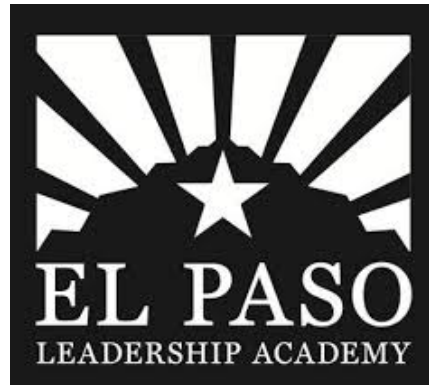


El Paso Leadership Academy

El Paso Leadership Academy--Flagship

2022-2023 Goals/Performance Objectives/Strategies



Mission Statement

The mission of the El Paso Leadership Academy is to prepare students to obtain a four-year college degree and become engaged leaders in their community.

Vision

Our vision is that all EPLA students, because of the school's all-encompassing environment of high expectations, will recognize that attending and graduating from a four-year college can be a reality.

Value Statement

We Build. We Lead.

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Goals





Goal 1: 1. The El Paso Leadership Academy will achieve an "A" accountability rating according to standards established within the Texas Education Agency's A-F Accountability System.





Performance Objective 1: Spring 2023 STAAR scores will reflect the following results:







- 6th Reading: 65%+ approaches, 26%+ meets, 7%+ masters
- 7th Reading: 76%+ approaches, 43%+ meets, 28%+ masters
- 8th Reading: 82%+ approaches, 49%+ meets, 22%+ masters
- 6th Math: 93%+ approaches, 59%+ meets, 30%+ masters
- 7th Math: 88%+ approaches, 48%+ meets, 19%+ masters
- 8th Math: 91%+ approaches, 42%+ meets, 5%+ masters
- 8th Science: 79%+ approaches, 49%+ meets, 19%+ masters
- 8th Social Studies: 79%+ approaches, 40%+ meets, 21%+ masters
- Algebra I: 100% approaches, 94%+ meets, 69%+ masters







Evaluation Data Sources: Spring 2023 STAAR Test Scores

Strategy 1 Details	Reviews			
Strategy 1: Require data-driven instruction meetings on a weekly basis Strategy's Expected Result/Impact: Data-driven lesson planning result in higher and STAAR/EOC scores Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Hire teachers and other instructional personnel to support learning in the classrooms</p> <p>Strategy's Expected Result/Impact: Increased student performance on the STAAR</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>-</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Purchase instructional software programs and materials/supplies to support classroom instructional strategies and lesson delivery.</p> <p>Strategy's Expected Result/Impact: Increased student performance on STAAR.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: IXL - 211 - Title I, Part A - \$4,875, Stemscoptes - 211 - Title I, Part A - \$1,340, General Supplies NY Start Up - 420 - Charter General Funds, Special Education Supplies - 224 - IDEA B Special Ed, General Supplies--Copy Paper - 420 - Charter General Funds, Furniture and Equipment--P.E. - 420 - Charter General Funds, Instructional Materials - 420 - Charter General Funds, General Supplies - 420 - Charter General Funds, General Supplies -SpED - 420 - Charter General Funds, General Supplies- LEP - 420 - Charter General Funds, Dyslexia Instructional - 420 - Charter General Funds, General Instructional Supplies - 211 - Title I, Part A, Instructional Software--Mentoring MInds - 266 - CARES/ESSER, Actively Learn - 211 - Title I, Part A - \$7,935, NWEA-MAPS - 211 - Title I, Part A - \$375, DMAC - 211 - Title I, Part A - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide general operating costs and other auxiliary materials that support basic needs required for indirect supports of student learning</p> <p>Strategy's Expected Result/Impact: Basic scholar SEL and operational supports are met</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: General Operating Costs - 420 - Charter General Funds, Counseling /Social Worker Supplies - 420 - Charter General Funds, Administrative Supplies - 420 - Charter General Funds, Nursing Supplies - 420 - Charter General Funds</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide students with dedicated opportunities to build computational thinking skills, through computer coding instruction and after-school/weekend extra-curricular activities.</p> <p>Strategy's Expected Result/Impact: Students will build computational thinking skills through coding instruction and extra-curricular activities.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Computer Science Teacher - 211 - Title I, Part A - \$57,200, PTO for Computer Science teacher - 211 - Title I, Part A - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<p>Strategy 6: MTSS (Multi-tiered Support System) Committee will meet once every 9-weeks to work with student data and create goals for scholars who need support in academic and social needs.</p> <p>Strategy's Expected Result/Impact: Improved NWEA, I-Ready, STAAR and TELPAS scores</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Ensure all employees are trained on Special Education and LPAC accommodations/modifications and in-class strategies for implementation</p> <p>Strategy's Expected Result/Impact: Increased performance on STAAR for students coded as SpEd, LEP, and 504</p> <p>Staff Responsible for Monitoring: Assistant Principal of Special Services</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<p>Strategy 8: Ensure an "Accelerated Learning" Response-to-Intervention program is built into each campus' master schedule and purchase adequate instructional supplies to meet the needs of all students.</p> <p>Strategy's Expected Result/Impact: Increased scores on benchmarks in Reading and Math throughout the school year.</p> <p>Staff Responsible for Monitoring: Assistant Principal for Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 9 Details	Reviews			
<p>Strategy 9: Implement a blended-learning format, in all core content areas across campus.</p> <p>Strategy's Expected Result/Impact: Student self-tracking and teacher tracking of student growth performance will result in more students passing all classes and having increased scores on STAAR/EOC exams</p> <p>Staff Responsible for Monitoring: Assistant Principal for Instruction</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	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: 1. The El Paso Leadership Academy will achieve an "A" accountability rating according to standards established within the Texas Education Agency's A-F Accountability System.

