

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



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Comprehensive Needs Assessment

L1 Whole Child (Culture & Climate)

L1 Whole Child (Culture & Climate) Summary

- Since the return from virtual instruction Dr. Nixon has implemented a variety of activities to help promote family and community engagement. Opportunities include Thriving Thursdays (weekly) as well as opportunities to participate for special events - Learning with a Loved One, Fall Festival, Science Fair Night, Sweetheart dance, and Family craft night, and Chili Cook-Off. Administration has worked diligently to keep parents informed and included through campus Facebook page, coffee with the principal and maintaining an open door policy.
- In areas of School Climate and Culture, Nixon is transitioning to in person instruction with a changing demographic and a change in the Instructional Leadership team. With this transition behavior issues have increased as students acclimate to in person instruction and adapt to campus expectations. There is an inconsistency in implementation of PBIS and SEL practices with clear behavioral expectations and consequences. Disciplinary policies are both proactive and reactive. Reactive policies include conferences with administrators, parent teacher conferences, as well as detention. Proactive measures include a focus on SEL foundational practices through treatment agreements, restorative chats, growth mindset, and community circles and calming corners.
- Students have positive perceptions of campus life. In a survey of 2nd - 5th graders, 88% of students indicated they feel respected by their peers. 90% of students surveyed also reported feeling a sense of belonging at our school. Additionally, students reported positive perceptions of relationships with classmates with 82% of students indicated they had some good friends or several good friends at school. 64% of students felt school personnel listen and try to help when they have problems.
- Of the teachers surveyed 71% responded that students felt respected by their peers, and 100% responded that students felt a sense of belonging at Dr. Nixon Elementary School. Positive perceptions were also reported by teachers about student relationships with peers,

L1 Whole Child (Culture & Climate) Strengths

- Students are eager to participate in all campus activities through Coyote Store, Talent Show, Science Fair, UIL,

Robotics, Bluebonnet Program, PBIS Events, Family Craft Night, Snapology, Young Rembrandts, Student Ambassadors, Student Council

- Proactive disciplinary measures with a focus on SEL through foundational practices, treatment agreements, growth mindset, restorative chats, and community circles, calming corners.

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

Prioritized Need 1 (Prioritized): According to Discipline referral data there is an upward trend in discipline referrals in 22/23 there were XXXX referrals, XXX ISS, XXXOSS, and 3 DAEP most for for inappropriate physical contact. **Root Cause:** Student lack of self awareness and clear understanding of inappropriate physical contact

Prioritized Need 2 (Prioritized): A disconnect between the behavior procedures and expectations in classroom environments and areas of transitions such as: specials, P.E, recess, and lunch. **Root Cause:** Lack of consistent practices with monitoring and accountability

Prioritized Need 3 (Prioritized): Support to run extra-curricular activities **Root Cause:** Volunteers and coaches unwilling to support events

L2 Academic Excellence (Curriculum, Instruction, Assessment)

L2 Academic Excellence (Curriculum, Instruction, Assessment) Summary

Some of the challenges that we have at Nixon in regard to curriculum and instruction are the lack of planning and understanding the rigor of the TEK. There is a lack of knowledge regarding planning tools and resources such as TEKS resource system, STMath, STEMScopes IStation and district resources as evident by usage reports. We also struggle with understanding and planning vertical alignment across grade levels, Communication between grade levels is improving with Grade Level Leaders and TEAM meetings yet there is still improvement needed with sharing information with all stakeholders. Adherence to the master schedule needs implementation with fidelity.

L2 Academic Excellence (Curriculum, Instruction, Assessment) Strengths

- Provided grade level tutors to support students with learning deficits
- Nixon provides many programs that support the TEKS and align with the curriculum such as I Station which promotes reading fluency, phonemic awareness and comprehension.
- We have two reading specialists who provide research-based strategies for working with Dyslexia learners
- Open-ended responses is an area of instructional focus as evident by monthly writing wall pieces

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

Prioritized Need 1 (Prioritized): Scores in math are lower in special populations compared to other subgroups at 20% in 3rd grade **Root Cause:** Teaching to meet the differentiated needs of instruction

Prioritized Need 2 (Prioritized): BOY grade level goals for iStation and STAAR were not met **Root Cause:** Delivery of small group instruction to meet individual student needs

