

# El Paso Independent School District

## District Improvement Plan

### 2025-2026 Goals/Performance Objectives/Strategies



EL PASO  
INDEPENDENT  
SCHOOL DISTRICT

# Mission Statement

**In partnership with our families and community, we will uphold the highest standards to provide inclusive and fair learning experiences that support the whole child.**

## Vision

**INSPIRE and EMPOWER learners to THRIVE.**

## Core Beliefs

### Core Beliefs



#### Whole Child

We champion a well-rounded educational experience to ensure all students are healthy, safe, valued, engaged, and academically challenged.



#### Equity

We commit to removing barriers to ensure our schools and programs are inclusive and equitable.



#### Opportunity

We honor and cultivate the unique needs and interests of all learners through relationships and personalization.



#### Community

We build community through authentic engagement, collaboration, and honoring diversity of thought.



#### Excellence

We embrace a culture of creativity, exploration, and innovation to sustain our growth and improvement.



#### Accountability

We foster high expectations, continuous growth, and high achievement.

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# Goals

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


**Performance Objective 1:** By June 2026, EPISD will utilize an employee, student, and family culture climate survey designed to inform progress on ensuring caring adults support students and will increase climate and culture perceptions:


- Students: from 56% to 57%
- Instructional Staff: from 62% to 63%
- Teachers: 55% to 56%
- Family: from 63% to 64%


(OTI, Academics)


**Evaluation Data Sources:** Panorama (Students, Staff, & Families)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement student, employee, and family climate survey and monitor participation and progress, while ensuring results are shared out so that both campus and district leaders may take appropriate action to increase perceptions and move towards goal.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student, employee, and family climate</p> <p><b>Staff Responsible for Monitoring:</b> OTI-SPAA</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 5</p> <p><b>Funding Sources:</b> Panorama climate survey - 185 SCE (District) - \$71,246</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

## Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)
<p><b>Prioritized Need 5:</b> There is a need to increase student "Sense of Belonging" and "Teacher/Student Relationships" as indicated in Panorama survey, particularly for secondary students. <b>Root Cause:</b> Panacea of factors related as evidenced by National research and student surveys, to include a need for additional support in the transition from elementary to secondary.</p>

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

**Performance Objective 2:** By June 2026, EPISD will increase PK-12th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 2% from 68% to 70%. (Student Services)

**Evaluation Data Sources:** Survey results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Support the 3rd, 4th, 5th and 6th grade intramural program to increase extra-curricular opportunities.  <b>Strategy's Expected Result/Impact:</b> Increase opportunities for extra curricular for Elementary and 6th grade students  <b>Staff Responsible for Monitoring:</b> Student Services-Athletics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 2  <b>Funding Sources:</b> Intermurals stipends - 289 Title IV - \$145,000, KickStart - 289 Title IV - \$95,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support the comprehensive fine arts program with extended extra-curricular and co-curricular activities including Live On-Stage Production, Kids Excel, and elementary fine arts expansion to include 5th grade band and elementary drama and art and music at every elementary campus.  <b>Strategy's Expected Result/Impact:</b> Increased extra-curricular and co-curricular opportunities  <b>Staff Responsible for Monitoring:</b> Student Services-Fine Arts</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 2  <b>Funding Sources:</b> Fine Arts-Live On-Stage program costs - 289 Title IV - \$90,000, Elementary Fine Arts Expansion (8FTE + materials/instruments) - 211 ESEA Title I Part A (District) - \$577,915, Fine Arts Academy personnel (Crockett) - 289 Title IV - \$139,000, Fine Arts: Risers - 289 Title IV - \$7,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement system to monitor and track extra-curricular opportunities  <b>Strategy's Expected Result/Impact:</b> Increase in extra-curricular opportunities  <b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase EPISD community/regional shows at the Gene Roddenberry Planetarium as well as increase planetarium show offerings throughout EPISD through Portable Planetariums.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student opportunities to view planetarium shows and participate in related activities.</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 2 Prioritized Needs:**





<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 1:</b> Additional opportunities needed for after-school learning centers and extended day learning centers for PreK and 6th grade students. <b>Root Cause:</b> Families have a variety of before school and after school commitments.</p>
<p><b>Prioritized Need 2:</b> Additional opportunities needed for participation in extra-curricular activities, specifically in K-6 <b>Root Cause:</b> Not all students are yet able to participate in an extra-curricular that meets their needs/sense of belonging.</p>

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

**Performance Objective 3:** By June 2026, EPISD will create an integrated system of school supports, by expanding extended learning campuses (6:00am-6:00pm) from ten (10) campuses to seventeen (17) campuses and by maintaining After-School programming at all 41 Elementary and some Middle/PK8 campuses. (OTI, Academics)

