

El Paso Independent School District

Canyon Hills Middle School

2023-2024 Improvement Plan

Accountability Rating: F



Board Approval Date: October 17, 2023

Mission Statement

Canyon Hills Middle School will provide every student with a 21st century, quality education focused on the dedicated belief that all students can learn at high levels.

Vision

Through engaging lessons, extracurricular activities and collaboration, students will given opportunities to grow social-emotionally and academically while gaining the skills needed for the 21st century.

Value Statement

Value Statements:

- 1. Students come first in all actions and decision-making.*
- 2. Every child will learn in an appropriate setting and with the proper instruction, .*
- 3. Every child is entitled to a teacher who is the best we can hire for that position and who believes every child can learn.*
- 4. When students value community service and civic mindedness, they will be more productive community members .*
- 5. We must be open and transparent in our service to the public.*
- 6. Canyon Hills will have zero tolerance for immoral, unethical, and illegal behavior.*
- 7. We have a competitive advantage as our community is bilingual, bicultural, and biliterate, and will be supported in the classroom.*
- 8. Family engagement is critical to the success of students.*

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Comprehensive Needs Assessment

L1 Whole Child (Culture & Climate)

L1 Whole Child (Culture & Climate) Summary

Canyon Hills offered a variety of after school activities i.e. tutoring, sports, UIL (University Interscholastic League) and clubs. These activities were inclusive to all groups of students. There is a low student participation in the various after school activities.

Students are made aware of the core values of Trust, Respect and Responsibility through SEL (Social and Emotional Learning) during intervention, enrichment, and all classes throughout the day. There are standard disciplinary procedures that are proactive and reactive. According to the most recent data, Canyon Hills has a high referral rate, however the campus is currently changing culture by increasing trust, respect, responsibility, and safety and taking an active role in student behavior, incentives, and discipline. Canyon Hills is ensuring discipline is consistent with all students. We are recognizing students and teachers weekly and monthly, respectively, by illustrating their dedication to living our values and principles of carrying the banner, expecting excellence, being a champion for Canyon, and being a merchant of hope. Students and teachers are recognized on our outdoor signs, on our social media platforms, and on our lobby television. Additionally, teachers of the month and our teacher of the year receive special parking.

L1 Whole Child (Culture & Climate) Strengths

The parent liaison organizes parent centered events.

Students are made aware of the core values of Trust, Respect, Responsibility, and Safety through SEL, grade level meetings and continued practice in all classrooms.

Culturize values of carrying the banner, expecting excellence, being a champion for Canyon, and being a merchant of hope are also being implemented by stakeholders.

The variety of clubs and after school activities has improved to allow for a diverse after school program.

Challenges:

lack discipline

The parent liaison organizes parent centered events.

Students are made aware of the core values of Trust, Respect, Responsibility, and Safety through SEL, grade level meetings and continued practice in all classrooms.

Culturize values of carrying the banner, expecting excellence, being a champion for Canyon, and being a merchant of hope are also being implemented by stakeholders.

The variety of clubs and after school activities has improved to allow for a diverse after school program.

Challenges:

Low turnout of parents involved in school activities and parent events.

Promoting PTA on campus

Improving attendance

Discipline issues

Negative perception by the community

Low turnout of parents involved in school activities and parent events.

Promoting PTA on campus

Improving attendance

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

Prioritized Need 1 (Prioritized): Improve attendance **Root Cause:** Lack of incentives to motivate students.

L2 Academic Excellence (Curriculum, Instruction, Assessment)

L2 Academic Excellence (Curriculum, Instruction, Assessment) Summary

At the Canyon Hills Middle School Campus (CHMS) formative, summative, and diagnostic data is continually used to assess student progress. Formative assessments include unit assessments and quarterly/benchmark exams and the State Interim. The CHMS campus utilizes TRS (TEKS Resource system) throughout the school year, allowing for teachers to assess student mastery. The summative assessment used is the State of Texas Assessment of Academic Readiness given by the state of Texas. . The Texas state accountability system this year will be based on letter grades for each school. HB 1416 was introduced in Texas for all students that failed a STAAR assessment, therefore will be required to have between 15 to 30 hours of tutoring for each subject depending if a student failed once or two years.