Prioritized Need 3 (Prioritized): Adherence to Master Schedule **Root Cause:** Lack of accountability for compliance

L2 Academic Excellence (Student Achievement)

L2 Academic Excellence (Student Achievement) Summary

At Nixon, there is a difference in student achievement across student groups. Some contributing factors are a high economically disadvantaged population at 63.5%, transitioning from Covid and filling academic gaps and over 200 transfer students. There is a large SPED population at 13.5%, which impacts student achievement. For example, in 3rd grade reading, SPED passing rate was 40%, compared to 69% in Economically Disadvantaged and 70% in English Learners. We address such concerns with targeted tutoring, monitoring attendance and data analysis of benchmark/interim testing. On previous STAAR assessments, reading has always been our strongest subject (2021-65%, 2022-77% compared to math 2021-54%, 2022-64%), but due to the transition to online testing, our scores have dropped slightly over the years. For math, our scores have also slightly dropped over the years, due to online learning loss, individual student needs and the STAAR 2.0 testing format. We monitor student needs by utilizing iStation, interims, unit assessments, STAAR, teacher observation and collaboration conversations. Our MTSS process, collaboration conversations, and data analysis help identify students that are struggling and provide targeted intervention supports or possible SPED referrals. Our ARD, LPAC and 504 committees work together to make testing decisions that are best for the students.

L2 Academic Excellence (Student Achievement) Strengths

- Students are exposed to and practice the STAAR 2.0 format through multiple district resources
- Students perform better each year. Overall, in all subjects tested, in 2021 28% of students met grade level, and in 2022, 36% met grade level.
- Students have practice testing on their devices and on the testing platform Cambium

Prioritized Needs Identifying L2 Academic Excellence (Student Achievement) Needs

Prioritized Need 1: Attendance rates are below average compared to other elementary schools in the district at 92.51% **Root Cause:** Early childhood grades have frequent absences, parents are concerned with health needs and precautions

Prioritized Need 2 (Prioritized): An aligned strong first teach needs to be implemented consistently to address our changing student population **Root Cause:** Time for planning, monitoring and accountability to Strong 1st teach

Prioritized Need 3: Implementation of frameworks and differentiation **Root Cause:** Lack of consistent implementation and daily practice

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

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

- Professional Development Implementation at PLC's and Teacher planning days.
- Administrators are completing 3 to 5 weekly walkthroughs to support instruction and provide feedback to teachers
- Instructional leadership team performed learning walks providing feedback
- Administrators meet for follow-up conferences with teachers following walkthroughs.

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

- 45 highly qualified teachers
- Professional Development (CUBES, writing process, treatment agreement, restorative chats, growth mindset, community circles and calming corners)
- PUP meetings for new teachers
- CTC support for new teachers

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

Prioritized Need 1 (Prioritized): Utilization of CWT as a coaching tool **Root Cause:** Administrative coaching conferences

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

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

- High population of military causes enrollment to fluctuate yearly
- Inventory is up to date as each student has a device
- STmath and Istation monthly reports indicate that programs are not being used with fidelity

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

Technology inventory

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

Prioritized Need 1: Programs are not being used with fidelity **Root Cause:** Some students struggle to remain on task, teacher monitoring inconsistent

L4 Culture of Accountability (Parent & Community Engagement)

L4 Culture of Accountability (Parent & Community Engagement) Summary

- Dr. Nixon has implemented a variety of activities to help promote family and community engagement. With opportunities for Parents and families to participate weekly with Thriving Thursday as well as opportunities to participate for special events - Learning with a Loved One, Science Fair Night, Sweetheart dance, and Family craft night, and Chili Cook-Off.
- Administration has worked diligently to keep parents informed and included through campus Facebook page and coffee with the principal.
- Campus provides a minimum of 2 monthly community events
- Parents' perception of the school's effectiveness is positive. 64% of parents surveyed felt satisfied or very satisfied with the overall effectiveness of our school. Parents are very supportive of school events, and they volunteer and show school spirit, 64% of parents surveyed agreed or strongly agreed that our school provides opportunities for parents to be involved in their child's education. Parents care about the school's culture and traditions. Parents actively participate in school events and some parents volunteer and substitute. 56% of parents surveyed agreed or strongly agreed to feeling welcome on campus, with only 7 % disagreeing or strongly disagreeing to the same question.

