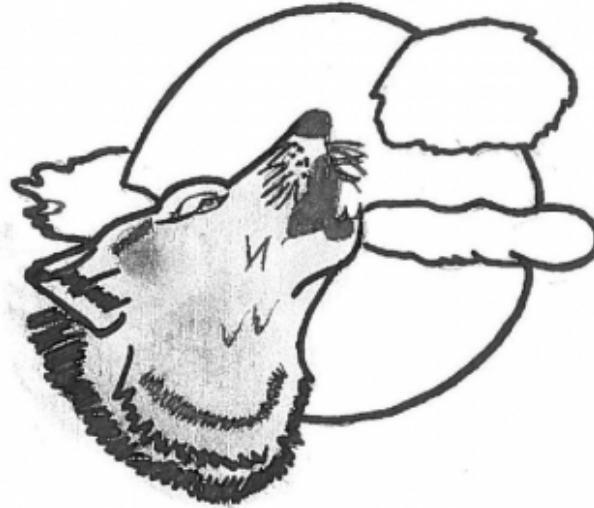


El Paso Independent School District
Kohlberg Elementary School
2023-2024 Goals/Performance Objectives/Strategies
Kohlberg Elementary School



Board Approval Date: October 17, 2023

Value Statement

At Kohlberg Elementary School we will:

- creating a safe, secure learning environment where respect, honesty, and appreciation of individual differences are fostered while we instill a sense of pride in our school and community
- cultivating and maintaining partnerships with students, parents, staff and the community
- maintaining rigorous standards and high expectations for all students as keys to academic excellence and life-long learning
- motivating students to become independent learners who take responsibility for their own learning
- offering a balanced curriculum aligned with quality instruction
- inspiring and equipping all students to discover and develop their talents in order to express their unique potential as leaders, critical thinkers, and collaborators

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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district. 32

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service. 36



Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity. 44









Goals

Goal 1: WHOLE CHILD DEVELOPMENT Kohlberg Elementary School will foster learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Kohlberg 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: K-12 Survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: Fund substitutes for teachers in PEAR through fifth grade to in-services and staff development training sessions so they can meet the needs of at-risk students. This data will be used to support/improve instructional practices.</p> <p>Strategy's Expected Result/Impact: Attendance submitted appropriately in TEAMS, data reports, TABLEAU</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Secretary and EE-5th grade teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3</p> <p>Funding Sources: 211.11.6112.166.24.362.166 - 211 ESEA Title I Part A (Campus) - Substitutes for SD - \$3,440, 211.11.6141.166.24.801.166 - 211 ESEA Title I Part A (Campus) - Social Security/Medicare - \$50, 199.11.6112.166.11.362.166 - 199 General Fund - Substitutes for SD, campus events and testing - \$4,612, 199.11.6112.166.23.362.166 - 199 General Fund - Subs for SPED teachers for SD, Testing, & Campus Events for PK-5th Grade - \$500, 199.11.6112.166.33.362.166 - 199 General Fund - Subs for SPED PK teachers, testing SD - \$500</p>				

Strategy 2 Details	Reviews			
Strategy 2: Utilize the District funded Counselor to provide counseling and guidance lessons to support all students to include At-risk, Economically Disadvantaged, Limited English Proficient, and Special Education. Strategy's Expected Result/Impact: The counselor's daily schedule, student & parent survey, and log of student visits. Staff Responsible for Monitoring: Principal, Assistant Principal and Counselor Title I: 2.5, 2.6 Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize District funded Elementary Campus Monitor to ensure student safety on the playground and in the cafeteria Strategy's Expected Result/Impact: Time sheets completed appropriately. Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.5, 2.6 Funding Sources: 199.52.6126.166x.99.999.166 - 199 General Fund - Funding for campus monitor - \$8,064	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: Lacking STAAR Distinctions and TELPAS Growth percentages Root Cause: Instructions was not focused towards SPED and TELPAS instruction. Prioritized Need 2: Science Scores were low. Root Cause: The new STAR 2.0 may have confused students. There needs to be more practice of the newly formatted test. Prioritized Need 3: STAAR Scores went down Root Cause: STAAR 2.0 format is more difficult for students.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR scores are low. Root Cause: Math 1st teach instruction is not focused on historical campus weaknesses. Prioritized Need 2: Special Education subgroup is below the district average. Root Cause: SPED students need more pr.actice with STAAR style questions. Prioritized Need 3: STAAR scores are lower than the previous school year. Root Cause: PLCs need to be focused on weaknesses in Math, Reading, and Science.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Attendance Rate Root Cause: Student attendance rate fails to reach the targeted 96%, thus impacting student performance and ADA funding

Goal 1: WHOLE CHILD DEVELOPMENT Kohlberg Elementary School will foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Kohlberg will increase PK-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 300.









Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for all students to participate in a field trip and clubs as an extension to their classroom learning. Strategy's Expected Result/Impact: Lesson plans and the activities that follow the field trip will show evidence of success. Staff Responsible for Monitoring: Principal, Assistant Principal and Secretary Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: WHOLE CHILD DEVELOPMENT Kohlberg Elementary School will foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Kohlberg will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 6 extended learning opportunities by from 0 Extended Day Sites to 4 Extended Day Sites and 32 After school Learning sites to 45 After-school Learning Sites.



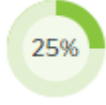

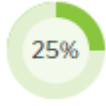

Evaluation Data Sources: District tracking tool







Strategy 1 Details	Reviews			
Strategy 1: Maintain a site-based decision making committee (CIT). Strategy's Expected Result/Impact: Strategy's Expected Result/Impact Agendas, Sign-In Sheets, and Meeting Minutes Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote College and Career Readiness to assist students in developing knowledge, skills, and competencies necessary for career opportunities. Strategy's Expected Result/Impact: The campus will provide opportunities for students to learn about Colleges and Careers for their future. We will have Career Day and Junior Achievement Day. Staff Responsible for Monitoring: Principal and Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: WHOLE CHILD DEVELOPMENT Kohlberg Elementary School will foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Kohlberg will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support. The PBIS/SEL team will ensure data meets all established percentages for school-wide behavior expectations, classrooms procedures and instruction, and student and staff awareness in 50% of all classes.

Evaluation Data Sources: District Developed Tracking Rubric









Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for students to participate in physical activity on a daily basis. Strategy's Expected Result/Impact: Daily schedules or lesson plans Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide a Proactive Positive Behavior Support Program (PBIS), Social Emotional Learning Lessons (SEL) and Morning Meetings to improve students' social, physical and emotional needs. Strategy's Expected Result/Impact: PBIS rules wall, discipline reflection sheets, Decrease in Discipline referrals, SEL Lessons Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor and Teachers Title I: 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide character education program with lessons by the counselor in all classrooms to instill respect and focus on a bully free environment. Strategy's Expected Result/Impact: The counselor's daily schedule, student & parent survey, and log of student visits. Core Essentials Lessons. Staff Responsible for Monitoring: Principal, Assistant Principal and Counselor Title I: 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Provide awareness and training on EPISD University in the areas of Trauma Informed Care, Sexual Harassment, Prevention and Awareness: Human Trafficking of School Age Children, and Child Abuse Awareness and Responsibility. Strategy's Expected Result/Impact: Ensure teachers know their rights responsibilities in maintaining students' safety and well-being. Staff Responsible for Monitoring: Principal and Assistant Principal	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: WHOLE CHILD DEVELOPMENT Kohlberg Elementary School will foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Kohlberg 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 38% to 30% and reduce the overall number of disciplinary removals from 37 to 32.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: By the end of the year, Kohlberg will decrease disproportionality rates of student groups, as demonstrated in disciplinary actions (ISS, OSS, DAEP) through progressive discipline and implementation of documented early interventions (ie., RTI) Strategy's Expected Result/Impact: There will be a decrease in the percentage of of discipline referrals throughout the year. Staff Responsible for Monitoring: PEIMS Clerk, Principal, Assistant Principal, Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: By the end of the year, Kohlberg will ensure threat assessment protocols are implemented and followed at all campuses via their onsite threat assessment team. The campus team shall document incidents and identify the tools needed to assess, monitor and support the students, family, and campus community. Strategy's Expected Result/Impact: All campus drills will be scheduled and completed by the end of the year. The team will also meet monthly to review treat assessment issues. Staff Responsible for Monitoring: Principal, Assitant Principal, Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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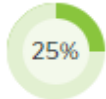





Performance Objective 5 Prioritized Needs:

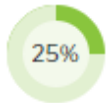

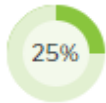

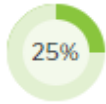

L1 Whole Child (Culture & Climate)
Prioritized Need 1: Reduce ISS OSS referrals by 10% Root Cause: Inconsistency with discipline enforcement and support


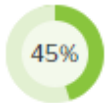



Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.