L2 Academic Excellence (Curriculum, Instruction, Assessment) Strengths

A new curriculum for reading and math has been purchased by the district and is now being implemented in the campus. Assessment dates have been set for the year as well as PLCs to analyze assessment data.

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

Prioritized Need 1 (Prioritized): Improve students' growth. **Root Cause:** Lack of materials, resources, monitoring, and systems.

L2 Academic Excellence (Student Achievement)

L2 Academic Excellence (Student Achievement) Summary

Canyon has been a low performing campus for the past five years. The 2022-2023 STAAR results did not show improvement either.

Canyon is well below the district level in all grades and subject areas.

L2 Academic Excellence (Student Achievement) Strengths

Canyon has recruited all new teachers. Most of them have experienced in working with similar population as in Canyon and proven to increase students' academic growth.

Prioritized Needs Identifying L2 Academic Excellence (Student Achievement) Needs

Prioritized Need 1 (Prioritized): All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. **Root Cause:** Instruction was not aligned to assessment

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

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

Canyon Hills follows district procedures when it comes to recruiting and hiring high-quality educators. When there is an opportunity to hire a teacher for our campus, district will post the position and complete the first screening process to ensure that the candidates meet the qualifications to teach. Once HR approves, the campus will then form an interview committee, interview the candidates, and follow guidelines and questions.

Canyon Hills has two Campus Teaching Coaches that share responsibilities given by administration to assist teachers with best practices. Teacher leaders also will be encouraged to lead other teachers through professional development. Grade level leaders and department chairs are placed in roles to further develop leadership on campus and help develop culture. Canyon has three days of PLCs and two day SLCs.

The Targeted Improvement Plan (TIP) is an ongoing live document that is consistently evaluated and monitored by the Instructional Leadership Team (ILT) and the Accelerated Schools Division (ASD). Utilizing data from STAAR 2022 - 2023, testing.

The ILT and ASD review and evaluate the TIP every 90 days. Each cycle of 90 days has goals to reach, who is responsible for assuring those goals and any additional milestones being made towards those goals. By completing a root cause analysis of each goal (with guidance from Region 19), a plan for any additional professional development for our teachers can be made in order to address the root causes of low performance.

In order to foster a positive and conducive learning environment, our campus promotes a culture of trust, respect, responsibility, and safety. Each teacher along with grade level teams have collaborated and established specific routines and procedures as well as clear expectations in their classroom to maximize opportunities for students to learn and to spend more time engaging students through meaningful instruction. Canyon Hills has also incorporated weekly student recognition through reward point system based on student leadership, and academic achievements. Students are expected to follow District code of conduct, campus core principles and our PBIS matrix. Additionally, students receive SEL lessons to help develop self-awareness and self-control, along with strategies to manage everyday challenges. Moreover, teacher SLC meetings utilize the time to discuss students and bring them in to have meaningful conversations on academics, culture and behavior to include parents.

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

All teachers are coached by the Campus Teaching Coaches and Special Ed Coach as needed to assist with behavior, academic, and IEPs as needed. Both content and language objectives are expected to be posted in classrooms and on Schoology and is monitored during Administrative walkthroughs and observed through learning walks with faculty.

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

Prioritized Need 1 (Prioritized): Professional development for new programs such as Amplify, Carnegie, and Mathia. **Root Cause:** Rollover of the new programs was limited when presented.

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

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

In order to foster a positive and conducive learning environment, our campus promotes a culture of trust, respect, responsibility, and safety. Each teacher along with grade level teams have collaborated and established specific routines and procedures as well as clear expectations in their classroom to maximize opportunities for students to learn and to spend more time engaging students through meaningful instruction. Canyon Hills has also incorporated weekly student recognition through reward point system based on student leadership, and academic achievements. Students are expected to follow District code of conduct, campus core principles and our PBIS matrix. Additionally, students receive SEL lessons to help develop self-awareness and self-control, along with strategies to manage everyday challenges. Moreover, teacher SLC meetings utilize the time to discuss students and bring them in to have meaningful conversations on academics, culture and behavior to include parents.