**Evaluation Data Sources:** District tracking tool

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase and deepen community partnerships to advance Early Childhood Learning in EPISD through Early Childhood Work Groups and collaboration with organizations such as Early Matters El Paso, UTEP, and other Educational Agencies throughout the region.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Early Learning</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Maintain and expand Extended Learning sites from 10 to 17 sites.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in opportunities for families</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Innovation</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Coordinate and expand afterschool programming (Streamspirations, La Nube, Project Vida, BGCA club, EP Parks and Rec.) at all Elementary and PK8 campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased extra-curricular opportunities</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Innovation</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p> <p><b>Funding Sources:</b> Streamspirations at 18 school sites. - 211 ESEA Title I Part A (District) - 211.11.6299.814.24.801.814 - \$702,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Increase Early Childhood Learning opportunities throughout the district, to include Montessori, PreK-3 Full-Day, PreK-3 Half-Day, PreK-4 Full-Day, Monolingual, Dual Language, and Extended Day learning options (before and after school)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Early Learning</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Increase extended learning opportunities through enrichment camps during intersession and summer</p> <p><b>Strategy's Expected Result/Impact:</b> Increase opportunities for enrichment in science, technology, wellness, and fine arts</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1, 2</p> <p><b>Funding Sources:</b> Enrichment Camps (summer) - 289 Title IV - \$50,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Performance Objective 3 Prioritized Needs:**





<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 1:</b> Additional opportunities needed for after-school learning centers and extended day learning centers for PreK and 6th grade students. <b>Root Cause:</b> Families have a variety of before school and after school commitments.</p>
<p><b>Prioritized Need 2:</b> Additional opportunities needed for participation in extra-curricular activities, specifically in K-6 <b>Root Cause:</b> Not all students are yet able to participate in an extra-curricular that meets their needs/sense of belonging.</p>

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

**Performance Objective 4:** By June 2026, EPISD will expand from Community Schools from five feeder patterns to seven feeder patterns (OTI-Family and Community Engagement)

**Evaluation Data Sources:** Community Schools

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Expand the Community Schools program from four (4) campuses to seven (7) campuses to mitigate barriers to student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Innovation</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 7</p> <p><b>Funding Sources:</b> Personnel: Facilitators Community Schools - 211 ESEA Title I Part A (District) - \$40,000, Community Schools Implementation (consultant 25k, materials 2k, mileage 5k) - 211 ESEA Title I Part A (District) - \$32,000</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Performance Objective 4 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<b>Prioritized Need 7:</b> There is a need to provide additional opportunities to meaningful challenge coursework through multiple pathways <b>Root Cause:</b> Not all students have the access to meaningful, challenging advanced coursework.
<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<b>Prioritized Need 7:</b> There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.

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

**Performance Objective 5:** By June 2026, 75% of EPISD campuses will have fully implemented MTSS, and PBIS/SEL frameworks with accessible student support systems, established behavior expectations, and measurable implementation data demonstrating successful framework operation. (Academics-Learner Support and Intervention)





