El Paso Independent School District

Chapin High School

2023-2024 Campus Improvement Plan

Accountability Rating: C

Mission Statement

Embodying the legacy of Captain John L Chapin and the men of Company E, the Chapin Community embraces the diversity of all students and prepares all students for a globally competitive future as responsible, life-long learners who are empowered to be successful contributors to society.

Vision

Collaboration, safety, and trust empower our school community to allow all students to achieve their full potential.

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Comprehensive Needs Assessment

L1 Whole Child (Culture & Climate)

L1 Whole Child (Culture & Climate) Summary

Chapin High School is perceived by students, teachers, staff members, and the community as the one of the premiere high schools in El Paso. This is evident by the large number of transfer requests each year. PLCs meet to review best practices and to review/assess instruction, student performance, and common assessment. Discipline issues tend to be minor in nature and are always handled promptly according to the student code of contact. The Campus Improvement Team (CIT) is the advisory entity to the Principal when campus based decisions need to be made.

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

Prioritized Need 1 (Prioritized): Chapin will provide opportunities for alumni to participate in school activities. **Root Cause:** Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.

L2 Academic Excellence (Curriculum, Instruction, Assessment)

L2 Academic Excellence (Curriculum, Instruction, Assessment) Summary

			STAAR EOC, Chapin HS, Spring 2023			
Subject	# Tested	Avg. Scaled Sore	% Did Not Meet	% Approaches	% Meets	% Masters
English 1	576	4035	27	73	55	10
English 2	510	4035	24	76	58	4
US History	393	4264	4	96	72	35
Biology	525	4010	15	85	49	14
Algebra 1	388	3820	29	71	32	15

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

Prioritized Need 1 (Prioritized): Chapin will implement an advisory period to provide additional opportunities for those in need of EOC support.   **Root Cause:** All students cannot attend before or after school tutoring to receive EOC support.

L2 Academic Excellence (Student Achievement)

L2 Academic Excellence (Student Achievement) Summary

The majority of Chapin students receive course credit at the end of the semester. However, 414 students needed credit recovery courses in summer 2023.

Prioritized Needs Identifying L2 Academic Excellence (Student Achievement) Needs

Prioritized Need 1 (Prioritized): Chapin will increase parent/guardian communication to increase pass rates in all classes.   **Root Cause:** In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

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

Supporting a diverse student population, Chapin strives to be among the top tiered high schools in El Paso ISD for programs and student performance.

Chapin is the home of a Project Lead The Way (PLTW) Pre-Engineering Magnet Program that supports Science, Technology, Engineering, And Mathematics (STEM) with engineering, computer science and biomedical courses, combined with advanced mathematics and science courses.

Beginning in Fall, 2022, another STEM based program at Chapin is its new Pathway in Technology Early College High School (P-TECH) program that focuses on computer science opportunities for an Associate's Degree in Computer Science, and/or industry related certifications in computer science fields.

Chapin's Army JROTC program curriculum includes a rigorous, relevant 21st century lessons in areas including, but not limited to leadership, academics, health and wellness, physical fitness. The program also offers various curricular and extra-curricular activities that support programs of student in Public Service and STEM related fields.

In addition to these more formulated, curricular programs, Chapin students graduate with at least one Texas Graduation Endorsement plan in STEM, Public Service, Business & Industry, Arts & Humanities, and/or Multidisciplinary. These endorsements may or may not include a partial or complete Career Technology Education (CTE) based Program of Study.

The campus instructional teams, both within grade levels and in vertical alignment planning, embrace a collaborative Professional Learning Community (PLC) model designed to identify students' instructional gaps and to employ accelerated instruction, as mandated by HB 4545 identified students in need of academic interventions. Yearlong emphasis on tutoring, remediation and enrichment, including school fall and spring intercessions provide students more opportunities for differentiated instruction and personalized teacher interaction.

Each year, Guidance & Instruction, in combination with PLC's, continue to focus on improving electives course offerings. With regard to advanced, college readiness standards, Chapin strives to support the district College Career Readiness (CCR) goals, emphasizing Advanced Placement (AP) course enrollment and successful scores (3-5) for college credit eligibility. To further support CCR success, Chapin continues to expand its TSIA2 testing "boot camps" and testing availability in order to in improve EPCC Dual Credit eligibility for students. Overall, this campus works to strengthen student and parent understanding of credit opportunities for Dual Enrollment UT OnRamps courses.