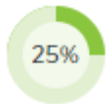







Performance Objective 1: By June 2024, Kohlberg will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction in 50% of all campuses.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Utilize the District funded Campus Teaching Coaches to enhance the academic achievement of at-risk, economically disadvantaged and other students in all content areas, and to provide high quality training for all school staff. Strategy's Expected Result/Impact: Summative: Student test scores will increase. Formative: Lesson plans, PLC planning and Walk-throughs Staff Responsible for Monitoring: Principal and Assistant Principal Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3, 4	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Hire a full time Reading Specialist teacher to assist at-risk dyslexic students. Strategy's Expected Result/Impact: Student test scores and Wilson Program progress. Staff Responsible for Monitoring: Principal; Assistant Principal; and Secretary	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Hire and attain a qualified reading interventionist to work with our students who are struggling in the area of reading. Strategy's Expected Result/Impact: Student test scores will show growth in reading content. Staff Responsible for Monitoring: Principal; Assistant Principal; and Secretary TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Hire and attain a qualified math interventionist to work with our students who are struggling in the area of math. Strategy's Expected Result/Impact: Student test scores will show growth in reading content. Staff Responsible for Monitoring: Principal; Assistant Principal; and Secretary 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 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Purchase a variety of reading materials including subscriptions for different levels to improve and maintain the classroom instruction and the Library for the purpose of supporting and improving literacy and enhancing academic achievement for at risk and economically disadvantaged students. Strategy's Expected Result/Impact: Summative: Student test scores will increase. Formative: Lesson plans, PLC planning and Walk-throughs Staff Responsible for Monitoring: Principal, Assistant Principal, Secretary and Librarian, CTC's Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Purchase awards and acknowledgements for A and A/B Honor Roll and Perfect & Excellent Attendance Strategy's Expected Result/Impact: Purchase orders received, Grade book and attendance reports Staff Responsible for Monitoring: Principal, Assistant Principal and Secretary Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1 Funding Sources: 199.11.6499.166.11.100.166 - 199 General Fund - End of Year Awards - \$3,000	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Offer the GT School-wide Enrichment Program model in grades K-5th. Strategy's Expected Result/Impact: Enrollment Staff Responsible for Monitoring: Principal, Assistant Principal and GT Chairperson Title I: 2.4, 2.5, 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Solicit nominations from teachers and parents for new students to enter the GT program. Then schedule and administer testing according to district testing guidelines. Maintain a GT Screening committee to include an Administrator, Bilingual Teacher, GT Teacher, and Counselor. Strategy's Expected Result/Impact: Increase in GT identified students, and minutes from meetings. Staff Responsible for Monitoring: Principal, Assistant Principal and GT Chairperson Title I: 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 9 Details	Reviews			
Strategy 9: By the end of the school year, Kohlberg will increase the percentage of students who demonstrate Kindergarten readiness. Strategy's Expected Result/Impact: Students will have a solid foundations of letter and number sense thus improving there reading level and number operations. Staff Responsible for Monitoring: Teachers, Principal, Assistant Principal Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: Hold weekly PLCs which will provide opportunities for teachers to be included in the decisions regarding use, selection, and development of assessments. Strategy's Expected Result/Impact: PLC Agenda & Minutes Assessment created and given Staff Responsible for Monitoring: Principal, Assistant Principal, ALL and Reading Teacher TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Provide in and out of town staff development for administration, faculty and staff to ensure skills and strategies are up to date to be able to serve our At-Risk, Emergent Bilinguals, SEL, and Economically Disadvantaged students. Strategy's Expected Result/Impact: Improved STAAR scores, Quality of teacher instruction and Teacher's social and emotional health. Staff Responsible for Monitoring: Principal, Secretary Title I: 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Funding Sources: 185.23.6411.166.30.100.166 - 185 SCE (Campus) - Travel for Admin - \$1,550	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 1 Prioritized Needs:




L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Lacking STAAR Distinctions and TELPAS Growth percentages Root Cause: Instructions was not focused towards SPED and TELPAS instruction. Prioritized Need 2: Science Scores were low. Root Cause: The new STAR 2.0 may have confused students. There needs to be more practice of the newly formatted test. Prioritized Need 3: STAAR Scores went down Root Cause: STAAR 2.0 format is more difficult for students.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR scores are low. Root Cause: Math 1st teach instruction is not focused on historical campus weaknesses. Prioritized Need 2: Special Education subgroup is below the district average. Root Cause: SPED students need more pr.actice with STAAR style questions.