**Evaluation Data Sources:** District Developed Tracking Rubric, Trend Walks, Campus Support Visits, Progress Monitoring

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Expand and refine resources that support PBIS/SEL foundational implementation elements &amp; student perception and sense of belonging</p> <p><b>Strategy's Expected Result/Impact:</b> Build mindsets, healthy habit and skills that strengthen students' social emotional and academic competence</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Whole Learner Support and Intervention</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 4, 5</p> <p><b>Funding Sources:</b> Panorama SEL Student Survey - 185 SCE (District) - \$73,661</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide professional learning and support for school administrators, teachers, academic support teams, and ancillary personnel on school-wide expectations outlined in the PBIS/SEL inventory instrument.</p> <p><b>Strategy's Expected Result/Impact:</b> Build mindsets, healthy habit and skills that strengthen students' social emotional and academic competence</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Whole Learner Support and Intervention</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 4</p> <p><b>Funding Sources:</b> SEL Program Personnel (Salary &amp; Fringes) - 185 SCE (District) - \$420,000, SEL and Whole Learner Dept. Program Implementation (Professional Learning and resources such as PD materials and technology) - 185 SCE (District) - \$12,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Collaborate with cross functional teams to create a tiered variety of interventions (MTSS) to address the needs of students with different levels of support and ensure progress monitoring of the DAEP student group.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased students access to resources and support,  <b>Staff Responsible for Monitoring:</b> Academics-Whole Learner Support and Intervention</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 6, 8  <b>Funding Sources:</b> Climate/Behavior Specialists - 211 ESEA Title I Part A (District) - \$805,472, Climate/Behavior Specialists program costs (rdg 2k, emergent tree 4k, travel 8k) - 211 ESEA Title I Part A (District) - \$14,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Support campus leaders with building cultures that foster positive teacher and student/family relationships to promote a strong sense of belonging through foundational structures and ongoing professional learning opportunities. (MTSS)</p> <p><b>Strategy's Expected Result/Impact:</b> Fully developed Multi-Tiered System of Support (MTSS)  <b>Staff Responsible for Monitoring:</b> Academics-Whole Learner Support and Intervention</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 5, 8</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Coordinate professional development activities and provide trainings and resources as needed to develop campus-based personnel capacity:  (1) to meet the state-mandated as well as supplemental professional development for School Mental Health Components as required by TEC 38.351, e.g. Crisis Management: Child Abuse Prevention, Human Trafficking, David's Law, Suicide Prevention, Grief and Loss, Trauma-Informed Care, etc. and  (2) to implement the Texas Model for Comprehensive School Counseling Programs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase support for students as well as implement state-mandated trainings  <b>Staff Responsible for Monitoring:</b> Academics - Counseling &amp; Advising</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 4</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Collaborate with campus personnel to identify and provide academic, behavioral, physical, social-emotional, and whole learner support services for students living in homeless situations.</p> <p><b>Strategy's Expected Result/Impact:</b> Supports for Homeless</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Whole Learner - McKinney Vento</p> <p><b>Equity Plan</b></p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 6, 9 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 7 - L2 Academic Excellence (Student Achievement) 14</p> <p><b>Funding Sources:</b> Homeless Transportation - 211 ESEA Title I Part A (District) - \$1,000,000, Homeless Services and support such as tutoring, supplies, etc. - 211 ESEA Title I Part A (District) - \$37,110, Counseling - Social worker (McKinneyVento) - 211 ESEA Title I Part A (District) - \$89,248, Clothing for Neglected Youth (Lee Moore) - 211 ESEA Title I Part A (District) - \$7,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Utilize Focus on Children and Families to contract for professional services to provide parents and students with therapeutic services to target academic and social-emotional support. In addition, provide First Chance Program for students and families to support students who have been recommended to the Alternative Education Program</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students. &amp; families receiving supports needed</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Whole Learner - FCF</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 6</p> <p><b>Funding Sources:</b> Focus on Family Program costs (therapy services 80k, rdg materials 2k, registration 5k) - 289 Title IV - \$87,000, First Chance Program - 211 ESEA Title I Part A (District) - \$34,110, Responsible Decision Making Program - 289 Title IV - \$3,070, Focus on Children and Families program costs, to include PD, travel, in-city mileage, and reading materials - 185 SCE (District) - \$2,500, Focus on Family Personnel (Salary and Fringes) - 185 SCE (District) - \$2,869,069, Lead Counselor: Personnel - 289 Title IV - \$83,523</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Implement guidance sessions for students on: a. higher education admissions; b. types of financial aid; c. the TEXAS grant program and d. online college resources to develop the necessary skills needed to support, encourage, and prepare high school students for entry and success in postsecondary education access.</p> <p><b>Strategy's Expected Result/Impact:</b> Additional students prepared and enrolling in college</p> <p><b>Staff Responsible for Monitoring:</b> Academics - Counseling &amp; Advising</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7, 9 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 7 - L2 Academic Excellence (Student Achievement) 14</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Coordinate campus support for student health care needs to include specific support to our uninsured and under-insured students who need help obtaining an eye exam and eye glasses after failing their State Mandated Vision Screening.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who fail their vision screening will be given the opportunity to be successful in the classroom without the hindrance of vision issues.</p> <p><b>Staff Responsible for Monitoring:</b> Health Services</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 4</p> <p><b>Funding Sources:</b> Fees for vision exams and eyeglasses - 211 ESEA Title I Part A (District) - \$25,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 10 Details	Reviews			
<p><b>Strategy 10:</b> Implement dropout prevention supports to include Graduation Coaches at all high schools</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced rates of drop out</p> <p><b>Staff Responsible for Monitoring:</b> Academics - Counseling &amp; Advising</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 1</p> <p><b>Funding Sources:</b> Graduation coaches (Salary &amp; Fringes) to reduce drop out - 185 SCE (District) - \$800,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 11 Details	Reviews			
<p><b>Strategy 11:</b> Implement dyslexia reading supports to include identification, staffing, training, and instructional materials.</p> <p><b>Strategy's Expected Result/Impact:</b> Students with dyslexia will receive supports according to need</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 11</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 12 Details	Reviews			
<p><b>Strategy 12:</b> Coordinate health, wellness, and PE Activities to include Fitnessgram, PE and health curriculum, health and wellness initiatives as well as enrichment camps designed to improve student health and wellness</p> <p><b>Strategy's Expected Result/Impact:</b> increase in student wellness</p> <p><b>Staff Responsible for Monitoring:</b> Student Services-Athletics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 10</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 13 Details	Reviews			
<p><b>Strategy 13:</b> Implement district supports aligned with Title IA Program needs to include transportation for foster students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased participation in after-school tutoring.</p> <p><b>Staff Responsible for Monitoring:</b> Academics - Whole Learner - Foster Care</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 9 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 7 - L2 Academic Excellence (Student Achievement) 14 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 5 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 7</p> <p><b>Funding Sources:</b> Transportation for foster students (tutoring) - 211 ESEA Title I Part A (District) - \$20,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 5 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 3:</b> There is a high need for coordinated counseling and mental health supports. <b>Root Cause:</b> Not all students/families have access to mental health support.</p>
<p><b>Prioritized Need 4:</b> PBIS/SEL: Increase Social Emotional Learning support to include fidelity of implementation across all school. <b>Root Cause:</b> Inconsistent application of PBIS/SEL strategies.</p>
<p><b>Prioritized Need 5:</b> There is a need to increase student "Sense of Belonging" and "Teacher/Student Relationships" as indicated in Panorama survey, particularly for secondary students. <b>Root Cause:</b> Panacea of factors related as evidenced by National research and student surveys, to include a need for additional support in the transition from elementary to secondary.</p>
<p><b>Prioritized Need 6:</b> There is a need to increase implementation of meaningful, engaging practices for students to manage their own behavior and reduce disciplinary removals (OSS/ISS/DAEP). <b>Root Cause:</b> Students have a variety of skill levels with managing their behavior</p>
<p><b>Prioritized Need 7:</b> There is a need to provide additional opportunities to meaningful challenge coursework through multiple pathways <b>Root Cause:</b> Not all students have the access to meaningful, challenging advanced coursework.</p>
<p><b>Prioritized Need 8:</b> There is a need to align academic MTSS system with behavioral support for students to complete the MTSS framework <b>Root Cause:</b> Practices have not been comprehensive and have not fully addressed academic needs</p>
<p><b>Prioritized Need 9:</b> There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families <b>Root Cause:</b> Many students are first generation college students</p>
<p><b>Prioritized Need 10:</b> Physical Fitness Assessment is required by the state for all students enrolled in a PE/PE equivalent. <b>Root Cause:</b> Research shows that students who are more physically fit perform better academically and physical fitness levels among youth is decreasing nation-wide.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 7:</b> There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families <b>Root Cause:</b> Many students are first generation college students</p>