In order to provide all students a well-rounded experience in a safe environment, Canyon Hills offers the following electives, extra-curricular activities and clubs: Band, Basketball, Football, Cheerleaders, Baseball, Softball, Student council, Track, Choir, Cross Country, Health Wellness, Orchestra, Soccer, Volleyball, Wrestling, UIL, Chess Club and Cobra Beats.

Students are guided and supported by our campus counseling team to ensure that they are aware of possible postsecondary education and career opportunities. The campus counseling team provides students many opportunities to plan and explore various post-secondary/career pathways. Students will also be given the opportunity to visit a campus physically or virtually. Career research and exposure of prerequisites and qualifications of their career choice. Campus exploration activities are year-round and include and are not limited to: Wear Your College shirt Wednesdays, Dress for Success, Magnet school presentations, career exploration, creating individual college one-pagers and pennants of their college or career choice and career presentations from various branches of the military/law enforcement agencies when possible. It is also required that all 8th grade students complete a signed Plan of Study prior to their transition to high school.

Incoming and outgoing students are given the opportunity to attend different activities to provide support grade level transitions. The 8th graders transitioning to area high schools will visit their next campus high school through a planned and coordinated field trip and/or virtually. Incoming 6th graders will have an opportunity to visit and get acquainted with the campus, as well as learn about the different clubs, activities, academics, and programs either by a coordinated field trip and/or virtually.

Student safety is extremely important at Canyon Hills. It is important to note that data shows that the majority of incidents regarding bullying, drug, and violence are experienced before school, during lunch and after school when students are not in physical view of their assigned teacher. Therefore, an emphasis will be placed on safety precautions during these time frames by our campus patrol and by inviting parent volunteers to assist.

Counselors, teachers and staff members monitor the hallways during transition to provide guidance to students seeking assistance in finding their classrooms.

Bullying is the main cause of students wanting to commit suicide; stopping bullying will never be 100%, but all attempts to contain it whether it be by attending school counseling or external counseling services, mediation and/or parent intervention.

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

During the 2023-2024 school year, we have been approved to improve facilities.

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

Prioritized Need 1 (Prioritized): Update technology devices **Root Cause:** Lack of funds to renew yearly

L4 Culture of Accountability (Parent & Community Engagement)

L4 Culture of Accountability (Parent & Community Engagement) Summary

The parent liaison organizes parent centered events. Parent and community involvement is low, therefore the intent is to increase both partners by providing more activities throughout the year.

A new PTA is in the process of being selected.

Communities in school have joined our campus and will probably be seeing additional programs for parents.

L4 Culture of Accountability (Parent & Community Engagement) Strengths

Parents have expressed that the new redesigned process has been very positive for parents and students.

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

Prioritized Need 1 (Prioritized): Low parent participation. **Root Cause:** Negative perception of the school.

L5 Equity by Design (Demographics)

L5 Equity by Design (Demographics) Summary

Canyon Hill Middle School currently has 400 students enrolled for the 2023-2024 school year. Our current student population includes 48% female students and 52% male students with 92% of our population identifying as Hispanic/Latino. Our special populations are as follows: 82% economically disadvantages, 13% gifted, 36% Emergent Bilingual and 13% special education.

Our staff currently includes 37 full time teachers, 2 paraprofessionals, 3 campus teaching coaches and 1 librarian. The campus has 3 campus administrators and 2 full time counselors. Canyon Hills currently staffs two full time interventionist.

Canyon Hills has Partners in Education with Boss Chicken, AppleBees and Peter Piper. The relationship will continue in the foreseeable future.

Canyon Hills does not currently have a parent teacher association. However, we do employ a part time parent liaison to try to engage the public in our school.

Canyon Hills has been identified as a low rated TEA campus and as such we received special help from the districts' Accelerated School Division and Region 19. They provide guidance and professional services for our staff and community. Canyon Hills also has close ties with our middle school facilitators who are often on campus to help with academics.