L4 Culture of Accountability (Parent & Community Engagement) Strengths

Parents are welcomed and encouraged to participate school activities

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

Prioritized Need 1: Community and business member on CIT **Root Cause:** Although they are recruited and complete applications they do not attend meetings

Prioritized Need 2 (Prioritized): Need for Partner in Education **Root Cause:** MFL/PEL making community connections

L5 Equity by Design (Demographics)

L5 Equity by Design (Demographics) Summary

- Enrollment numbers are declining since 2019-2020, when we were at 747. We are now at 604.
- Our attendance is at 92.84%. In 20-21, it was 95.23% and in 21-22, it was 88.59%.
- We've had 140 behavioral referrals for the 2022/2023 school year.
- In 2021-2022, 19 staff members left Nixon, for various reasons such as retirement, promotions, and relocations.
- We have many community and parent activities such as Fall Festival, Chili Cook-off, Learning with a Loved One, Coffee with Principal, etc...

L5 Equity by Design (Demographics) Strengths

- Student transfers are high, over 200.
- Student population maintaining at about 600.
- Continued diverse population. In 2021-22 we had 9.2% African American, 67% Hispanic, 15.8% White, 0.2% American Indian, 1.1% Asian, 1.3% Pacific Islander, and 5.3% Two or More Races

Prioritized Needs Identifying L5 Equity by Design (Demographics) Needs

Prioritized Need 1 (Prioritized): Low attendance rates compared to other schools in our district 92.84%. **Root Cause:** Consistent attendance monitoring and communication with families

Prioritized Needs

Prioritized Need 13: According to Discipline referral data there is an upward trend in discipline referrals in 22/23 there were XXXX referrals, XXX ISS, XXXOSS, and 3 DAEP most for for inappropriate physical contact.

Root Cause 13: Student lack of self awareness and clear understanding of inappropriate physical contact

Prioritized Need 13 Areas: L1 Whole Child (Culture & Climate)

Prioritized Need 14: A disconnect between the behavior procedures and expectations in classroom environments and areas of transitions such as: specials, P.E, recess, and lunch.

Root Cause 14: Lack of consistent practices with monitoring and accountability

Prioritized Need 14 Areas: L1 Whole Child (Culture & Climate)

Prioritized Need 15: Support to run extra-curricular activities

Root Cause 15: Volunteers and coaches unwilling to support events

Prioritized Need 15 Areas: L1 Whole Child (Culture & Climate)

Prioritized Need 16: Scores in math are lower in special populations compared to other subgroups at 20% in 3rd grade

Root Cause 16: Teaching to meet the differentiated needs of instruction

Prioritized Need 16 Areas: L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 17: BOY grade level goals for iStation and STAAR were not met

Root Cause 17: Delivery of small group instruction to meet individual student needs

Prioritized Need 17 Areas: L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 18: Adherence to Master Schedule

Root Cause 18: Lack of accountability for compliance

Prioritized Need 18 Areas: L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 19: An aligned strong first teach needs to be implmented consistently to address our changing student population

Root Cause 19: Time for planning, monitoring and accountability to Strong 1st teach

Prioritized Need 19 Areas: L2 Academic Excellence (Student Achievement)

Prioritized Need 20: Utilization of CWT as a coaching tool

Root Cause 20: Administrative coaching conferences

Prioritized Need 20 Areas: L3 Destination District (Staff Recruitment, Retention & Prof. Dev)

Prioritized Need 21: Need for Partner in Education

Root Cause 21: MFL/PEL making community connections

Prioritized Need 21 Areas: L4 Culture of Accountability (Parent & Community Engagement)

Prioritized Need 22: Low attendance rates compared to other schools in our district 92.84%.

Root Cause 22: Consistent attendance monitoring and communication with families

Prioritized Need 22 Areas: L5 Equity by Design (Demographics)