To further support other CCR factors, Chapin Campus CTE courses actively increased preparation and testing for Industry Based Certifications from Adobe, Microsoft & Comptia (computer science).

Chapin works to support EPISD's technology goals for 21st century student learning, and students are in a 1:1 technology environment, with Schoology as the district's primary learning platform. Teachers are permitted to use other learning tools, online or in the classroom as long as those platforms are compatible with district network requirements and digital citizenship guidelines.

Chapin is currently a participant in the Department of the Army's Army Youth Program in Your Neighborhood (AYPYN). This program is committed to expand the availability of high quality, high interest after-school programs for Army connected and civilian high school students. This program is designed to locate and support the development of sustainable, supportive instructional, educational programs in communities where high concentrations of Army families reside and attend school. This program funds an array of activities, including tutoring, after school clubs, transportation as well as snacks, equipment, and materials to support activities.

Knowing positive campus climate and culture can contribute to student success, Chapin plans to modify its Advisory program to incorporation more opportunities to support HB 4545 as well as provide enrichment activities based on student interests. Chapin's goal remains to use the advisory activities in conjunction AYPYN for after school tutoring and special interest groups to expand the supervised, safe learning environments where students can experience successful academic and personal growth.

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

Prioritized Need 1 (Prioritized): Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause:** Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

L4 Culture of Accountability (Parent & Community Engagement)

L4 Culture of Accountability (Parent & Community Engagement) Summary

Chapin High School is committed to improving parent and community engagement. The 2023-24 school year will be the first year the campus employs a full-time Family and Community Liaison. The campus' goal is to host a minimum of two parent and community engagement activities per month.

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

Prioritized Need 1 (Prioritized): Chapin will implement a system to solicit feedback from parents/guardians.   **Root Cause:** Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

L5 Equity by Design (Demographics)

L5 Equity by Design (Demographics) Summary

As of November 2022, Chapin High School had an enrollment of 1718 students. Chapin High School has one of the most diverse learning communities in the city. This is in large part due to our approximately 25% military-connected student population. Additional demographic information as of November 2022:

Hispanic: 75.09%

White: 11.87%

African American: 6%

Asian: 1.75%

Pacific Islander: 1.4%

2 or more: 3.61%

Gifted & Talented: 14%

504: 8%

Special Education: 9%

Emergent Bilinguals: 20%

At-Risk: 63%

Economically Disadvantaged 68%

Prioritized Needs Identifying L5 Equity by Design (Demographics) Needs

Prioritized Need 1 (Prioritized): Chapin will increase student enroll to 1800+.   **Root Cause:** Chapin attendance decreased due to the COVID pandemic.

Prioritized Needs

Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.

Root Cause 1: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

Prioritized Need 1 Areas: L3 Destination District (Perceptions, Facilities, Programs, Technology)

Prioritized Need 2: Chapin will implement an advisory period to provide additional opportunities for those in need of EOC support.

Root Cause 2: All students cannot attend before or after school tutoring to receive EOC support.

Prioritized Need 2 Areas: L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 3: Chapin will provide opportunities for alumni to participate in school activities.

Root Cause 3: Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.

Prioritized Need 3 Areas: L1 Whole Child (Culture & Climate)

Prioritized Need 4: Chapin will implement a system to solicit feedback from parents/guardians.

Root Cause 4: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

Prioritized Need 4 Areas: L4 Culture of Accountability (Parent & Community Engagement)

Prioritized Need 5: Chapin will increase student enroll to 1800+.

Root Cause 5: Chapin attendance decreased due to the COVID pandemic.

Prioritized Need 5 Areas: L5 Equity by Design (Demographics)

Prioritized Need 6: Chapin will increase parent/guardian communication to increase pass rates in all classes.

Root Cause 6: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

Prioritized Need 6 Areas: L2 Academic Excellence (Student Achievement)

Prioritized Need 7: Chapin will continue to retain highly qualified faculty and staff.