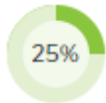

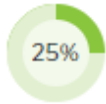

L2 Academic Excellence (Student Achievement)
Prioritized Need 3: STAAR scores are lower than the previous school year. Root Cause: PLCs need to be focused on weaknesses in Math, Reading, and Science.
Prioritized Need 4: TELPAS reflect 11% of our EB student population lost one or more years of growth. Root Cause: There are limited opportunities to practice with students on how to take the TELPAS test. For example they need to practice how to speak into the microphone in order to be heard correctly by the program. Many student are scored lower because they are intelligible to the TELPAS testing program.
L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Attendance Rate Root Cause: Student attendance rate fails to reach the targeted 96%, thus impacting student performance and ADA funding



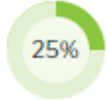





Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Kohlberg 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 in 85% of all classrooms with a dual language program.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 1: To develop a Dual Language Schedule that protects the 50-50 division of languages, and includes the core instruction and WIN block appropriately.</p> <p>Strategy's Expected Result/Impact: Dual Language Instruction will be implemented with fidelity.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Math and Reading Interventionists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- 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</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L5 Equity by Design (Demographics) 1</p>				

Strategy 2 Details		Reviews			
Strategy 2: Purchase reading materials in English and Spanish to support instruction for all students including English Learners and At-Risk students. Strategy's Expected Result/Impact: Dual Language Program will be supported with available resources in classroom and Library Staff Responsible for Monitoring: Principal, Assistant Principal, Librarian, Literacy CTC, Secretary to Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - 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: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Provide opportunities for dual language teachers to collaborate during weekly Professional Learning Community Meetings to monitor and analyze data, plan instruction and necessary interventions and to share best practices in general. Strategy's Expected Result/Impact: Dual Language Teachers will have the opportunity to address the specific needs of second language learners. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs 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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L5 Equity by Design (Demographics) 1		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 4 Details	Reviews			
Strategy 4: Conduct walkthroughs to monitor high quality instruction in the dual language program, dual language strategies. active learning, curriculum implementation and best practices for second language learners. Strategy's Expected Result/Impact: Dual Language Program will be implemented with fidelity. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - 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 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: To provide training and Professional Development opportunities for Dual Language Teachers to better implement this program and to meet the district requirements. Strategy's Expected Result/Impact: Teachers will have the opportunity to learn about best practices and new developments to better implement the program. Staff Responsible for Monitoring: Principal, Assistant Principal, CTCs, Interventions 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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L5 Equity by Design (Demographics) 1	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 2 Prioritized Needs:









L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Lacking STAAR Distinctions and TELPAS Growth percentages Root Cause: Instructions was not focused towards SPED and TELPAS instruction.

L5 Equity by Design (Demographics)
Prioritized Need 1: The percentage of students exiting LEP status is Low. Root Cause: The campus has not been focusing instruction to improve TELPAS.

Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Kohlberg will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 50% to 55%.

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Purchase STAAR practice /testing materials, Anchor Books (Literature Books), and consumable materials to identify areas of need and to support student learning in Amplify, Eureka, and Social Studies Weekly. Strategy's Expected Result/Impact: Summative: Student test scores will increase. Formative: Purchase orders received, Curriculum Guides, PLC planning and Walk-throughs Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 1, 2, 3, 4	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase by 5% the STAAR achievement in each student sub-group in all content areas, and meet the Annual Measurable Achievement Progress for all students, as well as meeting the state and district standards on NWEA, iReady, Stemscopes, and 9 Week Assessments. Strategy's Expected Result/Impact: Improve Domain 1 for state accountability. Staff Responsible for Monitoring: Michelle Pringle, Erica Gonzalez, and classroom teachers. Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Math STAAR scores are low. **Root Cause:** Math 1st teach instruction is not focused on historical campus weaknesses.

Prioritized Need 2: Special Education subgroup is below the district average. **Root Cause:** SPED students need more pr.actice with STAAR style questions.

Prioritized Need 3: STAAR scores are lower than the previous school year. **Root Cause:** PLCs need to be focused on weaknesses in Math, Reading, and Science.

Prioritized Need 4: TELPAS reflect 11% of our EB student population lost one or more years of growth. **Root Cause:** There are limited opportunities to practice with students on how to take the TELPAS test. For example they need to practice how to speak into the microphone in order to be heard correctly by the program. Many student are scored lower because they are intelligible to the TELPAS testing program.

Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Kohlberg will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 66% to 71% with all student groups meeting board approved metrics.

HB3 Goal

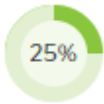

Evaluation Data Sources: Tableau, Eduphoria,
TAPR

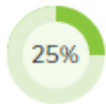

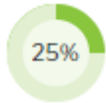

Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.







Performance Objective 5: By June 2024, Kohlberg will increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" grade level or above on STAAR math will increase from 47% to 52% with all student groups meeting board approved metrics.