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

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of a School-Wide Positive Behavior Intervention & Support program to foster a more positive learning environment for all students. Campus wide PBIS implementation. *Location Matrix *Coyote Cash/Store *PBIS events *4 squared with reflection sheets</p> <p>Strategy's Expected Result/Impact: Students will meet campus behavioral expectations to proactively address discipline occurrences. Staff Responsible for Monitoring: Teachers, Admin, Support personnel</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: School Culture and Climate 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 2 Details	Reviews			
<p>Strategy 2: SEL professional development will be provided to teachers to support caring classroom environments.</p> <p>*Why?</p> <ul style="list-style-type: none"> *Community Circles *Restorative Chats *Calming Corners *Treatment Agreements <p>Strategy's Expected Result/Impact: Fostering caring classroom environments</p> <p>Staff Responsible for Monitoring: Teachers, Administration, Support personnel</p> <p>Title I: 2.5, 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Prioritized Needs: School Culture and Climate 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: To provide supplies for office and administrative staff to work efficiently.</p> <p>Strategy's Expected Result/Impact: Increased efficiency of staff and administration</p> <p>Staff Responsible for Monitoring: Office Staff Secretary Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Office supplies - 199 General Fund - 199.23.6399.161.99.100.161 - \$2,576</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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

Performance Objective 2: By June 2024, Nixon will increase 1st-5th grade student participation in school sponsored activities such as UIL, robotics, Student Ambassadors, Student Council, Talent Show, Spelling Bee, Science Fair, Robotics, Chess Club, extra-curricular, co-curricular activities at all levels by 5% from 50 participants to 53. (Student Services)

High Priority

Evaluation Data Sources: Survey results





Strategy 1 Details	Reviews			
<p>Strategy 1: Communicate extracurricular activities to community via Webpage, Social Media, Coffee with the Principal, during parent teacher conference night and with a campus pamphlet to recruit and increase student participation.</p> <p>Strategy's Expected Result/Impact: Increase student participation and provide learning opportunities outside the structured classroom</p> <p>Staff Responsible for Monitoring: Instructional leadership team</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: School Culture and Climate 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: By June 2024, Nixon will create an integrated system of school supports through the After School programming.

High Priority

Evaluation Data Sources: District Tracking Tool

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide information to the community regarding: Snapology, Young Rembrandts, and YWCA after school program.</p> <p>Strategy's Expected Result/Impact: Support student after school care and participation</p> <p>Staff Responsible for Monitoring: Volunteering Entities</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





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

Performance Objective 4: By June 2024, Nixon 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 in 70% of all classrooms. (Academics-Learner Support and Intervention)

High Priority

Evaluation Data Sources: District Developed Tracking Rubric





Strategy 1 Details	Reviews			
<p>Strategy 1: Students will comply with campus wide PBIS implementation. *Location Matrix *Coyote Cash/Store *PBIS events *4 squared with reflection sheets</p> <p>Strategy's Expected Result/Impact: Students will meet campus behavioral expectations to proactively address discipline occurrences. Staff Responsible for Monitoring: Teachers, Admin, Support personnel</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Prioritized Needs: School Culture and Climate 1, 2 Funding Sources: Student Incentives/ PBIS - 199 General Fund - 199.11.6499.161.100.161 - \$11,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: SEL strategies will be provided for students: *Community Circles *Restorative Chats *Calming Corners *Treatment Agreements</p> <p>Strategy's Expected Result/Impact: Fostering caring classroom environments Staff Responsible for Monitoring: Teachers, Administration, Support personnel</p> <p>Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: School Culture and Climate 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide training and materials for counselor to support all faculty/staff to support the Social Emotional Learning of all students.</p> <p>Strategy's Expected Result/Impact: Fewer behavioral problems, fewer office referrals, increase in student productivity and attendance. Staff Responsible for Monitoring: Counselor, principal</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Funding Sources: general supplies counselor - 185 SCE (Campus) - 185.31.6399.161.30.100.161 - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

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

Performance Objective 5: By June 2024, Nixon will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by maintenance or reduction of all ISS, OSS, Disciplinary Removal for all student groups from .05% with 11 OSS, 15, ISS and 3 DAEP. (Student Services)