L5 Equity by Design (Demographics) Strengths

Community population is consistent and most of our students are neighborhood students that are not transitory.

One fifth of our students are transfer students that elected to come to Canyon Hills.

Minimal retention for Special Education students.

All teachers were selected for this school year.

All student meals are free including breakfast, lunch and afterschool snacks.

Prioritized Needs Identifying L5 Equity by Design (Demographics) Needs

Prioritized Need 1 (Prioritized): Increase enrollment **Root Cause:** Canyon Hills has been effected by an aging community population , open enrollment by the district and a negative perception.

Prioritized Needs

Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results.

Root Cause 1: Instruction was not aligned to assessment

Prioritized Need 1 Areas: L2 Academic Excellence (Student Achievement)

Prioritized Need 2: Increase enrollment

Root Cause 2: Canyon Hills has been effected by an aging community population , open enrollment by the district and a negative perception.

Prioritized Need 2 Areas: L5 Equity by Design (Demographics)

Prioritized Need 3: Improve attendance

Root Cause 3: Lack of incentives to motivate students.

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

Prioritized Need 4: Professional development for new programs such as Amplify, Carnegie, and Mathia.

Root Cause 4: Rollover of the new programs was limited when presented.

Prioritized Need 4 Areas: L3 Destination District (Staff Recruitment, Retention & Prof. Dev)

Prioritized Need 5: Improve students' growth.

Root Cause 5: Lack of materials, resources, monitoring, and systems.

Prioritized Need 5 Areas: L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 6: Update technology devices

Root Cause 6: Lack of funds to renew yearly

Prioritized Need 6 Areas: L3 Destination District (Perceptions, Facilities, Programs, Technology)

Prioritized Need 7: Low parent participation.

Root Cause 7: Negative perception of the school.

Prioritized Need 7 Areas: L4 Culture of Accountability (Parent & Community Engagement)






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, Canyon Hills 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: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Implement and analyze the Panorama Survey results. Strategy's Expected Result/Impact: Identify areas of growth and implement systems to improve. Staff Responsible for Monitoring: Bertha Martinez Title I: 2.5, 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Improve attendance Root Cause: Lack of incentives to motivate students.

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

Performance Objective 2: By June 2024, Canyon Hills will increase grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%.

High Priority
Evaluation Data Sources: Survey results

Strategy 1 Details		Reviews			
Strategy 1: Implement at least three activities after school for students to participate in. Strategy's Expected Result/Impact: Increase student participation by 5%. Staff Responsible for Monitoring: Assistant Principal Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 2 Prioritized Needs:






L1 Whole Child (Culture & Climate)	
Prioritized Need 1: Improve attendance Root Cause: Lack of incentives to motivate students.	

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

Performance Objective 3: By June 2024, Canyon Hills will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness.

High Priority

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: Implement a mentor/mentee system (PODS) to ensure all students are being assisted and tracked. Strategy's Expected Result/Impact: Decrease the number of referrals by 5%. Staff Responsible for Monitoring: Assistant Principal Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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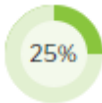




Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)	
Prioritized Need 1: Improve attendance Root Cause: Lack of incentives to motivate students.	
L2 Academic Excellence (Student Achievement)	
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment	

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

Performance Objective 4: By June 2024, Canyon Hills will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 7% to 6% and reduce the overall number of disciplinary removals.

High Priority
Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details		Reviews			
Strategy 1: Recognize and incentivize positive behavior daily using a tracking system that all personnel can use. Strategy's Expected Result/Impact: Decrease the number of referrals by 5%. Staff Responsible for Monitoring: Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 Funding Sources: supplies - 199 General Fund - \$500		Formative			Summative
		Oct	Jan	Mar	June
					
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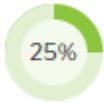




Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Improve attendance Root Cause: Lack of incentives to motivate students.