Performance Objective 2: By June 30, 2023, at least 25% of the EPLA EL students will increase their March 2023 composite TELPAS proficiency rating, as compared to their March 2022 rating.

HB3 Goal

Evaluation Data Sources: TELPAS Data

Strategy 1 Details	Reviews			
<p>Strategy 1: A campus-wide community plan that will provide opportunities for LEP students to write, speak, listen and read both inside and outside their classroom.</p> <p>Strategy's Expected Result/Impact: Increase in the number of students who perform at the Advanced and Advanced High proficiency levels in all categories-reading, writing, listening and speaking.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Special Services</p> <p>Title I: 2.4</p> <ul style="list-style-type: none"> - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction <p>Funding Sources: Reading Materials - 263 - Title III, Part A EL/Immigrant, Software and Training - 263 - Title III, Part A EL/Immigrant</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>25%</p>	 <p>45%</p>		
Strategy 2 Details	Reviews			
<p>Strategy 2: Require both language objectives and daily lesson objectives be developed, implemented, and posted in the classroom on a daily basis.</p> <p>Strategy's Expected Result/Impact: Students will be able to bridge daily lesson plan objectives with language acquisition skills.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Special Services</p> <p>Title I: 2.4</p> <ul style="list-style-type: none"> - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction 	Formative			Summative
	Nov	Jan	Mar	June
	 <p>75%</p>	 <p>85%</p>		







Strategy 3 Details	Reviews			
<p>Strategy 3: Parent, family, and community engagement activities to assist in serving our EL students and parents.</p> <p>Strategy's Expected Result/Impact: Parents and students will be able to understand the importance of education, how best to assist their scholar, and themselves with learning the English language.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Special Services</p> <p>Title I: 2.4, 4.1</p> <p>Funding Sources: Parent Outreach - 263 - Title III, Part A EL/Immigrant</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: 1. The El Paso Leadership Academy will achieve an "A" accountability rating according to standards established within the Texas Education Agency's A-F Accountability System.

Performance Objective 3: By June 30, 2023, at least 65% of EPLA scholars will increase their NWEA RIT scores from the BOY to EOY assessments.

HB3 Goal

Evaluation Data Sources: EOY NWEA RIT scores





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus leaders will provide teacher/administrative staff trainings on the meaning of and how to interpret NWEA RIT scores.</p> <p>Strategy's Expected Result/Impact: At least 90% of teachers and campus administrators will indicate they understand how to read and use NWEA RIT BOY scores.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p> <p>Funding Sources: NWEA MAP Skills - 211 - Title I, Part A - \$375</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: 1. The El Paso Leadership Academy will achieve an "A" accountability rating according to standards established within the Texas Education Agency's A-F Accountability System.

Performance Objective 4: At least 75% of EPLA scholars will increase both their STAAR Reading/STAAR Math performance by June 30, 2023.