Evaluation Data Sources: OnPoint Discipline Action Summary Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Restorative circles will be implemented when students have disciplinary infractions. Strategy's Expected Result/Impact: Develop students' ability to manage and own their behavior Staff Responsible for Monitoring: Disciplinary administrator, counselor and teacher</p> <p>Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: School Culture and Climate 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth</p> <p>Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum</p> <p>Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, Administration, Teachers</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 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: CTCs will complete one coaching cycle with each teacher</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, administration, teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 5 Details	Reviews			
<p>Strategy 5: Purchase and replace library books, and classroom reading books to include activity books that support the district curriculum and books in other languages than English. Also, to purchase general supplies to support the use of the library.</p> <p>Strategy's Expected Result/Impact: Students will have access to current literature, and circulation will increase. In addition, students will have access to books to support the Accelerated Reader program.</p> <p>Staff Responsible for Monitoring: Librarian Administration</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 4: High-Quality Instructional Materials and Assessments</p> <p>Prioritized Needs: Student Achievement 2 - Curriculum, Instruction, and Assessment 1, 2</p> <p>Funding Sources: Reading materials for library - 185 SCE (Campus) - 185.12.6329.161.30.000.161 - \$1,500, General supplies-library - 185 SCE (Campus) - 185.12.6399.161.30.000.161 - \$500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: To provide the opportunity for an Author in schools presentation for students.</p> <p>Strategy's Expected Result/Impact: Increase opportunities for student exposure to authors, and various digital media to support virtual learning or presentations</p> <p>Staff Responsible for Monitoring: Administration GLL Teachers Librarian</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<p>Strategy 7: To provide tutoring opportunities that will provide accelerated instruction to target learning loss due to Covid and virtual instruction.</p> <p>Strategy's Expected Result/Impact: Increase in Math/Reading assessment scores to include- Istation, Stemscores, Unit Assessments, and Interim STAAR assessments.</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Provide teacher substitute cover for testing and progress monitoring</p> <p>Strategy's Expected Result/Impact: Accommodate varying student testing needs.</p> <p>Staff Responsible for Monitoring: Administration and secretary</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- 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</p> <p>Prioritized Needs: Curriculum, Instruction, and Assessment 1</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
<p>Strategy 9: Provide remediation instruction during the intersession</p> <p>Strategy's Expected Result/Impact: Support student academic gaps</p> <p>Staff Responsible for Monitoring: Administration, CTC, teachers</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Provide real world experiences for students with community based activities- field trips.</p> <p>Strategy's Expected Result/Impact: Build student background knowledge and experiences tied to curriculum</p> <p>Staff Responsible for Monitoring: Teachers, Administration, Secretary</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 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1</p> <p>Funding Sources: Busses for field trips - 185 SCE (Campus) - 185.11.6499.161.30.000.161 - \$2,000, Field trips- admittance fee - 185 SCE (Campus) - 185.11.6494.161.300.000.161 - \$500</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 11 Details	Reviews			
<p>Strategy 11: Provide 45 minutes of targeted intervention daily utilizing differentiated instructional methods and materials</p> <p>Strategy's Expected Result/Impact: Achieve literacy and math goals</p> <p>Staff Responsible for Monitoring: Teachers, CTC, Administration</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 12 Details	Reviews			
<p>Strategy 12: Implement a comprehensive MTSS process.</p> <p>Strategy's Expected Result/Impact: Support targeted student academic and social emotional needs,</p> <p>Staff Responsible for Monitoring: Teachers, MTSS coordinator, Administration</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 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 3 - Curriculum, Instruction, and Assessment 1</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 13 Details	Reviews			
<p>Strategy 13: By June 2024, the campus will implement professional development to support the components of Tier I instruction to increase effective instructional strategies measured by campus walkthroughs and feedback. Provide opportunities for faculty/staff to attend training in best practices, new initiatives, and strategies and planning time.</p> <p>Strategy's Expected Result/Impact: Increase use of educational strategies to support increased learning outcomes.</p> <p>Staff Responsible for Monitoring: Teachers Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 14 Details	Reviews			
<p>Strategy 14: Implement campus wide book study to improve instructional practices and alignment.</p> <p>Strategy's Expected Result/Impact: Develop and support campus wide alignment</p> <p>Staff Responsible for Monitoring: Teachers, ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Funding Sources: Reading Materials book study - 211 ESEA Title I Part A (Campus) - 211.13.6329.161.24.801.161 - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 15 Details	Reviews			
<p>Strategy 15: Campus leadership will attend professional development opportunities that support the needs and programming of the campus.</p> <p>Strategy's Expected Result/Impact: Meaningful Walkthrough feedback and increased knowledge to lead learning through PLC meetings</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Secretary</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>Funding Sources: TEPSA Conference-Travel - 199 General Fund - 199.23.6411.161.99.100.161 - \$2,500, TEPSA Conference-registration - 199 General Fund - 199.23.6499.161.99.100.161 - \$1,500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 16 Details	Reviews			
<p>Strategy 16: Provide supplies for teachers and students to implement district curriculum with fidelity</p> <p>Strategy's Expected Result/Impact: Improved academic achievement</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Admin</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 4: High-Quality Instructional Materials and Assessments</p> <p>Prioritized Needs: Student Achievement 2, 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2</p> <p>Funding Sources: Teacher and Student Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.161.24.801.161 - \$4,309, School supplies - 199 General Fund - 199.11.6399.161.11.100.161 - \$18,000, Teacher and student supplies - 185 SCE (Campus) - 185.11.6399.161.30.000.161 - \$7,650</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)