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

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

High Priority
Evaluation Data Sources: Eduphoria, walk-through data

Strategy 1 Details	Reviews			
Strategy 1: Analyze and track student data and implement plan of action as needed to ensure student growth. Strategy's Expected Result/Impact: Improve student academic achievement. Staff Responsible for Monitoring: Bertha Martinez Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 1 Prioritized Needs:

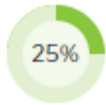




L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment

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

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

High Priority

Evaluation Data Sources: Walk-through data/University records

Strategy 1 Details		Reviews			
Strategy 1: Promote and inform teachers of the PD opportunities to become ESL certified. Strategy's Expected Result/Impact: Increase the number of ESL certified teachers. Staff Responsible for Monitoring: Bertha Martinez Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 2 Prioritized Needs:






L2 Academic Excellence (Curriculum, Instruction, Assessment)	
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.	
L2 Academic Excellence (Student Achievement)	
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment	

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

Performance Objective 3: By June 2024, Canyon Hills will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 45% to 48%.

High Priority

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details		Reviews			
Strategy 1: Provide interventionist to assist in small group instruction. Strategy's Expected Result/Impact: Improve student achievement in all subjects. Staff Responsible for Monitoring: Bertha Martinez Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue






Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment

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

Performance Objective 4: By June 2024, Canyon Hills will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level.

High Priority
HB3 Goal
Evaluation Data Sources: Eduphoria

Strategy 1 Details	Reviews			
Strategy 1: Train teachers throughout the year in the new curriculum and materials during PLC's Strategy's Expected Result/Impact: All student groups will show academic growth. Staff Responsible for Monitoring: Bertha Martinez Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 4 Prioritized Needs:






L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Professional development for new programs such as Amplify, Carnegie, and Mathia. Root Cause: Rollover of the new programs was limited when presented.

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

Performance Objective 5: By June 2024, Canyon Hills will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level.

High Priority
HB3 Goal
Evaluation Data Sources: Eduphoria and Tableau

Strategy 1 Details		Reviews			
Strategy 1: Implement tutoring after school and during intercession. Strategy's Expected Result/Impact: Improve students' academic achievement. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 Funding Sources: Teachers-Tutoring - 211 ESEA Title I Part A (Campus) - \$37,000		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 5 Prioritized Needs:








L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment

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

Performance Objective 1: By June 2024, Canyon Hills will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by .05% from 380 to 400

High Priority

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

Strategy 1 Details	Reviews			
Strategy 1: Contact all leavers to offer services and identify needs. Strategy's Expected Result/Impact: Improve student enrollment. Staff Responsible for Monitoring: Principal Title I: 2.6, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Prioritized Needs:






L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L5 Equity by Design (Demographics)
Prioritized Need 1: Increase enrollment Root Cause: Canyon Hills has been effected by an aging community population , open enrollment by the district and a negative perception.

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

Performance Objective 2: By June 2024, Canyon Hills 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%.

High Priority

Evaluation Data Sources: # Vacancies data

Strategy 1 Details		Reviews			
Strategy 1: Attend all job fairs and maintain communication with Alternative Certification Program managers. Strategy's Expected Result/Impact: 95% of vacancies will be filled. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Region 19 - 211 ESEA Title I Part A (Campus) - \$1,000, Campus Redesign Stipends - 255 Title II (Campus) - \$314,638		Formative			Summative
		Oct	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

Performance Objective 2 Prioritized Needs:






L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Professional development for new programs such as Amplify, Carnegie, and Mathia. Root Cause: Rollover of the new programs was limited when presented.

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

Performance Objective 3: By June 2024, Canyon Hills will develop and implement an instructional technology campus support plan.

High Priority

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Survey teachers to purchase needed technology. Strategy's Expected Result/Impact: Teach and access curriculum through the use of technology. Staff Responsible for Monitoring: Assistant Principal Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Technology equipment - 199 General Fund - \$10,000	Formative			Summative
	Oct	Jan	Mar	June
	 30%			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:




L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Update technology devices Root Cause: Lack of funds to renew yearly





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

Performance Objective 1: By June 2024, Canyon Hills will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 89% to 90%.