HB3 Goal







Evaluation Data Sources: Spring 2023 STAAR/EOC scores








Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct weekly data meetings to identify growth levels at the Meets/Masters levels on STAAR-based assessments.</p> <p>Strategy's Expected Result/Impact: Year-long growth of the number of scholars performing at the meets/masters levels on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	0%	0%		
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide scholars with after-school and Saturday STAAR tutoring opportunities prior to the STAAR tests to enhance comprehension and STAAR scores</p> <p>Strategy's Expected Result/Impact: Students will meet desired goals set in all STAAR tested subjects</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
	60%	80%		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 2. The El Paso Leadership Academy will implement a "get the talent", "grow the talent", and "keep the talent" model for addressing teacher recruitment, development, and retention.

Performance Objective 1: By June 1, 2023 100% of teacher vacancies for the 2023-2024 school year will be filled.

Evaluation Data Sources: Number of teacher vacancies as of May 31st, 2023





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a hiring timeline to ensure all potential teachers are successfully recruited, on-boarded, and ready to begin work for the current school year.</p> <p>Strategy's Expected Result/Impact: Ensure all teacher vacancies are filled for 2023-2024 and future years.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Participate in local job fairs to attract and connect with potential teachers to bring them to EPLA campus</p> <p>Strategy's Expected Result/Impact: 100% of teacher vacancies are filled with highly qualified teachers</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>-</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Continue promoting the Teacher Incentive Allotment program.</p> <p>Strategy's Expected Result/Impact: An increased number of teachers performing at Recognized, Meets and Masters level.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p> <p>Title I: 2.6</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>	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 4 Details	Reviews			
<p>Strategy 4: Provide stipend for Algebra 1, ESL certified teachers and SpEd certification (difficult to fill positions).</p> <p>Strategy's Expected Result/Impact: Ability to retain high-quality teachers</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 2. The El Paso Leadership Academy will implement a "get the talent", "grow the talent", and "keep the talent" model for addressing teacher recruitment, development, and retention.

Performance Objective 2: By May 1, 2023, at least 90% of EPLA teachers will indicate they will be returning for the 2023-2024 school year

Evaluation Data Sources: Teacher letters of intent forms





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide various professional development methodologies to support effective instructional practices, classroom management strategies, and leadership development.</p> <p>Strategy's Expected Result/Impact: Teachers will feel supported in their teaching pedagogy and will continue employment with EPLA</p> <p>Staff Responsible for Monitoring: Principal; Assistant Principal of Instruction</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>-</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Establish a salary scale competitive with local school districts, which includes opportunities for additional salary growth for exceptional performance.</p> <p>Strategy's Expected Result/Impact: Teachers will remain with EPLA because of a salary scale commensurate with local ISD's</p> <p>Staff Responsible for Monitoring: CEO, Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
<p>Strategy 3: Provide staff recognition/incentive strategies to acknowledge employee excellence for both instructional/cultural work (i.e. Years of Service Awards, Plaques for random performance, Teacher-of-the-Year, CRSHH honorees).</p> <p>Strategy's Expected Result/Impact: Staff retention because they feel valued by the campus.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>-</p> <p>Funding Sources: Teacher Professional Development - 255 - Title II, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Include long-term substitutes (guest teachers) on essential PD sessions held for teachers</p> <p>Strategy's Expected Result/Impact: Continuous teaching/learning when teacher is absent</p> <p>Staff Responsible for Monitoring: Principal. Assistant Principal of Instruction</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 2. The El Paso Leadership Academy will implement a "get the talent", "grow the talent", and "keep the talent" model for addressing teacher recruitment, development, and retention.

Performance Objective 3: By June 1, 2023, 100% of teachers new to EPLA in 2021-2022 will have participated in at least three types of on-campus professional development training opportunities.

Evaluation Data Sources: Professional Development sign-in sheets







Strategy 1 Details	Reviews			
<p>Strategy 1: Provide a structured and growth-focused system of coaching and evaluation for all personnel.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction, Assistant Principal of Special Services</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Identify strengths of the teaching staff and provide a plan for teacher-led P.D. opportunities and peer observations.</p> <p>Strategy's Expected Result/Impact: Maintain a high level of instruction while building camaraderie and positive campus culture.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 3 Details	Reviews			
<p>Strategy 3: Implement "instructional rounds" across campus as directed by the district.</p> <p>Strategy's Expected Result/Impact: Peer-to-peer supports will enhance instructional delivery and strong classroom management skills.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Identify future plan for the campus and district and align growth opportunities with goals and identified career trajectories for teachers and staff.</p> <p>Strategy's Expected Result/Impact: Maximum development and retention of faculty and staff.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 2. The El Paso Leadership Academy will implement a "get the talent", "grow the talent", and "keep the talent" model for addressing teacher recruitment, development, and retention.