Prioritized Need 2: BOY grade level goals for iStation and STAAR were not met **Root Cause:** Delivery of small group instruction to meet individual student needs

L2 Academic Excellence (Student Achievement)

Prioritized Need 2: An aligned strong first teach needs to be implmented consistently to address our changing student population **Root Cause:** Time for planning, monitoring and accountability to Strong 1st teach





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

Performance Objective 2: By June 2024, Nixon will implement the guaranteed and viable student-centered District curriculum as measured by Principal and academic support team dual language fidelity walkthrough data meeting all established percentages for instructional model, classroom environment and instruction, and language acquisition in 70% of all dual language classrooms. (Academics-Connecting Languages)

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth</p> <p>Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum</p> <p>Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, Administration, Teachers</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 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: CTCs will complete one coaching cycle with each teacher</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, administration, teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Provide supplies for teachers and students to implement district curriculum with fidelity Strategy's Expected Result/Impact: Improved academic achievement Staff Responsible for Monitoring: Teachers, CTCs, Admin 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 Prioritized Needs: Student Achievement 2, 3 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 Funding Sources: Teacher and Student Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.161.24.801.161 - \$4,309	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
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 Discontinue





Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: BOY grade level goals for iStation and STAAR were not met Root Cause: Delivery of small group instruction to meet individual student needs
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: An aligned strong first teach needs to be implmented consistently to address our changing student population Root Cause: Time for planning, monitoring and accountability to Strong 1st teach

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

Performance Objective 3: By June 2024, Nixon will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from XX% to XX%. (Academics-Teaching and Learning)





Strategy 1 Details	Reviews			
<p>Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration</p> <p>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: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3 Funding Sources: substitutes - 211 ESEA Title I Part A (Campus) - 211.11.6112.161.24.362.161 - \$13,875</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Resources aligned to STARR rigor and questioning format</p> <p>Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions</p> <p>Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations)</p> <p>Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration</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 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: By June 2024, Nixon will Increase student achievement outcomes as measured by the percent of 3rd grade students that score "Meets" Grade level or above on STAAR reading will increase from 52% to 58% with all student groups meeting board approved metrics. [HB3]. (Academics-Teaching and Learning)





Strategy 1 Details	Reviews			
<p>Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers</p> <p>Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement</p> <p>Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment</p> <p>Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</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 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Classroom instructional resources to support student academic achievement aligned to STARR rigor and questioning format</p> <p>Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions</p> <p>Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p> <p>Funding Sources: Instructional Materials - 211 ESEA Title I Part A (Campus) - 211.11.6329.161.24.801.161 - \$12,195</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations)</p> <p>Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations</p> <p>Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration</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 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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





Performance Objective 5: By June 2024, Nixon 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 42% to 54% with all student groups meeting board approved metrics. [HB3]

Strategy 1 Details	Reviews			
<p>Strategy 1: Progress monitoring with unit assessments, benchmarks, district programs (IStation) and student trackers Strategy's Expected Result/Impact: Monitoring of individual student and grade level expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, and Administration</p> <p>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: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Meet with teachers and the ILT twice a year (once in Spring/Fall) for collaboration conversations to support instruction and student achievement Strategy's Expected Result/Impact: Monitoring and achieving academic goal attainment Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Resources aligned to STARR rigor and questioning format Strategy's Expected Result/Impact: Teaching and learning exposure and practice to testing format of questions Staff Responsible for Monitoring: Teachers, CTC, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6 Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Daily instruction will comply with master schedule and district curriculum (instruction and assessment expectations) Strategy's Expected Result/Impact: Improve student achievement as measured by TEA and STAAR expectations Staff Responsible for Monitoring: Teachers, CTCs, Interventionist, Administration</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