HB3 Goal

Evaluation Data Sources: Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
Strategy 1: To create meaningful first teaching and interventions to ensure that our students will improve the STAAR Results in Math in grades 3, 4, and 5, Strategy's Expected Result/Impact: More students will score at the Meets Level Staff Responsible for Monitoring: Principal, Assistant Principal, Campus Teaching Coaches, Math Interventionists, and Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 1, 3	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Using assessment data, teachers will provide data driven high quality tier 1 instruction while incorporating differentiation strategies Strategy's Expected Result/Impact: Provide a high quality first teach utilizing high-quality instructional materials Staff Responsible for Monitoring: All teachers, Administration, CTC, and Interventionist Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1, 3		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Utilizing assessment data, classroom observations and grades, teachers will identify and provide high quality tier 2 and/or tier 3 instruction for identified students Strategy's Expected Result/Impact: Provide instructional support to students to fill academic gaps Staff Responsible for Monitoring: All teachers, Administration, CTC, and Interventionist Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2, 3 - L2 Academic Excellence (Student Achievement) 1, 3		Formative			Summative
		Oct	Jan	Mar	June
					

Strategy 4 Details		Reviews			
Strategy 4: Teachers will provide educational strategies to target SPED and EL students Strategy's Expected Result/Impact: Increase the percentage of SPED and EB students achieving Meets and Masters on STAAR Staff Responsible for Monitoring: All teachers, Administration, CTC, and Interventionist Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - 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 (Student Achievement) 2		Formative			Summative
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Performance Objective 5 Prioritized Needs:



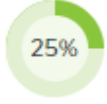



L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Science Scores were low. Root Cause: The new STAR 2.0 may have confused students. There needs to be more practice of the newly formatted test.
Prioritized Need 3: STAAR Scores went down Root Cause: STAAR 2.0 format is more difficult for students.
L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Math STAAR scores are low. Root Cause: Math 1st teach instruction is not focused on historical campus weaknesses.
Prioritized Need 2: Special Education subgroup is below the district average. Root Cause: SPED students need more pr.actice with STAAR style questions.
Prioritized Need 3: STAAR scores are lower than the previous school year. Root Cause: PLCs need to be focused on weaknesses in Math, Reading, and Science.







Goal 2: ACADEMIC EXCELLENCE Kohlberg Elementary empowers all learners to excel in current and future pursuits.



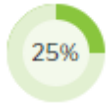



Performance Objective 6: By June 2024, Kohlberg will provide supplies and materials to support a safe, secure and vibrant learning environment through various strategies.

Evaluation Data Sources: Purchase Materials Received (PO's)