Root Cause 7: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

Prioritized Need 7 Areas: L3 Destination District (Staff Recruitment, Retention &Prof. Dev)

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 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

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

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
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data
- T-PESS data

Parent/Community Data

- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

Goals

Revised/Approved: August 22, 2023

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

Performance Objective 1: By June 2024, Chapin will create a culture where each student is supported by caring adults, as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Chapin will conference with students who have academic, discipline, emotional, and attendance challenges.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers, Counselors, Administration, Graduation Coach, Alpha	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.6 - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1				

Strategy 2 Details	Reviews			
Strategy 2: Chapin will acknowledge and celebrate students' accomplishments.	**Formative**			**Summative**
Staff Responsible for Monitoring: All campus stakeholders.	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Prioritized Needs:** L5 Equity by Design (Demographics) 1				

Strategy 3 Details		Reviews			
Strategy 3: Chapin will conduct check-ins with all students.		**Formative**			**Summative**
Staff Responsible for Monitoring: All campus personnel		**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 **- ESF Levers:** Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1					
Strategy 4 Details		Reviews			
Strategy 4: Chapin will host a new student orientation in late July 2023.		**Formative**			**Summative**
Staff Responsible for Monitoring: Student Activities Manager		**Oct**	**Jan**	**Mar**	**June**
Title I: 2.6, 4.2 **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Prioritized Needs:** L1 Whole Child (Culture & Climate) 1					
0% No Progress	100% Accomplished	⟶ Continue/Modify	✕ Discontinue		

Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Chapin will provide opportunities for alumni to participate in school activities.   **Root Cause**: Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians.   **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.
L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+.   **Root Cause**: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 2: By June 2024, Chapin will increase student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 2,390 to 2,510.

High Priority

Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Chapin will offer three informational sessions about extracurricular activities before the first day of school.	**Formative**			**Summative**
Staff Responsible for Monitoring: Student Activities Manager	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture **Prioritized Needs:** L1 Whole Child (Culture & Climate) 1				

Strategy 2 Details	Reviews			
Strategy 2: Clubs and teams will engage in recruitment activities throughout the school year.	**Formative**			**Summative**
Staff Responsible for Monitoring: Sponsors and Coaches	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 - **ESF Levers:** Lever 3: Positive School Culture **Prioritized Needs:** L1 Whole Child (Culture & Climate) 1				

Strategy 3 Details	Reviews			
Strategy 3: Chapin fine arts teachers will attend out-of-town professional development to obtain new knowledge and update best practices for fine arts programs.	Formative			Summative
	Oct	Jan	Mar	June
Staff Responsible for Monitoring: PEIMS Clerk and Administration **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning **Prioritized Needs:** L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1 **Funding Sources:** Fine Arts Professional Development - 211 ESEA Title I Part A (Campus) - $3,500				

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Chapin will provide opportunities for alumni to participate in school activities.   **Root Cause**: Students have limited opportunities to witness the success of Chapin alumni to connect to their own potential and possibilities.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff.   **Root Cause**: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

Performance Objective 3: By June 2024, Chapin will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by reduction of non attendance-related discipline referrals by 15% from 530 to 450.

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details			Reviews			
Strategy 1: Chapin will include SEL lessons during content instruction and during WIN (Whatever I Need) periods.			**Formative**			**Summative**
Staff Responsible for Monitoring: Counselors, Teachers, SEL Administrator.			**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1						
Strategy 2 Details			Reviews			
Strategy 2: Administrators will hold coaching conversations with students when addressing discipline issues.			**Formative**			**Summative**
Staff Responsible for Monitoring: Assistant Principals, Principal			**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 3: Positive School Culture **Prioritized Needs:** L5 Equity by Design (Demographics) 1						
0% No Progress	100% Accomplished		Continue/Modify		✗ Discontinue	

Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+.   **Root Cause**: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 4: By June 2024, Chapin will provide relevant and challenging coursework through multiple pathways as measured by an increase percent of students in grades 9-12 who earn college credit by completing an Advanced Placement (AP)/International Baccalaureate (IB) from 23% to 26%, On Ramps from 15% to 30%, or dual credit course from 35% to 47%.