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 11:** Continue to support and expand opportunities for SPED students in middle school to earn high school credits **Root Cause:** Underrepresentation of student groups earning high school credits

**Prioritized Need 14:** There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families **Root Cause:** Many students are first generation college students

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

**Prioritized Need 5:** There is a need to stabilize enrollment **Root Cause:** Enrollment has steadily declined, due partially to a lower birth rate.

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

**Prioritized Need 7:** There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.

**L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 1:** Increase daily Attendance Rate so students have access to high quality learning. **Root Cause:** Systems and structures for ensuring high quality attendance have not resulted in obtaining 94% attendance





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

**Performance Objective 6:** By June 2026, EPISD will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by a reduction of all ISS, OSS, Disciplinary Removal for all student groups from 7.6% to 6%. (Student Services)

**Evaluation Data Sources:** On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop and implement monthly lessons on character traits based on a Counseling and Advising approved character education curriculum. Components addressed: a. conflict resolution programs [TEC 11.252(3)(B)(ii)] b. violence prevention programs to include dating violence. [TEC 11.252(3)(B)(iii)] Provide a web-based navigation system to assist students, families, and employees in locating and connecting with mental health treatment providers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase students' ability to manage and own their behavior <b>Staff Responsible for Monitoring:</b> Academics - Counseling</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 4, 8 <b>Funding Sources:</b> Character Education Curriculum (Quaver105.6K) and Core Essentials (13,120) - 289 Title IV - \$118,720, Care Solace-Coordinated Care Services - 289 Title IV - \$171,500</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement practices and procedures designed to reduce the percentage of bullying reports for all grade levels</p> <ul style="list-style-type: none"> <li>- bullying procedures for investigation</li> <li>- Implement procedure plans for Bullying Prevention Committees</li> <li>- Implement bullying reviews to ensure Board Policy and District procedures are followed</li> <li>- Implement the Minimum Bullying Standards required by the Texas Education Agency</li> <li>- Coordinate bullying staff development to include on-going discipline training with support</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Reduce incidents of bullying <b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 8</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement practices and procedures designed to reduce the percentage of ISS, OSS and DAEP for all grade levels:</p> <ul style="list-style-type: none"> <li>- Coordinate Discipline training with all administrators to include on-going discipline training with real-time support to include academic progress monitoring of the DAEP student group</li> <li>- Implement Discipline Audits to ensure proper coding</li> <li>- Implementation of a discipline dashboard to monitor ISS, OSS and removals</li> <li>- Coordination of Discipline Plan Implementation along with the implementation of an electronic template</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> reduce the percentage of ISS, OSS and DAEP for all grade levels</p> <p><b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 3, 4, 6</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**Performance Objective 6 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 3:</b> There is a high need for coordinated counseling and mental health supports. <b>Root Cause:</b> Not all students/families have access to mental health support.</p>
<p><b>Prioritized Need 4:</b> PBIS/SEL: Increase Social Emotional Learning support to include fidelity of implementation across all school. <b>Root Cause:</b> Inconsistent application of PBIS/SEL strategies.</p>
<p><b>Prioritized Need 6:</b> There is a need to increase implementation of meaningful, engaging practices for students to manage their own behavior and reduce disciplinary removals (OSS/ISS/DAEP). <b>Root Cause:</b> Students have a variety of skill levels with managing their behavior</p>
<p><b>Prioritized Need 8:</b> There is a need to align academic MTSS system with behavioral support for students to complete the MTSS framework <b>Root Cause:</b> Practices have not been comprehensive and have not fully addressed academic needs</p>





