized Needs Identifying L2 Academic Excellence (Student Achievement) Needs

Prioritized Need 1: Teachers will use HQIM resources with fidelity to deliver their lessons plans. **Root Cause:** Teachers must learn and plan using new resources.

Prioritized Need 2: Increase STAAR Reading and Math scores in all grade levels. **Root Cause:** Provide additional time to teachers for planning new curriculum in using Eureka and Amplify internalization tool.

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

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

Administration at Coldwell understand that teachers and staff will spend most of their day at school. They provide a great place to work where teachers are safe and good working environment. Teacher retention rate is over 92% and usually teachers that leave are due to retirement.

All of our teachers are 100% certified in their areas as well as GT certified.

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

Positive work environment

Systems in place

Support to teachers in all aspects

Weekly PLC and extra days for planning for all grade levels

High expectation

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

Prioritized Need 1: Focused on the WHOLE CHILD: MTSS, RTI, SPED, PBIS **Root Cause:** Implementation of new curriculum that focused in social emotional needs for each child.

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

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

Coldwell Elementary ensures that every student receives a high-quality instruction that is aligned with state standards.

All students have their own devices in all great levels. Discipline referrals are not a problem at our campus due to the communication between students, teachers, parents and administration.

Replacement devices have been issued to students that have broken devices.

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

One on one devices for all students. (Students K-2 iPad, 3-5th grade Mac Book's)

Computer lab with 20 laptops and 25 desktops

Schoolology, Class Dojo, Nearpod, Office 365, Stemsscopes

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

Prioritized Need 1: Ensure that all students have an iPad or a Mac Book **Root Cause:** Students breaking devices and not able to pay for repairs.

L4 Culture of Accountability (Parent & Community Engagement)

L4 Culture of Accountability (Parent & Community Engagement) Summary

Parental engagement is encouraged by administration, teachers and staff. We believe that parental involvement is the key for academic success. Parents are invited to participate in the decision making for programs that will impact instruction. Our community is mostly low-income, elderly families. Our families have been relocating out of this community.

Communication with parents using Class Dojo, social media, Blackboard Messenger.

Parent and teacher conferences each semester and also available at parent request.

Attendance 92.92% increased of .69% from 2022.

L4 Culture of Accountability (Parent & Community Engagement) Strengths

Coldwell has a full time Parent Liaison. Constant communication with parents.

We provide Monthly Coffee with the principal, Story Time Read Aloud on Zoom, and Parent meetings.

Counselor and Focus on Family programs to help community members.

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

Prioritized Need 1: Increase attendance to 94% or higher. **Root Cause:** Attendance last year was 92.92% due to parents not understanding the importance of attendance.

Prioritized Need 2: Increase parent involvement in extra curriculum activities. **Root Cause:** Lack of parental involvement in their student's education.

L5 Equity by Design (Demographics)

L5 Equity by Design (Demographics) Summary

Enrollment has been decreasing since 2021 due to students moving out of our area. Our transfer students increased this year from last year since students were able to come back to school. 81.67% of the student population at Coldwell Elementary is considered Economically Disadvantaged, 52.02% Limited English Proficient, 12.94% Gifted and Talented, 12.67% Special Education 22.3%, and 97.30% Hispanic.

Our main goal for next year will be to improve attendance for all students. Most of our students that are at risk are students with excessive absences. We will also focus more on instruction to increase our score percentages at the Meets and Master levels.

Retention rates for Coldwell employees is 95%. The only reason that we lose teachers is because of retirement, relocation and district leveling. We support new teachers by providing a mentor teacher, staff development and provide constant feedback.

We provide staff development according to the needs of our teachers and students. Our most effective teachers provide guidance for our new teachers and training to other teachers to share strategies.

L5 Equity by Design (Demographics) Strengths

Coldwell's biggest strength is the collaboration between teachers, academic team and staff.

Coldwell instructional team provides monthly PLCs to assist with the needs of all of our teachers and students.

Interventions are provided for all at-risk students using research-based programs and best practices.

GT strategies are used at all grade level to challenge all of our students and provide a showcase for all of our GT students. At this time we have more coded GT students than SPED students.

Prioritized Needs Identifying L5 Equity by Design (Demographics) Needs

Prioritized Need 1: Increased TELPAS ratings in all grade level to at least intermediate or advanced. **Root Cause:** 26% of our emergent bilingual students received a beginner TELPAS rating.

Prioritized Need 2: Provide quality GT curriculum in all grade levels and academic areas. **Root Cause:** Identify GT students in all grade levels.

