

El Paso Independent School District

Putnam Elementary School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

The Mission of Putnam School, in cooperation with our community, is to provide a positive environment and excellent instruction that encourages our children to work at their highest potential.

Vision

We believe that all children are capable of learning and becoming responsible citizens who are lifelong learners. We believe that in order to promote lifelong learning, we must provide an appropriate curriculum that encourages problem solving, critical thinking and creativity. We believe that partnerships between the parents, the schools and the community support character development and academic success.

Table of Contents

Goals 4

Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive. 4

Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits. 9

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district. 14

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service. 17

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity. 20





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

Evaluation Data Sources: CK-12 Survey





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will create school-wide survey to be responsible for campus culture where each student is supported by caring adults.</p> <p>Strategy's Expected Result/Impact: Increase parent participation by 5% when surveys are returned.</p> <p>Staff Responsible for Monitoring: PEL</p> <p>Title I: 2.6</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Forge strong relationships between students, teachers, families, and schools and strong connections between schools and the broader community.</p> <p>Strategy's Expected Result/Impact: Students and parents will feel welcome, heard, and supported when they are in school.</p> <p>Staff Responsible for Monitoring: Administration, counselor</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Ensure Putnam Elementary has well-managed classrooms, available school-based health supports, and a clear, fair disciplinary policy.</p> <p>Strategy's Expected Result/Impact: Positive school climate will impact attendance rates, test scores, promotion rates and increase likelihood students return to Putnam year after year.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Putnam Elementary will increase PK-5th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5% from 40 participants to 42.





Evaluation Data Sources: Survey results

Strategy 1 Details	Reviews			
<p>Strategy 1: By the beginning of preparing for UIL, Putnam will be prepared to have a Team Leader and Coaches to prepare students for competition.</p> <p>Strategy's Expected Result/Impact: Teachers interested in supporting UIL.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I: 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure that students and parents are aware of the various activities available to them. Conduct orientation sessions, distribute informational posts on Class Dojo, and use school websites to showcase the benefits and opportunities of participating in different activities.</p> <p>Strategy's Expected Result/Impact: With increased awareness and early exposure, more students are likely to participate in various activities, leading to higher overall participation rates.</p> <p>Staff Responsible for Monitoring: Club Sponsors Principal</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Putnam will continue an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended PK - 5 extended learning opportunities by 1 After school Learning site. (STEAMtastics)





Evaluation Data Sources: Campus tracking tool

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruit qualified teachers, instructors, and volunteers to lead extended learning activities. Ensure that they have proper training and resources to engage students effectively.</p> <p>Strategy's Expected Result/Impact: Students may discover previously unknown interests and talents through exposure to a wide range of activities. This exploration can lead to the pursuit of passions and potential future career paths.</p> <p>Staff Responsible for Monitoring: Club Sponsors Principal</p> <p>Title I: 2.6</p>	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Putnam Elementary 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 campuses.





Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
<p>Strategy 1: Regularly collect data through fidelity walkthroughs conducted by the academic support team. This data should assess adherence to behavior expectations, classroom procedures, SEL implementation, and overall student and staff awareness.</p> <p>Strategy's Expected Result/Impact: A positive and inclusive school culture will emerge, where students, staff, and parents feel valued and respected. This will create a conducive learning environment and foster a sense of belonging.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 1: WHOLE CHILD DEVELOPMENT El Paso ISD School foster learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Putnam Elementary 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 22% to 15% and reduce the overall number of disciplinary removals from 5 to 3.

Evaluation Data Sources: OnPoint Discipline Action Summary Report





Strategy 1 Details	Reviews			
<p>Strategy 1: Involve students in the development of behavior expectations and discipline policies through student councils or leadership groups.</p> <p>Strategy's Expected Result/Impact: Build strong and positive relationships between teachers and students to create a sense of belonging and trust.</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Putnam Elementary 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 70% of all campuses.