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

**Performance Objective 7:** By June 2026, EPISD will provide relevant and challenging coursework through multiple pathways as measured by maintaining the percent of students in grades 9-12 On Ramps at 17%, and an increase in the percentage of the students in grades 9-12 who earn college credit by completing an Advanced Placement (AP)/International Baccalaureate (IB) from 28% to 29%, or dual credit course from 34% to 35%. (Academics-College Career Readiness)

**HB3 Goal**

**Evaluation Data Sources:** TEAL TEA Data File (Accountability),  
TAPR (final)  
District Created Tableau dashboard

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide Advanced Placement (AP)/International Baccalaureate (IB) supports, monitoring systems and resources to include exam funding, teacher training, and technological support to increase student Advanced Placement (AP)/International Baccalaureate (IB) course access, enrollment and exam success</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students earning College Credits (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Providing Dual Credit Systems, structures and, monitoring support and resources course funding, resources as well as supporting teachers' pursuit of Dual Credit course credentialing through El Paso Community College (EPCC) to increase student Dual Credit course access, enrollment and success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students earning College Credits (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 6</p> <p><b>Funding Sources:</b> Dual Credit Summer - 289 Title IV - \$100,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement comprehensive UT OnRamps, AVID, and National Educational Equity Lab (NEEL) structures, supports, resources and training to include course funding and teacher training to increase UT OnRamps and NEEL course access, enrollment and success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students earning College Credit (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7, 12 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 7</p> <p><b>Funding Sources:</b> UT ONRamps: course fees (\$223,742) and Teacher PD (101,580) - 289 Title IV - \$325,322, Program Costs for National Education Equity Lab (NEEL) such as Course fees (162,500) and misc. teacher pay, Supplies - 289 Title IV - \$242,073, AVID: (program costs: membership (34k) library (23K) and travel (20k) - 289 Title IV - \$77,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Implement comprehensive GT Program ensure TEA compliance and effective implementation of all six component areas of the state plan (Fidelity of Service, Student Assessment, Service Design, Curriculum and Instruction, Professional Learning, and Family/Community Involvement).</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure the quality implementation of GT services.</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 6</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Performance Objective 7 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 7:</b> There is a need to provide additional opportunities to meaningful challenge coursework through multiple pathways <b>Root Cause:</b> Not all students have the access to meaningful, challenging advanced coursework.</p>
<p><b>Prioritized Need 12:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  <b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 3:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  <b>Root Cause:</b> An array of factors, including student awareness.</p>

**L2 Academic Excellence (Curriculum, Instruction, Assessment)**

**Prioritized Need 4:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 6:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.





**Prioritized Need 7:** Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  
**Root Cause:** An array of factors, including student awareness.

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

**Performance Objective 1:** By June 2026, EPISD will develop and implement a guaranteed and viable student-centered District curriculum as measured by principal and academic support team curriculum fidelity walkthrough data. Curriculum fidelity walkthroughs (trend walks, measured by an inventory instrument) will meet all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction from 86% to 90% of classrooms. (Academics-Teaching and Learning)