Strategy 1 Details	Reviews			
Strategy 1: Provide Materials that supports high quality and appropriate academic success for all students to include at-risk, special education, economically disadvantaged, and migrant students. Strategy's Expected Result/Impact: Purchase instructional online programs, supplies, maintain equipment, general/misc. supplies supplies for the copy machines, riso and laminating machines that are used to provide instruction and to close the gap for at-risk, Emergent Bilinguals (EB), economically disadvantaged and special education students. Staff Responsible for Monitoring: Purchase orders received, Teacher Material Requests Forms ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3, 4 Funding Sources: 211.13.6499.166.24.801.166 - 211 ESEA Title I Part A (Campus) - Funding for SD - \$2,000, 199.11.6399.166.11.100 - 199 General Fund - General Supplies - \$4,049.20, 211.11.6399.166.24.801.166 - 211 ESEA Title I Part A (Campus) - General Supplies - \$21,000, 185.11.6399.166.30.000.166 - 185 SCE (Campus) - General Supplies - \$11,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Purchase general supplies to support the Nurse and the TSNO/NASN (Texas School Nurse Organization/ National Association of School Nurse) membership in order to be able to provide vision doctor's visits and glasses coupons to students who do not have vision insurance. Strategy's Expected Result/Impact: Purchase orders received and vision coupons Staff Responsible for Monitoring: Principal, Secretary and Nurse ESF Levers: Lever 3: Positive School Culture Funding Sources: 199.33.6399.166.99.100.166 - 199 General Fund - Supplies for the nurse - \$500	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Purchase general supplies to improve and maintain the Library. Strategy's Expected Result/Impact: The Library will maintain an up to date inventory and have all the materials needed to provide students with literacy opportunities. Staff Responsible for Monitoring: Principal, Secretary and Librarian ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: 199.12.6399.166.11.100.166 - 199 General Fund - General Supplies for the Library - \$350	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Purchase technology (desk-tops, laptops, ipads, projectors, ladybugs, printers, poster & banners makers and software) to help close the gap for EB, at-risk, economically disadvantaged, and special education students. Strategy's Expected Result/Impact: Purchase orders received and student assessment scores Staff Responsible for Monitoring: Principal, Assistant Principal and Secretary Title I: 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
Strategy 5: Purchase technology (desk-tops, laptops, ipads, projectors, ladybugs, printers, poster & banners makers and software) to help close the gap for EB, at-risk, economically disadvantaged, and special education students. Strategy's Expected Result/Impact: Purchase orders received and student assessment scores Staff Responsible for Monitoring: Principal, Assistant Principal and Secretary Title I: 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L3 Destination District (Perceptions, Facilities, Programs, Technology) 3	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Purchase web-based services and contracted service to help close the gap between Emergent Bilinguals (EB), at-risk, economically disadvantaged, and special education students. Strategy's Expected Result/Impact: Purchase orders received and student assessment scores Staff Responsible for Monitoring: Principal, Assistant Principal and Secretary Title I: 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: 211.11.62.99.166.24.801.166 - 211 ESEA Title I Part A (Campus) - \$4,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Purchase supplies, furniture, software, technology, and contracted services for administration/office and safety Monitors. Strategy's Expected Result/Impact: Purchase orders received. Staff Responsible for Monitoring: Principal and Secretary Title I: 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: 199.23.6395.166.99.100.166 - 199 General Fund - Technology for admin - \$3,000, 199.23.6399.166.99.100.166 - 199 General Fund - General Supplies for the admin - \$2,000	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Purchase supplies, materials to include reading supplies and teaching aides to provide counseling and guidance lessons to support all students to include At-risk, Economically Disadvantaged, Limited English Proficient, and Special Education. Strategy's Expected Result/Impact: Increased student success Staff Responsible for Monitoring: Principal, Assistant Principal and Counselor Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 9 Details		Reviews			
Strategy 9: To support opportunities for students to participate in field trips that enhance the curriculum and promote student engagement by providing buses and/or entrance fees for at-risk, economically disadvantaged, SPED, and PK-5th grade students. Strategy's Expected Result/Impact: Students will improve their academic performance and have a more well-rounded academic experience. Staff Responsible for Monitoring: Principal and Secretary Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: 199.11.6494.166.11.100.166 - 199 General Fund - Transportation - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 10 Details		Reviews			
Strategy 10: Purchase general supplies to support the counseling lesson and rewards. Strategy's Expected Result/Impact: Counselor can provide materials for the SEL and character lessons. Staff Responsible for Monitoring: Counselor, Principal, Secretary ESF Levers: Lever 3: Positive School Culture Funding Sources: 199.31.6399.166.99.100.166 - 199 General Fund - General Supplies for Counselor - \$500		Formative			Summative
		Oct	Jan	Mar	June
					
Strategy 11 Details		Reviews			
Strategy 11: Rental fee for the use of the three copy machines for instruction for EE-5th grades. Strategy's Expected Result/Impact: Teachers will be able to make copies for instructional purposes. PO's Staff Responsible for Monitoring: Teachers, Secretary, Principal 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: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2, 3 - L2 Academic Excellence (Student Achievement) 1, 2, 3, 4 Funding Sources: 199.11.6299.166.11.100.166 - 199 General Fund - Rental Operation Leases - \$4,531.20		Formative			Summative
		Oct	Jan	Mar	June
					



No Progress



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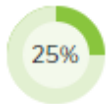





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Performance Objective 6 Prioritized Needs:**L2 Academic Excellence (Curriculum, Instruction, Assessment)****Prioritized Need 1:** Lacking STAAR Distinctions and TELPAS Growth percentages **Root Cause:** Instructions was not focused towards SPED and TELPAS instruction.**Prioritized Need 2:** Science Scores were low. **Root Cause:** The new STAR 2.0 may have confused students. There needs to be more practice of the newly formatted test.**Prioritized Need 3:** STAAR Scores went down **Root Cause:** STAAR 2.0 format is more difficult for students.**L2 Academic Excellence (Student Achievement)****Prioritized Need 1:** Math STAAR scores are low. **Root Cause:** Math 1st teach instruction is not focused on historical campus weaknesses.**Prioritized Need 2:** Special Education subgroup is below the district average. **Root Cause:** SPED students need more pr.actice with STAAR style questions.**Prioritized Need 3:** STAAR scores are lower than the previous school year. **Root Cause:** PLCs need to be focused on weaknesses in Math, Reading, and Science.**Prioritized Need 4:** TELPAS reflect 11% of our EB student population lost one or more years of growth. **Root Cause:** There are limited opportunities to practice with students on how to take the TELPAS test. For example they need to practice how to speak into the microphone in order to be heard correctly by the program. Many student are scored lower because they are intelligible to the TELPAS testing program.**L3 Destination School (Perceptions, Facilities, Programs, Technology)****Prioritized Need 3:** Missing Devices **Root Cause:** IT is not repairing and returning devices in a timely manner.