Performance Objective 4: By May 1, 2023, 100% of the returning teachers to EPLA will have served in a leadership capacity in supporting teachers new to EPLA (e.g. mentors, team leads, content leads)

Evaluation Data Sources: Record of Team Leads, Content Leads, PD presenters, CIT membership







Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize a mentor/mentee program to provide opportunities for experienced teachers to lead the growth of beginning teachers.</p> <p>Strategy's Expected Result/Impact: Retention of new teachers for the 2023-2024 school year.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Assign team leads/content leads that allows teacher leaders on each campus to support the instructional and management growth of their peers.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal of Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Develop a plan for incorporating teacher-led professional development sessions and peer observations</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 4 Details	Reviews			
Strategy 4: Embed Teacher Incentive Allotment strategies in the teacher evaluation system to support pedagogical growth Staff Responsible for Monitoring: Principal, Assistant Principal of Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="577 338 757 379">  No Progress </div> <div data-bbox="855 338 1057 379">  Accomplished </div> <div data-bbox="1153 338 1384 379">  Continue/Modify </div> <div data-bbox="1482 338 1662 379">  Discontinue </div> </div>				

Goal 3: 3. The El Paso Leadership Academy will continue to move in a positive trajectory regarding student attendance.

Performance Objective 1: By June 2023, EPLA will achieve a school-wide attendance rate of at least 97%

Evaluation Data Sources: EOY attendance rate

Strategy 1 Details	Reviews			
<p>Strategy 1: Establish a clear policy for tracking/informing families and teachers of attendance data, including incentives and disincentives.</p> <p>Strategy's Expected Result/Impact: A continued positive trajectory in school attendance.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Operations</p> <p>Title I: 2.4, 2.6</p> <p>Funding Sources: CRSHH Store/Shirts - 420 - Charter General Funds, Student Awards - 420 - Charter General Funds, EOY Ceremony Costs - 420 - Charter General Funds</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Incorporate/continue and advisory to support active student engagement in school</p> <p>Strategy's Expected Result/Impact: Increased campus percentage</p> <p>Staff Responsible for Monitoring: Assistant Principal of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Communicate and execute schoolwide attendance plan (including incentives/disincentives) to scholars and families at the beginning of the year and provide ongoing data attendance updates (e.g. on report cards)</p> <p>Strategy's Expected Result/Impact: Support and understanding from scholars and families to achieve desired attendance goal.</p> <p>Staff Responsible for Monitoring: Teachers, Assistant Principal of Operations</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Social Worker will train teachers and staff on social emotional learning and for supporting young learners in times of crisis.</p> <p>Strategy's Expected Result/Impact: Provide a positive social and emotional environment that makes scholars want to come to school because it is an emotionally safe place.</p> <p>Staff Responsible for Monitoring: Social Worker</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: 3. The El Paso Leadership Academy will continue to move in a positive trajectory regarding student attendance.

Performance Objective 2: By December 31, 2022, the EPLA Counselor/Social Workers will have provided all scholars with programs and strategies to address bullying, sexual harassment, dating violence, and other SEL supports to enable scholars to feel safe and have the ability to concentrate on their academic work.










Evaluation Data Sources: Presentation agendas, slides, and handouts

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a calendar timeline to provide on-going trainings to address SEL, bullying, harassment, and other related counseling services to all scholars throughout the year.</p> <p>Strategy's Expected Result/Impact: School performance will increase because of having their social/emotional needs met.</p> <p>Staff Responsible for Monitoring: Social Worker</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize outside agencies to share with scholars and their families available supports available beyond the campus walls</p> <p>Strategy's Expected Result/Impact: Increased awareness of both scholars/families of available resources throughout the El Paso region</p> <p>Staff Responsible for Monitoring: Social Worker</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Survey scholars and families to determine additional support needed by the Social Worker</p> <p>Strategy's Expected Result/Impact: Increased awareness of needs within the EPLA campuses that require professional development and resources</p> <p>Staff Responsible for Monitoring: Social Worker</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 3: 3. The El Paso Leadership Academy will continue to move in a positive trajectory regarding student attendance.