**Evaluation Data Sources:** Learning Walk data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Design and Implement new K-12 curriculum aligned with High Quality Instructional Materials (HQIM). Engage stakeholders by forming a teacher cadre to collaborate in curriculum development, as part of an annual plan. Conduct curriculum fidelity walks at campuses using an instrument to observe rigor, instructional models and scope and sequence. Provide support with on-going professional development on instructional resources, HQIM and testing materials.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in high quality instructional practices and curriculum implementation as measured through trend walks</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 5</p> <p><b>Funding Sources:</b> Professional Development : Jim Knight (49k) - 255 Title II (District) - \$49,200, Teacher Cadre Stipends (fringes included) - 255 Title II (District) - \$141,000, Supplemental Instructional Resources and PD (including but not limited to Amplify 340k PD+254k rdg, Carnegie 149k, Eureka 27k, AES 150k, lead4ward 93.5k, STEM Academy Lego 42K, STEMScopes 101k), Perfection Learning \$30K - 211 ESEA Title I Part A (District) - \$902,500, Professional Dev Neuhaus (88k) - 255 Title II (District) - \$87,725, Software to support trend walks (Kickup) - 255 Title II (District) - \$65,200, STEM Academy and Montessori: STEMScopes 18006k, Amplify supp. 199k, Carnegie 11k)School Specialty \$1,788.36 - 211 ESEA Title I Part A (District) - \$396,000, Subs for Academics PD (AES, Amplify, implementation teams, etc.) - 211 ESEA Title I Part A (District) - \$243,480, STEAM/STEM Environmental Academy Personnel (1 coach, 2 lab assts, 4 schools) - 211 ESEA Title I Part A (District) - \$557,409, Professional Dev. Curriculum Conversation (Subs) - 185 SCE (District) - \$300,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement systems and support to include professional development and monitoring tools that ensure High Quality PreK is in place at every campus.</p> <p><b>Strategy's Expected Result/Impact:</b> High Quality Tier 1 Instruction (Pre-K)</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 13</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 1:</b> Curriculum Fidelity: There is a need to continue monitoring and supporting teachers for Curriculum Implementation for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies. (YEAR 3) <b>Root Cause:</b> There are curriculum changes that require extra support.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 1:</b> Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance <b>Root Cause:</b> Students have gaps and needs that are not currently being met with base level of supports.</p>
<p><b>Prioritized Need 5:</b> Support all student groups in demonstrating high levels Academic Achievement as demonstrated on Mathematics STAAR "Meets" <b>Root Cause:</b> Focus on meeting Approaches</p>
<p><b>Prioritized Need 13:</b> There is a need to support emergent bilingual families in literacy <b>Root Cause:</b> Current practices do not support literacy at home for English learner families.</p>

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


**Performance Objective 2:** By June 2026, EPISD 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. Curriculum fidelity walkthroughs (Trend walks)(measured by an inventory instrument) will meet all established percentages for instructional model, classroom environment and instruction, and language acquisition from 80% to 85% of all classrooms with a dual language program. (Academics-Connecting Languages)

**Evaluation Data Sources:** Learning Walk Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Design and implement dual language model. Provide support implementation to include instruction, technology, resources, and professional development</p> <p><b>Strategy's Expected Result/Impact:</b> High Quality Tier 1 Instruction</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Results Driven Accountability - Equity Plan</b></p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 12, 13</p> <p><b>Funding Sources:</b> Venue Rental for Bilingual Program PD (5k) and family engagement (5k) - 263 Title III - \$10,000 , Bilingual Program: Travel- La Cosecha, Title III - 263 Title III - \$14,400, Family Engagement hospitality - 263 Title III - \$13,000, Borderland Family Bilingual: Title III rdg material (176,300), print shop (4500) - 263 Title III - \$180,800, Borderland Family Bilingual extra duty - 263 Title III - \$56,850, Bilingual Interventionist (Aoy, Hart, Cooley, Douglass) 270k+78K carryover - 263 Title III - \$348,000, Borderland Family Bi-literacy keynote speakers - 263 Title III - \$20,000, Summer Institute (carryover): including Seidlitz- 12 sessions - 263 Title III - \$50,000, Vista Reading Materials - 263 Title III - \$3,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Design and implement ESL (ELLA, ESOL, ELD) model and support implementation to include instruction resources professional development. Provide students with the necessary resources such as bilingual dictionaries and strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Quality Tier 1 Instruction</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Results Driven Accountability - Equity Plan</b></p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 12, 13</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 2 Prioritized Needs:**

**L2 Academic Excellence (Curriculum, Instruction, Assessment)**

**Prioritized Need 2:** Dual Language Fidelity: There is a need to monitor and support Dual Language implementation for instructional model, classroom environment and instruction, and language acquisition to include understanding and support of Bilingual programming. **Root Cause:** Dual language implementation is not yet consistent across the district.

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 12:** Ensure Emergent Bilingual students are making language gains each year as measured in TELPAS and reduce % of long-term EB students **Root Cause:** Multiple factors contribute including explicit support for language development, and implementing Dual Language best practices

**Prioritized Need 13:** There is a need to support emergent bilingual families in literacy **Root Cause:** Current practices do not support literacy at home for English learner families.