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

Performance Objective 1: By June 2024, Kohlberg will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by .05% from 458 to 481(students).



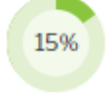




Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau





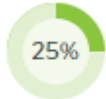





Strategy 1 Details	Reviews			
Strategy 1: By the end of the year, Kohlberg will stabilize enrollment in comparison to the 2022/2023 school year. Strategy's Expected Result/Impact: Attendance rate will be higher that the pervious school year. Staff Responsible for Monitoring: PEIMS Clerk, Principal, Assistant Principal ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: By June 2024, Kohlberg 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 85% to 100%.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Kohlberg will empower employees with education and skills to enable them to achieve their best possible health (Physical, Emotional & Mental). Positively affect employee morale and job satisfaction. Strategy's Expected Result/Impact: Employees will have less absences and illnesses during the school year. Staff Responsible for Monitoring: Secretary to the Principal and Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Input all professional development sessions into the PDS System. Strategy's Expected Result/Impact: Online Staff Development Reports Staff Responsible for Monitoring: Secretary, Principal, Assistant Principal, Teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Assign a mentor to all new teachers and new staff on campus. Strategy's Expected Result/Impact: Mentor Assignments Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Attend Job Fairs to recruitment of high quality employees. Strategy's Expected Result/Impact: To attain and maintain 100% of required faculty and staff. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize EPISD Applications on TEAMS to find new possible applicants for vacancies. Strategy's Expected Result/Impact: To have 100% of the faculty and staff completed. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Kohlberg will provide a Coordinated School Health Committee (CSH) and teach the vignette lessons to empower employees and student with education and skills to enable them to achieve their best possible health (Physical, Emotional & Mental). Positively affect employee morale and job satisfaction. Strategy's Expected Result/Impact: CSH committee, Vignette Lessons Staff Responsible for Monitoring: CSH Coordinator, Principal, Assistant Principal, and Teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	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: Hire staff to ensure all vacancies are filled. Root Cause: New positions have been created and the screening process took longer than expected. Employees have left to take promotional positions.

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

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





Evaluation Data Sources: Technology Campus Support Plan Success Criteria







Strategy 1 Details	Reviews			
Strategy 1: To provide targeted training and planning time for instructional technology. Strategy's Expected Result/Impact: Effective technology utilization by teachers and students in the implementation of high quality instruction. Staff Responsible for Monitoring: rincipal, Assistant Principal, CTCs, ITS. Title I: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: To develop a campus technology plan to support the one to one device system including inventory, repairs and replacements. Strategy's Expected Result/Impact: Every student will have a device. Staff Responsible for Monitoring: Assistant Principal Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: By June 2024, Kohlberg will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 93.7% to 95%.

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Monitor attendance on a weekly basis. Strategy's Expected Result/Impact: Weekly Attendance Report Staff Responsible for Monitoring: Principal, Assistant Principal and PEIMS Clerk Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide recognition each nine weeks to students that have no absences or tardies. Strategy's Expected Result/Impact: Nine weeks attendance report Staff Responsible for Monitoring: Principal, Assistant Principal and PEIMS Clerk Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Conduct monthly fire drills and quarterly safety inspections. Strategy's Expected Result/Impact: Fire Drill Form and PAR Binder Staff Responsible for Monitoring: Principal and Assistant Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 1 Prioritized Needs:







L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Attendance Rate Root Cause: Student attendance rate fails to reach the targeted 96%, thus impacting student performance and ADA funding

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

Performance Objective 2: By June 2024, Kohlberg will foster a welcoming and safe environment where all families and communities feel supported as well as increase the level of accountability by ensuring 100% of schools offer all required community events.