HB3 Goal

Evaluation Data Sources: Walkthrough data, Tier teachers weekly using Coaching tool

Strategy 1 Details	Reviews			
<p>Strategy 1: To provide necessary supplies, reading books (author visits), online resources, licenses, instructional materials and supplies, chargers for Macbook and Ipads, and covers for Ipads, to teach standard based curriculum and prepare SPED, EB, Migrant, Economically Disadvantaged, and At-Risk demographic groups for assessments in all Core Subjects.</p> <p>Staff Responsible for Monitoring: Principal, teachers, CTC's</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>- Targeted Support Strategy</p> <p>Funding Sources: Instructional Materials & Supplies - 211 ESEA Title I Part A (Campus) - 211.11.6399.135.24.801.135 - \$8,500, Materials & Supplies - 199 General Fund - 199.11.6399.135.11.100.135 - \$2,300, Materials and supplies - 185 SCE (Campus) - 185.11.6399.135.30.100.135 - \$4,180, Reading material - 211 ESEA Title I Part A (Campus) - 211.11.6329.135.24.801.135 - \$0</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: To update computers/laptops, printers, macbooks. purchase prometheans/interactive flat panel with stands to optimize instructional lessons, resources, and student participation in innovations for future progress with digital environment.</p> <p>Staff Responsible for Monitoring: Admin, CTC's</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Technology updates - 211 ESEA Title I Part A (Campus) - 211.11.6395.135.24.801.135 - \$7,091, Technology equipment - 185 SCE (Campus) - 185.11.6395.135.30.100.135 - \$4,000</p>	Formative			Summative
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Goal 2: ACADEMIC EXCELLENCE El Paso ISD empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Putnam Elementary 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 70% of all campuses with a dual language program.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training and professional development for teachers to effectively implement the District approved and student-centered curriculum.</p> <p>Strategy's Expected Result/Impact: Teachers will be equipped with strategies for managing diverse classrooms and supporting individual student needs and be aligned with district approved resources, such as Amplify and Eureka Math.</p> <p>Funding Sources: District training, Region XIX training, on line training - 199 General Fund - 199.13.6499.135.11.100.135 - \$500, Reading material - 211 ESEA Title I Part A (Campus) - 211.11.6329.135.24.801.135 - \$0</p>	Formative			Summative
	Oct	Jan	Mar	June





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

Performance Objective 3: By June 2024, Putnam Elementary will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 47% to 49.35.

HB3 Goal

Evaluation Data Sources: STAAR Scores

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement targeted interventions for students who are at risk based on NWEA assessments, such as small-group instruction, tutoring, or additional resources.</p> <p>Strategy's Expected Result/Impact: Provide differentiated instruction to meet the diverse needs of students to increase Domain 1.</p> <p>Staff Responsible for Monitoring: admin, CTC's, Reading Interventionist</p> <p>Prioritized Needs: L1 Whole Child (Culture & Climate) 1</p> <p>Funding Sources: Tutoring-certified - 211 ESEA Title I Part A (Campus) - 211.11.6117.135.24.801.135 - \$0, Reading material - 211 ESEA Title I Part A (Campus) - 211.11.6329.11.135.24.801.135 - \$0, Tutoring-non certified - 185 SCE (Campus) - 185.11.6126.135.30.100.135 - \$0</p>	Formative			Summative
	Oct	Jan	Mar	June

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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)
<p>Prioritized Need 1: The At-Risk population of students has increased significantly from last year, between 23% and 25%, to this year which is at 62.41% Root Cause: Educational gaps, attendance and behavioral issues increasing in the spring semester.</p>

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

Performance Objective 4: By June 2024, Putnam Elementary 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 Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide teachers with professional development focused on effective teaching strategies, data analysis, and differentiation. Ensure that quality subs are set up and provide subs with instructional daily lesson plans for effective implementation.</p> <p>Strategy's Expected Result/Impact: Equip teachers to use assessment data to adjust their instruction in real-time</p> <p>Staff Responsible for Monitoring: Grade level chairs and instructional chairs.</p> <p>Title I: 2.4</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1</p> <p>Funding Sources: Substitutes for curriculum planning and assesment - 211 ESEA Title I Part A (Campus) - 211.11.6112.135.24.362.135 - \$1,685, Substitutes for professional development - 185 SCE (Campus) - 185.11.6112.135.30.100.135 - \$1,500</p>	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p>Prioritized Need 1: In Science 47% of our students were at the approaching level, 28% meet, and only 9% showed mastery falling short of the 90%, 60%, 30% expectation. Root Cause: Lack of learning opportunities, authentic experiences, and access to the Science Lab. Furthermore, implementation of all subject TEKS and academic language was inconsistent, lack of alignment in teacher resources</p>

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

Performance Objective 5: By June 2024, Putnam Elementary 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 Goal