Prioritized Needs

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, Coldwell will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

High Priority

Evaluation Data Sources: Campus Survey

Strategy 1 Details	Reviews			
Strategy 1: Assign student mentors. Strategy's Expected Result/Impact: Cultivate employee/student relationships. Staff Responsible for Monitoring: Administration Title I: 2.6	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Monday Morning Mindful Minute Strategy's Expected Result/Impact: Increase in student focus. Staff Responsible for Monitoring: All Stakeholders	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: PBIS Incentives (9 weeks celebration), Strategy's Expected Result/Impact: Positive Student Behavior Staff Responsible for Monitoring: PBIS Committee Funding Sources: Provide incentives - 199 General Fund - 199.31.6399.110.99.100.110 - \$300	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide incentives, trophies, certificates and medals for end of years awards. Strategy's Expected Result/Impact: Reward students to improve academic growth and attendance. Staff Responsible for Monitoring: Administration - Counselor Funding Sources: Awards, certificates and prizes - 199 General Fund - 199.31.6399.110.99.100.110 - \$600	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, Coldwell will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all level from 20 to 50 participating students in extra curricular activities.

High Priority

Evaluation Data Sources: Survey results





Strategy 1 Details	Reviews			
Strategy 1: Initiate campus wide after-school clubs Strategy's Expected Result/Impact: Increase student motivation to attend school and build self-esteem. Staff Responsible for Monitoring: Teachers and staff	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide materials and supplies for various after-school clubs. Strategy's Expected Result/Impact: Increase student motivation to attend school and build self-esteem. Staff Responsible for Monitoring: Principal Funding Sources: Materials after school - 211 ESEA Title I Part A (Campus) - 211.11.6399.110.24.801.110 - \$950	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide materials and supplies for all students to have the necessary materials and supplies to learn Strategy's Expected Result/Impact: Ensure the best instruction for all students to be successful Staff Responsible for Monitoring: Administration Funding Sources: Supplies and materials for all students - 211 ESEA Title I Part A (Campus) - 211.11.6399.110.24.801.110 - \$14,750	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 3: By June 2024, Coldwell will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing and maintaining the number of meaningful community and youth-based organizations in formal partnerships.

High Priority





Evaluation Data Sources: Parental and Community Engagement Sign-In Sheets.

Strategy 1 Details	Reviews			
Strategy 1: Reach out to parents and community members for support and partnerships. Strategy's Expected Result/Impact: Create alliances with community to further support our students. Staff Responsible for Monitoring: Admin Team Funding Sources: materials, supplies, snacks - parents - 211 ESEA Title I Part A (Campus) - 211.61.6499.110.24.801.110 - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue to foster and support our current school programs. Strategy's Expected Result/Impact: Maintain student involvement and interest. Staff Responsible for Monitoring: Teachers and staff	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: By June 2024, Coldwell will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Elementary counselors carry a caseload of 1:500 students.

High Priority
Evaluation Data Sources: PEIMS OnPoint





Strategy 1 Details		Reviews			
Strategy 1: Bi-weekly counseling lessons and individual and small group sessions. Strategy's Expected Result/Impact: Social and emotional well adapted students. Staff Responsible for Monitoring: Counselor		Formative			Summative
		Oct	Jan	Mar	June
 No Progress		 Accomplished		 Continue/Modify	
				 Discontinue	

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

Performance Objective 5: By June 2024, Coldwell will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring teachers and academic support teams (PBIS/SEL) meet all established percentages for school-wide behavior expectations, classrooms procedures and instruction, and student and staff awareness of at least 70% .

High Priority

Evaluation Data Sources: PBIS monthly meetings

Strategy 1 Details	Reviews			
Strategy 1: Counselor will provide guidance lessons. Strategy's Expected Result/Impact: Students will build positive relationships with peers. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide support for PBIS/SEL committee.. Strategy's Expected Result/Impact: Committee will be able to provide recognition to students every 9 weeks,	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 6: By June 2024, Coldwell 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 maintaining at 0% and reduce the overall number of disciplinary removals from 84 to 70.

Evaluation Data Sources: DST 200 Report





Strategy 1 Details	Reviews			
Strategy 1: Coldwell will continue to follow PBIS strategies and SEL curriculum to provide a safe place for all students. Strategy's Expected Result/Impact: Provide positive culture and less discipline referrals. Staff Responsible for Monitoring: Principals, Counselor, PBIS and SEL committees.	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 1: By June 2024, Coldwell will implement a student-centered District curriculum as measured by Principal and academic support team that will focus on curriculum fidelity and walkthrough data that meet 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 classrooms.

High Priority

Evaluation Data Sources: Walk-through Data
Feedback Conferences
Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Review weekly/monthly lesson plans. Strategy's Expected Result/Impact: Teachers will be prepared to provide instruction and have materials ready for each lesson Staff Responsible for Monitoring: Principal Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Weekly walkthrough to check for fidelity and best practice instruction in all classrooms. Strategy's Expected Result/Impact: Use of best practices and safe classroom environment Staff Responsible for Monitoring: Principal Assistant Principal	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 2: By June 2024, Coldwell will implement a student-centered District curriculum as measured by Principal and academic dual language support team that will focus on dual language curriculum fidelity and walkthrough data that meet all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of all classrooms with a dual language program.