Performance Objective 3: By October 31 2022, EPLA will have started planning for non-traditional curricular and non-curricular options at the middle school level

Evaluation Data Sources: List of programmatic offerings in the middle school

Strategy 1 Details	Reviews			
<p>Strategy 1: Initiate a "Social Justice Program" project focus for all EPLA scholars</p> <p>Strategy's Expected Result/Impact: 100% of EPLA scholars will begin working on social justice project during 2022-2023 school year</p> <p>Staff Responsible for Monitoring: Assistant Principal of Instruction, Assistant Principal of Operations</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Initiate in the 2022-2023 school year a middle school sports program for both boys and girls</p> <p>Strategy's Expected Result/Impact: Scholars, staff and parents will be involved in school sporting activities, increase in grades and student behavior due to expectations to be able to play a sport, build a community of support for academics and sports with in the EPLA community.</p> <p>Staff Responsible for Monitoring: Assistant Principal of Operations</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
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: 4. The El Paso Leadership Academy will expand family and community engagement in the educational processes and decisions associated with EPLA scholars.

Performance Objective 1: By March 2023, 90% of families will have participated in student-led conferences.

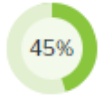





Evaluation Data Sources: Social Media, Parent Newsletter, Data List of Parents who did not attend conferences, and Remind App.









Strategy 1 Details	Reviews			
<p>Strategy 1: Provide communication to families about student-led conference dates and purpose Strategy's Expected Result/Impact: Increased parent participation in student-led conferences Staff Responsible for Monitoring: Principal, Assistant Principal of Operations</p> <p>Title I: 4.1, 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize the Remind App primary communication tool for notices to families Strategy's Expected Result/Impact: Increased parent participation in student-led conferences. Staff Responsible for Monitoring: Assistant Principal of Operations</p> <p>Title I: 4.2</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Conduct home visit conferences for scholars in special programs as needed. Strategy's Expected Result/Impact: Enhanced academic and behavioral performance Staff Responsible for Monitoring: Assistant Principal of Operations, Special Program Teachers, Social Worker</p> <p>Title I: 2.6, 4.2 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> No Progress Accomplished Continue/Modify Discontinue </div>				

Goal 4: 4. The El Paso Leadership Academy will expand family and community engagement in the educational processes and decisions associated with EPLA scholars.

Performance Objective 2: By June 2023, EPLA will have hosted at least eight (8) family and community engagement opportunities that address entitlement programs, and instructional practices in all core areas (especially regarding reading and math).

Evaluation Data Sources: Parent /Community meeting sign-in sheets and agendas








Strategy 1 Details	Reviews			
<p>Strategy 1: Plan a year-long calendar of campus-wide and community events. Strategy's Expected Result/Impact: Increased community and family involvement at EPLA Staff Responsible for Monitoring: Assistant Principal of Operations</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Host "Coffee with the Principal" on a monthly basis. Strategy's Expected Result/Impact: Increased parent and community involvement at EPLA Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.1, 4.2 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture Funding Sources: Parent Involvement - 211 - Title I, Part A - \$250</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Conduct required entitlement meetings parent/community meetings throughout the year and include relevant parent engagement policies/procedures Strategy's Expected Result/Impact: All campus entitlement compliance metrics are met Staff Responsible for Monitoring: Assistant Principal of Special Services</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Provide recognition incentives for families who are "movers" and "shakers" with in the campus (e.g. attends functions, supports social media efforts, volunteers) Strategy's Expected Result/Impact: Increase family engagement at campus Staff Responsible for Monitoring: Principal, AP Operations	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Provide quarterly tutoring nights for families on how they can support scholar at home Strategy's Expected Result/Impact: Increased scholar performances on exams and course grades Staff Responsible for Monitoring: AP of Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: 4. The El Paso Leadership Academy will expand family and community engagement in the educational processes and decisions associated with EPLA scholars.

Performance Objective 3: By October 2022, EPLA will have family community representation on campus improvement team

Evaluation Data Sources: CIT membership listing, parent/family/community signatures of meeting attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: Send out invitations to families /community representatives seeking participation on campus improvement teams</p> <p>Strategy's Expected Result/Impact: All community and family representatives on the CIT will be filled prior to the first meeting</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				