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

**Performance Objective 3:** By June 2026, EPISD will increase student achievement outcomes as measured in Domain 1 STAAR student achievement (Approaches, Meets, Masters level Average in all tests: Math, RLA, Science, and Social Studies) from 44% to 46%. (Academics-Teaching and Learning & School Leadership)

**Evaluation Data Sources:** Tableau, Eduphoria, TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide support: to principals through professional development and coaching centered around Tier 1 instruction, T-TESS alignment, learning walks/coaching, strategic planning, leveraging data and establishing SMART goals aligned to T-PESS.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in High Quality Tier 1 Instruction</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2</p> <p><b>Funding Sources:</b> Materials and supplies for school leaders professional learning sessions (school leadership) - 255 Title II (District) - \$3,000, Principal coaching, to include executive principals and assistant superintendents (Teaching and Learning Alliance) - 255 Title II (District) - \$263,000, Principal Pipeline and Onboarding - 255 Title II (District) - \$3,500, Region 19 T-Tess Domain Training - 255 Title II (District) - \$3,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement district-wide systems and support including; high quality instructional practices, Tier 1,2,&amp; 3 supports (to include intersession and summer), and curriculum implementation teams, for Elementary, Middle School and High Schools.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student outcomes as measured on Domain 1: STAAR/EOC and Domain 2: Student Growth</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Equity Plan</b></p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1</p> <p><b>Funding Sources:</b> Intersession &amp; Summer Title I Program (transportation, utilities, nurses, &amp; Personnel - 211 ESEA Title I Part A (District) - \$2,684,250, Academics Title I Personnel to coordinate services to Title 1 campuses - 211 ESEA Title I Part A (District) - \$436,573, Campus Teaching Coaches Literacy and Math (Salaries and Personnel) - 185 SCE (District) - \$10,252,266, Math and Reading interventionists (72 math, 73 rdg) - 211 ESEA Title I Part A (District) - \$11,752,266, Class-size reduction teachers (Tier 3 campuses with high needs) - 211 ESEA Title I Part A (District) - \$979,860, Summer School Professional Learning - 255 Title II (District) - \$89,000, Intersession and Summer School for Tippen and Lundy - 185 SCE (District) - \$113,331</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Support principals with establishing high quality Professional Learning Communities and Instructional Leadership Teams focused on student outcomes and planning strategically to monitor student data to include HB1416.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in math and literacy scores.</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7 - L2 Academic Excellence (Student Achievement) 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Support implementation transformation schools through ACE model and other school actions at identified campuses</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce number of underperforming schools</p> <p><b>Staff Responsible for Monitoring:</b> Academics - School Transformation</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 5</p> <p><b>Funding Sources:</b> Professional Learning (Flippen-\$6375, TCM Writing-\$0, Supplies \$0, travel-\$0, subs-\$17,000, Project VIDA \$59,600) - 211 ESEA Title I Part A (District) - \$83,707, Stipends: Campus restart (ACE) - 211 ESEA Title I Part A (District) - \$2,500,000, Stipends: Campus redesign - 211 ESEA Title I Part A (District) - \$34,000</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement district supports aligned with Title IA Program needs to include transportation for after-school tutoring for Title I schools</p> <p><b>Strategy's Expected Result/Impact:</b> Eliminate barriers for students academic support needs</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7</p> <p><b>Funding Sources:</b> Supplemental Instructional Support (SIS) teachers for at-risk - 185 SCE (District) - \$3,216,000, Transportation for tutoring (Title I campuses) - 211 ESEA Title I Part A (District) - \$150,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 3 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 7:</b> There is a need to provide additional opportunities to meaningful challenge coursework through multiple pathways <b>Root Cause:</b> Not all students have the access to meaningful, challenging advanced coursework.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 1:</b> Curriculum Fidelity: There is a need to continue monitoring and supporting teachers for Curriculum Implementation for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies. (YEAR 3) <b>Root Cause:</b> There are curriculum changes that require extra support.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 1:</b> Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance <b>Root Cause:</b> Students have gaps and needs that are not currently being met with base level of supports.</p>
<p><b>Prioritized Need 2:</b> Support instructional leaders in helping all students to learn at high levels as demonstrated by Domain 1: STAAR <b>Root Cause:</b> Instructional leaders need additional training in how to better assist student gaps and student needs that are not currently being met with base level of supports.</p>
<b>L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<p><b>Prioritized Need 5:</b> There is a need to stabilize enrollment <b>Root Cause:</b> Enrollment has steadily declined, due partially to a lower birth rate.</p>

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

**Performance Objective 4:** By June 2026, EPISD will increase the percent of students that score "Meets" Grade level or above on STAAR reading from 49% to 51% (Domain 3) (Academics & School Leadership)