High Priority





Evaluation Data Sources: Walk-through Data, goal setting conferences, Lesson Plans

Strategy 1 Details	Reviews			
Strategy 1: Monitored for fidelity of dual language curriculum in classrooms Strategy's Expected Result/Impact: Students to become true biliterate in both languages. Staff Responsible for Monitoring: Principal Assistant 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 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Coldwell will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from average overall of 76% to 80% in all areas.

Evaluation Data Sources: STAAR Data

Strategy 1 Details	Reviews			
Strategy 1: Provide small group instruction during WIN time and before and after school tutoring. Strategy's Expected Result/Impact: Increase student academic achievement in the areas of reading, math and science. Staff Responsible for Monitoring: Admin, CTC, Classroom teachers, Interventionist	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide Professional Development to support new curriculum. Strategy's Expected Result/Impact: Teachers will increase their knowledge and implementation of new curriculum. Staff Responsible for Monitoring: Administration, CTC, Teachers	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide systematic planning sessions for all grade levels. Strategy's Expected Result/Impact: Teacher will align lessons and activities to state standards and district curriculum. Staff Responsible for Monitoring: Administration, CTC, Teachers	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, EPISD 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]. (Academics-Teaching and Learning)

Strategy 1 Details	Reviews			
Strategy 1: Coldwell 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 56% to 60%. Strategy's Expected Result/Impact: Students will receive targeted instruction from teachers and interventionist. Staff Responsible for Monitoring: Administration, teachers and interventionist	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 5: By June 2024, EPISD 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 42% to 54% with all student groups meeting board approved metrics. [HB3]

Strategy 1 Details	Reviews			
Strategy 1: Coldwell 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 69% to 74%. Strategy's Expected Result/Impact: Students will receive targeted instruction from teachers and interventionist. Staff Responsible for Monitoring: Administrators, teachers and interventionist	Formative			Summative
	Oct	Jan	Mar	June
<div><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></div>				

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

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

Evaluation Data Sources: None

Strategy 1 Details	Reviews			
Strategy 1: Coldwell will increase our percentage of early registration for next school year from 97.4% to 98.5% Strategy's Expected Result/Impact: Start reminding parents early for them to register students for next school year. Staff Responsible for Monitoring: Administrators, teachers, parent liaison, and office staff.	Formative			Summative
	Oct	Jan	Mar	June
<div><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></div></div>Continue/Modify</div><div><div><div></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, EPISD will reduce the three-year projected deficit by \$8M from ____ to ____ (Business Services)

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

Performance Objective 3: By June 2024, EPISD will strengthen the district's financial solvency by creating a facilities master plan that includes facilities assessment, demographic study, school boundary outlook, recommended program expansion, and rightsizing measures. (OTE)

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

Performance Objective 4: By June 2024, EPISD will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 91% to 93%. (HR)

Strategy 1 Details	Reviews			
Strategy 1: Coldwell will ensure that all positions are filled by the beginning of school year. Strategy's Expected Result/Impact: Hire for all vacancies. Staff Responsible for Monitoring: 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 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 5: By June 2024, EPISD will grow top talent by implementing a Comprehensive Professional Development Plan (Leadership and Talent Development)





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

Performance Objective 6: By June 2024, EPISD will effectively market and communicate information to the district's public resulting in Improving the district's image as reflected through an increase in stakeholder satisfaction via marketing and consistent messaging on all communication platforms. (Communications)

Strategy 1 Details	Reviews			
Strategy 1: Maintain communication with parents, community members and stakeholders using: Blackboard messenger, social media, class dojo, phone calls and emails. Strategy's Expected Result/Impact: Increased communications with community, stakeholders, and parents. Staff Responsible for Monitoring: Administration, teachers, and staff.	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 7: By June 2024, EPISD will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan. (Technology)

Strategy 1 Details	Reviews			
Strategy 1: Provide technology equipment in the classrooms as well in the computer lab for students use. Strategy's Expected Result/Impact: Improve students' engagement and better use of technology. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide office supplies and technology equipment for campus administration staff. Strategy's Expected Result/Impact: Provide the necessary materials for campus staff and administrators. Staff Responsible for Monitoring: Administrators	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, EPISD will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 94%. (Student Services)

Strategy 1 Details	Reviews			
Strategy 1: Coldwell will increase student attendance from 92.96% to at least 94%. Strategy's Expected Result/Impact: Improve student attendance Staff Responsible for Monitoring: Principal and Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Parents of students with excessive absences, 3 or more will be contacted to discuss the absences and plan to move forward. Strategy's Expected Result/Impact: Increase awareness of attendance. Staff Responsible for Monitoring: Assistant Principal, PEIMS Clerk, teachers and 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 2: By June 2024, EPISD 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. (OTE- Equity and Stakeholder Engagement)