High Priority

HB3 Goal

Evaluation Data Sources: TEAL TEA Data File (Accountability),
TAPR (final)
District Created Tableau dashboard

Strategy 1 Details	Reviews			
Strategy 1: Chapin will provide teachers with professional development and resources to increase students earning college credit.	**Formative**			**Summative**
Staff Responsible for Monitoring: Administration	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1				

Strategy 2 Details	Reviews			
Strategy 2: Chapin will hold a morning and evening parent information session to increase awareness of college credit classes and to review best practices for student success in college credit classes.	**Formative**			**Summative**
Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, College Readiness	**Oct**	**Jan**	**Mar**	**June**

Coordinator, P-Tech Teacher Leader, Magnet Coordinator

Title I:
2.5, 2.6, 4.2
 - **TEA Priorities:**
Connect high school to career and college
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 1

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Performance Objective 4 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

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

Strategy 1 Details		Reviews			
Strategy 1: Chapin administrators, Instructional Leadership Team, and EPISD academic support team will conduct curriculum fidelity walks throughout the school year.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction **Prioritized Needs:** L2 Academic Excellence (Student Achievement) 1					
0% No Progress	100% Accomplished	→ Continue/Modify		✕ Discontinue	

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes.   **Root Cause**: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 2: By June 2024, Chapin will 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 in 70% of all campuses with a dual language program.

Strategy 1 Details	Reviews			
Strategy 1: Chapin administrators will each conduct five walkthroughs, including curriculum fidelity walks, weekly.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Prioritized Needs:** L2 Academic Excellence (Student Achievement) 1				
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes.   **Root Cause**: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 3: By June 2024, Chapin will increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 77% to 80%.

Strategy 1 Details	Reviews			
Strategy 1: Chapin will provide instructional materials, reading materials, equipment, furniture, technology, and other instructional materials to increase student achievement.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, Secretary to the Principal, PEIMS Clerk, Principal **Title I:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments **Prioritized Needs:** L2 Academic Excellence (Student Achievement) 1 **Funding Sources:** General Supplies - 185 SCE (Campus) - $47,710, Reading Materials - 211 ESEA Title I Part A (Campus) - $3,000, Instructional Technology - 211 ESEA Title I Part A (Campus) - $21,000, Classroom Furniture & Equipment - 211 ESEA Title I Part A (Campus) - $4,000, General Supplies - 211 ESEA Title I Part A (Campus) - $77,232				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will provide before and after school tutoring opportunities.	**Formative**			**Summative**
Staff Responsible for Monitoring: Teachers, Administration	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Prioritized Needs:** L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 **Funding Sources:** Tutoring & Fringes - 185 SCE (Campus) - $6,240, Tutoring & Fringes - 211 ESEA Title I Part A (Campus) - $6,768				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Chapin will implement an advisory period to provide additional opportunities for those in need of EOC support.   **Root Cause**: All students cannot attend before or after school tutoring to receive EOC support.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes.   **Root Cause**: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.

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

Performance Objective 4: By June 2024, Chapin will increase 4-year graduation rate from 97% to 98% with SPED student group increasing from 74% to 76% and Emer. Bil student group increasing from 88% to 90%.

High Priority

Strategy 1 Details	Reviews			
Strategy 1: Chapin will conduct cross audits and hold BOY and MOY Senior meetings.	**Formative**			**Summative**
Staff Responsible for Monitoring: Counselors	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.6 **- TEA Priorities:** Connect high school to career and college **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1				

Strategy 2 Details	Reviews			
Strategy 2: Chapin will ensure parents and students are notified of failing grades and opportunities to improve grades.	**Formative**			**Summative**
Title I: 2.4, 2.6 **- TEA Priorities:** Connect high school to career and college **Prioritized Needs:** L2 Academic Excellence (Student Achievement) 1	**Oct**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Chapin will increase Edgenuity course offerings.	**Formative**			**Summative**
Title I: 2.4, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **Prioritized Needs:** L2 Academic Excellence (Student Achievement) 1	**Oct**	**Jan**	**Mar**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Chapin will increase parent/guardian communication to increase pass rates in all classes.   **Root Cause**: In addition to Parent Portal, parents/guardians receive limited communication regarding failing grades.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians.   **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 5: By June 2024, Chapin will increase the number of students who earn at least one College, Career and Readiness (CCR) Focus measure from 68% to 90% with all student groups meeting board approved metrics .

Strategy 1 Details	Reviews			
Strategy 1: Chapin will market all CCMR opportunities to students and parents.	**Formative**			**Summative**
Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, College Readiness Coordinator. **Title I:** 2.5, 2.6 - **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	**Oct**	**Jan**	**Mar**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Performance Objective 5 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 6: By June 2024, Chapin will ensure all students graduate prepared for college as measured by increase the percent of 9th-12th grade students completing TSIA2 from 26% to 40% .