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

Performance Objective 1: By June 2024, Nixon will stabilize enrollment by increasing the number of new students enrolling or transferring back to EPISD by 1% from __ to ____ (500 students) (OTE)

Strategy 1 Details	Reviews			
<p>Strategy 1: Nixon will host annual campus based registration events after school and on Saturday's to promote Nixon and support families with enrollment</p> <p>Strategy's Expected Result/Impact: Increase enrollment</p> <p>Staff Responsible for Monitoring: Administration, office staff, registrar, teachers</p> <p>Title I: 2.5, 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: New Coyote mentorship and outreach through student ambassdors, student council and family outreach</p> <p>Strategy's Expected Result/Impact: Improve communication with community and encourage enrollment</p> <p>Staff Responsible for Monitoring: Administration, office staff, registrar</p> <p>Title I: 2.5, 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Campus advertising (Social media monthly post per grade level, pamphlet, webpage)</p> <p>Strategy's Expected Result/Impact: Improve communication with community and encourage enrollment</p> <p>Staff Responsible for Monitoring: Administration and teachers</p> <p>Title I: 2.5, 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  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, Nixon will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 91% to 93%. (HR)

Strategy 1 Details	Reviews			
<p>Strategy 1: Nixon will hold interviews with varied stakeholder input</p> <p>Strategy's Expected Result/Impact: Retain top talent</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: New teacher/employee, "Pup" Academy will meet monthly to discuss concerns and problem solve, and to help employees assimilate to the Nixon community.</p> <p>Strategy's Expected Result/Impact: New teachers/employees will be retained at campus due to positive climate/culture.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





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

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

Strategy 1 Details	Reviews			
Strategy 1: Development of a campus technology support plan Strategy's Expected Result/Impact: Integrate 21st century learning opportunities Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: Student Achievement 2, 3	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: By June 2024, Nixon will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92.84% to 95%. (Student Services)





Strategy 1 Details	Reviews			
<p>Strategy 1: P-E-R-F-E-C-T A-T-T-E-N-D-A-N-C-E initiative: Each class will gain a letter each day the entire class is present and hang their attendance flags outside their classroom. Each time "perfect attendance" is spelled the class will receive a reward.</p> <p>Strategy's Expected Result/Impact: Increase attendance rate</p> <p>Staff Responsible for Monitoring: PEIMs clerk, teacher, and administration</p> <p>Title I: 2.5</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Prioritized Needs: Demographics 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Never Been Absent (NBA): Students will monitor their attendance each 9 weeks using the posters in the class room.</p> <p>Strategy's Expected Result/Impact: Increased attendance rate</p> <p>Staff Responsible for Monitoring: Students, teachers, PEIMs clerk, administration</p> <p>Title I: 2.5</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Prioritized Needs: Demographics 1</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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

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





Strategy 1 Details	Reviews			
<p>Strategy 1: Parent/Teacher & Student Led Conferences Strategy's Expected Result/Impact: Foster communication with students, teachers and families regarding student levels and goal attainment Staff Responsible for Monitoring: Teachers, students, CTCs, administration, Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Prioritized Needs: Parent and Community Engagement 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Beginning of the Year: Host meet the teacher/Picnic on the patio event Strategy's Expected Result/Impact: Set foundation for community partnerships Staff Responsible for Monitoring: Teachers, Administration, Office Staff Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Host annual Fall Festival/Chili Cook Off Strategy's Expected Result/Impact: Increase parent involvement and build community partnerships Staff Responsible for Monitoring: MFL/PEL, administration Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: MFL & PEL monthly community engagement activities: Parent engagement activities (Coffee with the principal, parent information meetings, Thanksgiving luncheon, Mothers Day Luncheon, etc.)</p> <p>Strategy's Expected Result/Impact: Build community partnerships</p> <p>Staff Responsible for Monitoring: Military family liaison, administration</p> <p>Title I: 4.1, 4.2</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Prioritized Needs: Parent and Community Engagement 1, 2</p> <p>Funding Sources: Supplies MFL/PEL - 211 ESEA Title I Part A (Campus) - 211.61.6399.161.24.801.161 - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Build partnership with PTO to host community engagement events and support campus and teacher needs</p> <p>Strategy's Expected Result/Impact: Family Dance, Family Meal evenings, Chili cook off, Water/Field Day, Fall festival</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Prioritized Needs: Parent and Community Engagement 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Purchase supplies necessary to maintain the nurse's office to provide for student health and safety.</p> <p>Strategy's Expected Result/Impact: Student safety</p> <p>Staff Responsible for Monitoring: Nurse Secretary Administration</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p>Funding Sources: Nurse supplies - 199 General Fund - 199.33.6399.161.99.100.161 - \$2,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 7 Details	Reviews			
<p>Strategy 7: To purchase a movie license for the purpose of holding family movie nights, and other activities where parents will attend engagement sessions while students see a movie.</p> <p>Strategy's Expected Result/Impact: Increased parental engagement.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5, 2.6, 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>Prioritized Needs: Parent and Community Engagement 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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