Strategy 1 Details	Reviews			
Strategy 1: Provide community events in the afternoons. Reading, math, science nights, Heritage Nights, Title 1 meetings, Story time, Grandparents, Thanksgiving and Christmas luncheons, etc.. Strategy's Expected Result/Impact: Increase parental and community involvement. Staff Responsible for Monitoring: Counselor, Parent Liaison, administrators, and teachers.	Formative			Summative
	Oct	Jan	Mar	June
<div><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></div>				

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

Performance Objective 3: By June 2024, EPISD 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			
Strategy 1: Schedule meetings throughout the school year to meet with school staff and increase communication with community members. Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: Administration and staff	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 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 4: By June 2024, EPISD will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by ensuring quality program implementation and strategic investments in Federal programs and Increase in the annual percentage of entitlement program expenditures (Title IA, Title IIA, Title IIIA, and Title IV). (OTE-Federal and State Programs and Fund Development)

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

Performance Objective 5: By June 2024, EPISD 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 increasing the annual percentage of state allotment expenditures for Bilingual and State Compensatory Education. (OTE-Federal and State Programs and Fund Development)

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

Performance Objective 6: By June 2024, EPISD 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 maintaining a healthy unassigned general fund balance of no less than 76 days. (Business Services)

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

Performance Objective 1: By June 2024, EPISD will foster equitable access to opportunities by eliminating barriers for all students by developing and implementing a Comprehensive Equity Plan designed to address system equity disparities based on the result of an equity audit. (OTE)

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

Performance Objective 2: By June 2024, EPISD will foster equitable access to opportunities as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits. (Academics-Connecting Languages, & Specialized Learning)

Emer. Bil. Alg. 1 (14% to 16%)

Emer Bil. LOTE (50% to X)

Emer Bil Other (87% to X)

SPED Alg 1 (6% to X)

SPED LOTE (30% to X)

SPED Other (82% to X)

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





Performance Objective 3: By June 2024, EPISD will foster equitable access to opportunities and eliminating barriers as measured by an increase in enrollment of underrepresented (i.e., special education and emergent bilingual) high school student groups in advanced academic courses (AP/IB, On Ramps, and Dual Credit). (Academics-College Career Readiness, Specialized Learning)

Emer. Bil (from 32% to X)

SPED (from 10% to X)

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

Performance Objective 4: By June 2024, EPISD 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% [RDA] (Academics-Connecting Languages)

Strategy 1 Details	Reviews			
Strategy 1: Coldwell will monitor students TELPAS growth of students that decreased their level. Strategy's Expected Result/Impact: Increase number of student growth to at least one level above at the end of the year Staff Responsible for Monitoring: Administrators, teachers	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Coldwell will increase student TELPAS Growth from 32% to 40 % progress one or more levels. Strategy's Expected Result/Impact: Teachers will provide strategies to increase in second language acquisition. Staff Responsible for Monitoring: Administrators and teachers.	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 5: By June 2024, EPISD will provide high-quality, relevant, and differentiated resources matched to each school's needs and strengths by designing and implementing an Equity/Diversified Funding Model aligned with recommendations from Equity Study. (OTE)

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

Performance Objective 6: By June 2024, EPISD will increase the percent of campus staff that have 5+ years of experience and are certified in the roles to which they are assigned and decrease the rate of staff mobility in the lowest performing campuses. (HR)

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

Performance Objective 7: By June 2024, EPISD will develop a Teacher Profile and Rubric that reflects teacher experience, effectiveness, and campus specific instructional needs. (HR)

State Compensatory

Budget for Coldwell Elementary School

Total SCE Funds: \$14,750.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

Provide field trip opportunities to all grade levels and supplies for all students

Campus Funding Summary

185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$14,750.00
+/- Difference					\$14,750.00
211 ESEA Title I Part A (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2	Materials after school	211.11.6399.110.24.801.110	\$950.00
1	2	3	Supplies and materials for all students	211.11.6399.110.24.801.110	\$14,750.00
1	3	1	materials, supplies, snacks - parents	211.61.6499.110.24.801.110	\$2,000.00
Sub-Total					\$17,700.00
Budgeted Fund Source Amount					\$39,500.00
+/- Difference					\$21,800.00
199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Provide incentives	199.31.6399.110.99.100.110	\$300.00
1	1	4	Awards, certificates and prizes	199.31.6399.110.99.100.110	\$600.00
Sub-Total					\$900.00
Budgeted Fund Source Amount					\$33,495.00
+/- Difference					\$32,595.00
Grand Total Budgeted					\$87,745.00
Grand Total Spent					\$18,600.00
+/- Difference					\$69,145.00