Strategy 1 Details	Reviews			
Strategy 1: Chapin will TSI test all students.	**Formative**			**Summative**
Staff Responsible for Monitoring: College Readiness Coordinator	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5 **- TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Performance Objective 6 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 7: By June 2024, Chapin will ensure all students graduate prepared for college as measured by increase students average SAT score from 954 to 991.

Strategy 1 Details				Reviews			
Strategy 1: Chapin will incorporate SAT prep into Advisory/WIN (Whatever I Need) periods.				**Formative**			**Summative**
Staff Responsible for Monitoring: College Readiness Coordinator, SAT Prep WIN Teachers				**Oct**	**Jan**	**Mar**	**June**
Title I: 2.5, 2.6 **- TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1							
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue				

Performance Objective 7 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 8: By June 2024, Chapin will ensure all students graduate prepared for college and/or career as measured by an increase in the number of students that meet criteria for CCMR Outcome Bonus by 5% from 84% all students, 62% Eco Dis students, and 65% .

Strategy 1 Details	Reviews			
Strategy 1: Chapin will incorporate TSI and SAT prep into Advisory/WIN (Whatever I Need) periods.	**Formative**			**Summative**
Title I: 2.4, 2.5, 2.6 **- TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1	**Oct**	**Jan**	**Mar**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Performance Objective 8 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 9: By June 2024, Chapin will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grades 9-12 who earn post-secondary credentials beyond high school diploma by earning an industry certification in an aligned program of study from 6% to 10%.

Strategy 1 Details	Reviews			
Strategy 1: Counselors will advise students on programs of study (POS) and schedule them to meet POS requirements when possible.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Guidance & Instruction Asst. Principal, Counselors, and Magnet Coordinator, **Title I:** 2.5, 2.6 - **TEA Priorities:** Connect high school to career and college - **ESF Levers:** Lever 1: Strong School Leadership and Planning **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Performance Objective 9 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes. **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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

Performance Objective 1: By June 2024, Chapin will stabilize enrollment by increasing the number of new students to the District by 30.

Strategy 1 Details				Reviews			
Strategy 1: Chapin will participate in District registration drives and initiatives.				**Formative**			**Summative**
Title I: 4.2 **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture **Prioritized Needs:** L5 Equity by Design (Demographics) 1				**Oct**	**Jan**	**Mar**	**June**
Strategy 2 Details				Reviews			
Strategy 2: Chapin will host registration assistance and campus tours during the summer of 2023.				**Formative**			**Summative**
Staff Responsible for Monitoring: Administration, Registrar				**Oct**	**Jan**	**Mar**	**June**
Title I: 2.6, 4.2 **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture **Prioritized Needs:** L5 Equity by Design (Demographics) 1							

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+. **Root Cause**: Chapin attendance decreased due to the COVID pandemic.

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

Performance Objective 2: By August 31, 2023, Chapin will attract and retain top talent by implementing an employee recruiting plan designed to have no teacher vacancies on the first day of school.

Strategy 1 Details		Reviews			
Strategy 1: Chapin will participate in all District teacher recruitment events.		**Formative**			**Summative**
Staff Responsible for Monitoring: Principal		**Oct**	**Jan**	**Mar**	**June**
TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing **Prioritized Needs:** L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1					
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff.   **Root Cause**: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

Performance Objective 3: By June 2024, Chapin will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Strategy 1 Details			Reviews			
Strategy 1: Chapin will offer instructional technology professional development at least once a month.			**Formative**			**Summative**
Staff Responsible for Monitoring: Campus Teaching Coaches			**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6 **- TEA Priorities:** Recruit, support, retain teachers and principals **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments **Prioritized Needs:** L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 1						
0% No Progress	100% Accomplished	Continue/Modify		Discontinue		

Performance Objective 3 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 1: Chapin will continue to retain highly qualified faculty and staff.   **Root Cause**: Chapin has a low employee turnover rate. Most resignations are due to promotion or retirements.

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

Performance Objective 1: By June 2024, Chapin will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 90% to 94%.

Strategy 1 Details	Reviews			

Strategy 1: Chapin will adhere to state and District safety expectations, including locked and closed door requirements, fire drills, and lockdown/lockout/hold drills.
    Staff Responsible for Monitoring: All campus personnel.
 	