Evaluation Data Sources: Community Events Documentation



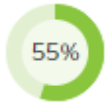
Strategy 1 Details	Reviews			
Strategy 1: Kohlberg will cultivate a mindset and commitment to customer service that promotes respect, transparency, and trust, as defined by the metrics. Strategy's Expected Result/Impact: Customer satisfaction survey scores will increase to 85% satisfaction or higher. Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide educational consultant for parents to help assist student with their needs at home. Strategy's Expected Result/Impact: Parent participation. Increased student achievement Staff Responsible for Monitoring: Principal, Assistant Principal, PEL, and Secret Title I: 4.2 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Support the conservation program by having an ecology/recycling club. Strategy's Expected Result/Impact: Club roster and activity calendar. Staff Responsible for Monitoring: Principal, Assistant Principal and Conservation Coordinator	Formative			Summative
	Oct	Jan	Mar	June
				





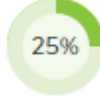

Strategy 4 Details	Reviews			
Strategy 4: To provide opportunities for students and parents to exercise and practice healthy habits through Wellness Wednesdays, Walk to School, and/or the Mini Olympics. Strategy's Expected Result/Impact: Students will receive a well rounded education including life long-healthy habits. Staff Responsible for Monitoring: Principal, Assistant Principal, Physical Education Teachers. Title I: 2.5, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







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










Performance Objective 3: By June 2024, Kohlberg will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 8 to 9 and response rate from 5 days to 2 days).

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details	Reviews			
Strategy 1: By the end of the year, Kohlberg will create a comprehensive system of collaboration across the department through digital solutions to inform and engage all students, staff, and parents. Strategy's Expected Result/Impact: A system of digital collaboration will be in place by the end of the year. Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Hold a parent workshop to explain the GT program goals and objectives, and provide all parents with information on GT screening, assessment, and program options. Strategy's Expected Result/Impact: Agenda and Sign-In Sheets Staff Responsible for Monitoring: Principal, Assistant Principal and GT Chairperson ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
	N/A			

Strategy 3 Details	Reviews			
Strategy 3: Involve parents in the planning, development and evaluation of the school's Title I, Part A School- wide Plan. Strategy's Expected Result/Impact: CIT Member roster, sign-in sheet and minutes, Parent Meetings Staff Responsible for Monitoring: Principal, Assistant Principal, and PEL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Increase the number of Partners in Education. Strategy's Expected Result/Impact: Increase in signed Partners in Education Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor and PEL ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Purchase literature for parents to provide support and guidance for ensuring student success. Strategy's Expected Result/Impact: Purchase orders received, Agendas, Sign-In Sheets, and an increase in student achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, Secretary, and PEL. Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				






Strategy 6 Details	Reviews			
Strategy 6: Purchase supplies and snacks to conduct parent meetings and support parent activities to promote student success. Strategy's Expected Result/Impact: Purchase order received Staff Responsible for Monitoring: Principal, Assistant Principal, Secretary and PEL. Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Funding Sources: 211.61.6399.166.24.801.166 - 211 ESEA Title I Part A (Campus) - \$1,010	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Provide parents with the required documents on "Right to Know" about their child's education in both English and Spanish.. Strategy's Expected Result/Impact: Copies of materials sent home Staff Responsible for Monitoring: Principal, Assistant Principal, Secretary, and PEL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Create a School-Parent Compact outlining Parental Involvement Policy. Strategy's Expected Result/Impact: Signed compacts Staff Responsible for Monitoring: Principal and Assistant Principal Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Maintain the school webpage and social media to provide information to parents and the general public. Strategy's Expected Result/Impact: Webpages Staff Responsible for Monitoring: Principal, Assistant Principal, PEL, and Web Master Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Hold parent sessions for prospective PK and Kindergarten parents. In addition, schedule orientation visits for in coming PK & K students. Strategy's Expected Result/Impact: Field trips for 5th grade and Headstart. Agendas, sign-in sheets, and minutes Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor; and PEL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Utilize the district funded Parent Engagement Leader (PEL) to coordinate and support the Title I parental involvement requirements. Strategy's Expected Result/Impact: Required Title I Documentation Staff Responsible for Monitoring: Principal, Assistant Principal, and PEL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
	N/A	N/A		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: By June 2024, Kohlberg 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 50% to 40% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 21% to 15% [RDA]

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Utilize the district funded LPAC Clerk to support the students, parents, and teachers of our Emergent Bilingual (EB) students. Strategy's Expected Result/Impact: Minutes from LPAC meetings and student achievement. Staff Responsible for Monitoring: Principal, Assistant Principal, and LPAC Clerk Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L3 Destination District (Staff Recruitment, Retention &Prof. Dev) 2	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Lacking STAAR Distinctions and TELPAS Growth percentages Root Cause: Instructions was not focused towards SPED and TELPAS instruction.
L3 Destination School (Staff Recruitment, Retention &Prof. Dev)
Prioritized Need 2: Not all teachers have Dual Language or ESL Certification. Root Cause: We have new teachers to the district who are working towards acquiring the certifications.