High Priority

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Implement an attendance committee to promote positive reinforcement and celebrate students meeting goal. Strategy's Expected Result/Impact: Improve student attendance Staff Responsible for Monitoring: Assistant Principal Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 - L5 Equity by Design (Demographics) 1 Funding Sources: Transportation and incentives - 199 General Fund - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 1 Prioritized Needs:








L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Low parent participation. Root Cause: Negative perception of the school.
L5 Equity by Design (Demographics)
Prioritized Need 1: Increase enrollment Root Cause: Canyon Hills has been effected by an aging community population , open enrollment by the district and a negative perception.

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

Performance Objective 2: By June 2024, Canyon Hills will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring all required community events.

High Priority

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Offer at least two family oriented events to foster a welcoming and safe environment for all to participate. Strategy's Expected Result/Impact: Increase parent involvement. Staff Responsible for Monitoring: Assistant principal Title I: 2.6, 4.1, 4.2 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy Prioritized Needs: L1 Whole Child (Culture & Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: General Supplies - 211 ESEA Title I Part A (Campus) - \$500	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Improve attendance Root Cause: Lack of incentives to motivate students.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Low parent participation. Root Cause: Negative perception of the school.

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

Performance Objective 3: By June 2024, Canyon Hills 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.

High Priority
Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
	<div><div></div><div>35%</div></div>			

0%

No Progress

100%

Accomplished

→

Continue/Modify

✗

Discontinue

Performance Objective 3 Prioritized Needs:






L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Low parent participation. Root Cause: Negative perception of the school.

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 as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students.

High Priority

Evaluation Data Sources: Frontline Data

Strategy 1 Details	Reviews			
Strategy 1: Provide tutoring, small group instruction to all students that are at risk of failing. Strategy's Expected Result/Impact: Improve academic achievement from an F to a C as per TEA. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 Funding Sources: Testing materials - 211 ESEA Title I Part A (Campus) - \$12,000, Supplies/Tutoring - 199 General Fund - \$18,274.40	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

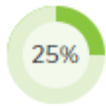
Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: All student groups not demonstrating high levels Academic Achievement as demonstrated in the STAAR "approaches" results. Root Cause: Instruction was not aligned to assessment
L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Update technology devices Root Cause: Lack of funds to renew yearly

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 Intermediate from 51% to 50% and increase Composite Advanced from 38% to 39%.

High Priority
Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
Strategy 1: Provide resources such as books, computers and programs, and testing materials for students that have shown little academic success. Strategy's Expected Result/Impact: Improve TELPAS results at least ten percent. Staff Responsible for Monitoring: Principal Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 Funding Sources: General supplies - 185 SCE (Campus) - \$17,006.86, Reading materials - 211 ESEA Title I Part A (Campus) - \$1,000				
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Improve students' growth. Root Cause: Lack of materials, resources, monitoring, and systems.

State Compensatory

Budget for Canyon Hills Middle School

Total SCE Funds: \$10.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

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Campus Funding Summary

185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	2	1	General supplies		\$17,006.86
Sub-Total					\$17,006.86
Budgeted Fund Source Amount					\$17,200.00
+/- Difference					\$193.14
211 ESEA Title I Part A (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	5	1	Teachers-Tutoring		\$37,000.00
3	2	1	Region 19		\$1,000.00
4	2	1	General Supplies		\$500.00
5	1	1	Testing materials		\$12,000.00
5	2	1	Reading materials		\$1,000.00
Sub-Total					\$51,500.00
Budgeted Fund Source Amount					\$51,500.00
+/- Difference					\$0.00
255 Title II (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1	Campus Redesign Stipends		\$314,638.00
Sub-Total					\$314,638.00
Budgeted Fund Source Amount					\$314,638.00
+/- Difference					\$0.00
199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	supplies		\$500.00
3	3	1	Technology equipment		\$10,000.00
4	1	1	Transportation and incentives		\$2,000.00
5	1	1	Supplies/Tutoring		\$18,274.40

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$30,774.40
Budgeted Fund Source Amount					\$39,404.00
+/- Difference					\$8,629.60
Grand Total Budgeted					\$422,742.00
Grand Total Spent					\$413,919.26
+/- Difference					\$8,822.74