    Title I:
2.4, 2.6
 - **ESF Levers:**
Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Prioritized Needs: L5 Equity by Design (Demographics) 1
	Formative			**Summative**

	Oct	**Jan**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Performance Objective 1 Prioritized Needs:

L5 Equity by Design (Demographics)
Prioritized Need 1: Chapin will increase student enroll to 1800+. **Root Cause**: Chapin attendance decreased due to the COVID pandemic.

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 offering all required community events.

Strategy 1 Details			Reviews		
Strategy 1: Chapin will host at minimum one parental engagement activity per month and provide monthly parent reading materials.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Parental Engagement Liaison **Title I:** 2.4, 2.5, 2.6, 4.2 **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1 **Funding Sources:** Parental Engagement Supplies & Resources - 211 ESEA Title I Part A (Campus) - $1,200					
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue					

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians.   **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 3: By June 2024, Chapin 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 by the Let's Talk Platform (customer satisfaction rating from N/A to 10 and response rate from 1.6 days to 1 day).

Strategy 1 Details	Reviews			
Strategy 1: Chapin will use phone conversations, call outs, emails, in-person conversations, parent/community meetings, and Let's Talk to engage with families and the community. **Staff Responsible for Monitoring:** All campus personnel. **Title I:** 2.4, 2.5, 2.6, 4.2 - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Performance Objective 3 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians. **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

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

Performance Objective 1: By June 2024, Chapin 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).
Emer. Bil from 2.2% to 4%
SPED from 2.5% to 4%

Strategy 1 Details		Reviews			
Strategy 1: Teachers, counselors, and College Readiness Coordinator will recommend students, including EB and SPED students, for advanced academic courses.		**Formative**			**Summative**
		Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teachers, Counselors, and College Readiness Coordinator					
Title I: 2.5, 2.6 **- TEA Priorities:** Connect high school to career and college **- ESF Levers:** Lever 1: Strong School Leadership and Planning **Prioritized Needs:** L3 Destination District (Perceptions, Facilities, Programs, Technology) 1					
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Performance Objective 1 Prioritized Needs:

L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Chapin will increase student eligibility for and enrollment in college credit and college classes.   **Root Cause**: Students' learning gaps impacted student success in core classes and testing, resulting in the need for repeating coursework. Moving ahead with more challenging courses became less of a priority.

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 and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 36% to 30% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 11% to 7%.

Strategy 1 Details	Reviews			
Strategy 1: Chapin will host EB parent events which will include; EB students, teachers, LPAC Clerk, and LPAC Administrator.	**Formative**			**Summative**
Staff Responsible for Monitoring: LPAC Clerk and LPAC Administrator	**Oct**	**Jan**	**Mar**	**June**
Title I: 2.4, 2.5, 2.6, 4.2 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Prioritized Needs:** L4 Culture of Accountability (Parent & Community Engagement) 1				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Chapin will implement a system to solicit feedback from parents/guardians.   **Root Cause**: Other than climate surveys, parents and guardians do not have a formal way to make suggestions/recommendations.

State Compensatory

Budget for Chapin High School

Total SCE Funds: $53,950.00
Total FTEs Funded by SCE: 0
Brief Description of SCE Services and/or Programs

SCE funds will be used for tutoring and instructional resources to support at-risk students.

Campus Funding Summary

			185 SCE (Campus)		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
2	3	1	General Supplies		$47,710.00
2	3	2	Tutoring & Fringes		$6,240.00
				Sub-Total	$53,950.00
				Budgeted Fund Source Amount	$53,950.00
				+/- Difference	$0.00
			211 ESEA Title I Part A (Campus)		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	2	3	Fine Arts Professional Development		$3,500.00
2	3	1	Reading Materials		$3,000.00
2	3	1	General Supplies		$77,232.00
2	3	1	Classroom Furniture & Equipment		$4,000.00
2	3	1	Instructional Technology		$21,000.00
2	3	2	Tutoring & Fringes		$6,768.00
4	2	1	Parental Engagement Supplies & Resources		$1,200.00
				Sub-Total	$116,700.00
				Budgeted Fund Source Amount	$116,700.00
				+/- Difference	$0.00
				Grand Total Budgeted	$170,650.00
				Grand Total Spent	$170,650.00
				+/- Difference	$0.00