Strategy 1 Details	Reviews			
<p>Strategy 1: Implement research-based instructional strategies that engage students and promote deeper understanding.</p> <p>Strategy's Expected Result/Impact: Foster critical thinking, problem-solving, and analytical skills through real-world applications.</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 1</p>	Formative			Summative
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Performance Objective 5 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
<p>Prioritized Need 1: Daily Tier 1 instruction, with non-negotiable minutes allotted for protection of all instructional minutes. Focus on special education and emergent bilingual students. Student in third grade will increase "Meets" Root Cause: Lack of sustained instructional minutes focusing on Tier 1 instruction, campus master schedule needs to prioritize Special populations when creating instructional minutes.</p>





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

Performance Objective 1: By June 2024, Putnam Elementary will stabilize enrollment by increasing the number of new students enrolling or transferring back to Putnam by 5%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Gather feedback from parents, students, and staff to identify specific concerns or issues that need to be addressed.</p> <p>Strategy's Expected Result/Impact: Conduct an in-depth analysis of the reasons behind the decline in enrollment and the factors that led to students transferring out to decrease number of students from transferring to other schools.</p> <p>Staff Responsible for Monitoring: Attendance clerk Assistant Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a targeted marketing campaign that highlights the school's strengths, unique programs, achievements, and a positive learning environment.</p> <p>Strategy's Expected Result/Impact: Leverage digital platforms, social media, and local community events to increase the school's visibility.</p> <p>Staff Responsible for Monitoring: Mrs. Medina Mrs. Varela</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, Putnam Elementary 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%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement a mentorship program pairing new employees with experienced colleagues to ease their transition and encourage growth.</p> <p>Strategy's Expected Result/Impact: Foster a positive workplace culture that promotes collaboration, respect, and open communication among staff members.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct a thorough assessment of the current state of instructional technology integration in the school.</p> <p>Strategy's Expected Result/Impact: Identify gaps, challenges, and opportunities for enhancing the use of technology in teaching and learning.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: Technology equipment and assessories - 185 SCE (Campus) - 185.11.6395.135.30.100.135 - \$4,000</p>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Putnam Elementary will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92% to 94%.

Strategy 1 Details	Reviews			
<p>Strategy 1: Create a variety of clubs, activities, and extracurricular programs to engage students' interests and talents</p> <p>Strategy's Expected Result/Impact: Involve students in decision-making processes through student councils or committees to enhance their sense of ownership, and increase student engagement and involvement.</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Putnam Elementary 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.

Strategy 1 Details	Reviews			
<p>Strategy 1: Appoint Parent Community Liaisons or parent ambassadors who act as a bridge between the school and families.</p> <p>Strategy's Expected Result/Impact: PEL liaisons can facilitate communication, gather feedback, and help coordinate community events.</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.





Performance Objective 3: By June 2024, Putnam Elementary 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).

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide opportunities for families and community members to offer input, suggestions, and feedback</p> <p>Strategy's Expected Result/Impact: Create avenues for open discussions.</p> <p>Title I: 4.1</p> <p>Funding Sources: Materials and supplies - 211 ESEA Title I Part A (Campus) - 211.61.6399.135.24.801.135 - \$200, reading material - 211 ESEA Title I Part A (Campus) - 211.61.6329.135.24.801.135 - \$150, Miscellaneous expenses - 211 ESEA Title I Part A (Campus) - 211.61.6499.135.24.801.135 - \$100</p>	Formative			Summative
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Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Putnam Elementary 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 25% to 14% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 17% to 10%.

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
<p>Strategy 1: Promote integration of language development with content instruction across all subjects.</p> <p>Strategy's Expected Result/Impact: Provide scaffolding, visual aids, and hands-on activities to enhance comprehension.</p> <p>Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L5 Equity by Design (Demographics) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
<p>Prioritized Need 1: Daily Tier 1 instruction, with non-negotiable minutes allotted for protection of all instructional minutes. Focus on special education and emergent bilingual students. Student in third grade will increase "Meets" Root Cause: Lack of sustained instructional minutes focusing on Tier 1 instruction, campus master schedule needs to prioritize Special populations when creating instructional minutes.</p>
L5 Equity by Design (Demographics)
<p>Prioritized Need 1: The At-Risk population of students has increased significantly from last year, between 23% and 25%, to this year which is at 62.41% Increase the number of students exiting Bilingual program. Root Cause: Dual Language program not focusing on the Emergent Bilingual student, more on the English Only student. A need for alignment with the Dual Language curriculum.</p>