Performance Objective 3: By June 2024, Nixon will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days). (Communications)

Strategy 1 Details	Reviews			
Strategy 1: Develop surveys to gather input from community stakeholders Strategy's Expected Result/Impact: Collect feedback to monitor and adjust programming Staff Responsible for Monitoring: Administration, ILT Title I: 2.5, 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: Parent and Community Engagement 1, 2	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  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, EPISD will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 30% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 14% to 7% [RDA] (Academics-Connecting Languages)

Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will complete a minimum of 5 classroom walkthroughs per week to identify areas of strength and for continued growth</p> <p>Strategy's Expected Result/Impact: Improved instructional practices improving student academic achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct a minimum of one coaching conference per week to support campus instructional practice alignment to district curriculum</p> <p>Strategy's Expected Result/Impact: Aligned instructional practices to district curriculum improving student achievement</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Prioritized Needs: Student Achievement 2, 3 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: CTC will complete a minimum of 3 classroom walkthroughs per week to identify areas of strength and continued growth</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, Administration, Teachers</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 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: CTCs will complete one coaching cycle with each teacher</p> <p>Strategy's Expected Result/Impact: Support Tier I instruction and a strong 1st teach</p> <p>Staff Responsible for Monitoring: CTCs, administration, teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>Prioritized Needs: Student Achievement 2, 3 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1, 2, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Campus Funding Summary

185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	3	general supplies counselor	185.31.6399.161.30.100.161	\$2,000.00
2	1	5	Reading materials for library	185.12.6329.161.30.000.161	\$1,500.00
2	1	5	General supplies-library	185.12.6399.161.30.000.161	\$500.00
2	1	10	Field trips-admittance fee	185.11.6494.161.300.000.161	\$500.00
2	1	10	Busses for field trips	185.11.6499.161.30.000.161	\$2,000.00
2	1	16	Teacher and student supplies	185.11.6399.161.30.000.161	\$7,650.00
Sub-Total					\$14,150.00
Budgeted Fund Source Amount					\$14,150.00
+/- Difference					\$0.00
211 ESEA Title I Part A (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	14	Reading Materials book study	211.13.6329.161.24.801.161	\$2,000.00
2	1	16	Teacher and Student Supplies	211.11.6399.161.24.801.161	\$4,309.00
2	2	5	Teacher and Student Supplies	211.11.6399.161.24.801.161	\$4,309.00
2	3	2	substitutes	211.11.6112.161.24.362.161	\$13,875.00
2	4	3	Instructional Materials	211.11.6329.161.24.801.161	\$12,195.00
4	2	4	Supplies MFL/PEL	211.61.6399.161.24.801.161	\$2,000.00
Sub-Total					\$38,688.00
Budgeted Fund Source Amount					\$38,688.00
+/- Difference					\$0.00
199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Office supplies	199.23.6399.161.99.100.161	\$2,576.00
1	4	1	Student Incentives/ PBIS	199.11.6499.161.100.161	\$11,000.00
2	1	15	TEPSA Conference-registration	199.23.6499.161.99.100.161	\$1,500.00
2	1	15	TEPSA Conference-Travel	199.23.6411.161.99.100.161	\$2,500.00
2	1	16	School supplies	199.11.6399.161.11.100.161	\$18,000.00

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	2	6	Nurse supplies	199.33.6399.161.99.100.161	\$2,000.00
Sub-Total					\$37,576.00
Budgeted Fund Source Amount					\$37,576.00
+/- Difference					\$0.00
Grand Total Budgeted					\$90,414.00
Grand Total Spent					\$90,414.00
+/- Difference					\$0.00