3rd grade 48% to 50% [HB3]

3rd SPED from to 20% to 26% [HB3]

3rd EB from 35% to 37% [HB3]

**HB3 Goal**

**Evaluation Data Sources:** TEA data files & TAPR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement systems and support to include Prof. Dev. and monitoring for Elementary Literacy <b>Strategy's Expected Result/Impact:</b> Student Outcomes will increase in 3rd gr. reading <b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning  <b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 1	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>				

**Performance Objective 4 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<b>Prioritized Need 1:</b> Curriculum Fidelity: There is a need to continue monitoring and supporting teachers for Curriculum Implementation for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies. (YEAR 3) <b>Root Cause:</b> There are curriculum changes that require extra support.

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

**Performance Objective 5:** By June 2026, EPISD will increase the percent of students that score "Meets" Grade level or above on STAAR math from 38% to 40% (Domain 3) (Academics & School Leadership)


3rd grade 42% to 45% [HB3]

3rd SPED from 21% to 26% [HB3]

3rd EB from 37% to 40% [HB3]

**HB3 Goal**

**Evaluation Data Sources:** TEA data files and TAPR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement systems and support to include Prof. Dev. and monitoring for Elementary Mathematics <b>Strategy's Expected Result/Impact:</b> Student Outcomes will increase in 3rd gr. mathematics <b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 5, 10	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

**Performance Objective 5 Prioritized Needs:**

<b>L2 Academic Excellence (Student Achievement)</b>
<b>Prioritized Need 1:</b> Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance <b>Root Cause:</b> Students have gaps and needs that are not currently being met with base level of supports.
<b>Prioritized Need 5:</b> Support all student groups in demonstrating high levels Academic Achievement as demonstrated on Mathematics STAAR "Meets" <b>Root Cause:</b> Focus on meeting Approaches
<b>Prioritized Need 10:</b> Close academic gaps with student groups: emergent bilingual and SPED <b>Root Cause:</b> EB and SPED STAAR results can increase

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

**Performance Objective 6:** By June 2026, EPISD will increase the Reading Growth Percentile with all student groups meeting board approved metrics, as measured by North West Evaluation Associations Measures of Academic Progress (NWEA MAPS) [HB3]. (Academics-Teaching and Learning, SPED, Conn. Languages)

KG (All) 47 to 48 percentile  
 (SPED) 28 to 42 percentile  
 (EB) 42 to 46 percentile

1st-3rd (All) 46 to 48 percentile  
 (SPED) 38 to 45 percentile  
 (EB) 45 to 48 percentile

8th (ALL): 51- 52 percentile  
 (SPED): 50-51 percentile  
 (EB:) 53-54 percentile


**HB3 Goal**

**Evaluation Data Sources:** TEA data file & District Dashboard (Tableau)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Design master schedule guidance for Prek through 8th grade campuses that includes: middle school master schedules are built to support literacy through double block schedule and daily "What I Need" (WIN) time is scheduled for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Tier 1 Instruction as well as Tier 2,3 supports</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 3, 6, 10</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement systems and support to include Prof. Dev. and monitoring for MS Literacy</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student outcomes in MS Literacy</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 6 Prioritized Needs:**

**L2 Academic Excellence (Curriculum, Instruction, Assessment)**

**Prioritized Need 4:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 1:** Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance **Root Cause:** Students have gaps and needs that are not currently being met with base level of supports.

**Prioritized Need 3:** Lower the percentage of EPISD students did not graduate in 4 years (currently 16%) **Root Cause:** Students have gaps and needs that are not currently being met with base level of supports.

**Prioritized Need 4:** Support all student groups in demonstrating high levels Academic Achievement as demonstrated on Reading STAAR "Meets" **Root Cause:** Focus on meeting Approaches

**Prioritized Need 6:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.

**Prioritized Need 10:** Close academic gaps with student groups: emergent bilingual and SPED **Root Cause:** EB and SPED STAAR results can increase

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

**Performance Objective 7:** By June 2026, EPISD will increase the Math Growth Percentile with all student groups meeting board approved metrics, as measured by North West Evaluation Associations Measures of Academic Progress (NWEA MAPS) [HB3]. (Academics-Teaching and Learning, SPED, Conn. Languages)

KG (All) 58 to 59 percentile  
 (SPED) 50 to 51 percentile  
 (EB) 57 to 58 percentile

1st-3rd (All) 54 to 55 percentile  
 (SPED) 48 to 49 percentile  
 (EB) 52 to 53 percentile

8th (ALL): 69 to 70 percentile  
 (SPED): 57 to 58 percentile  
 (EB:) 75 to 76 percentile

**HB3 Goal**

**Evaluation Data Sources:** TEA data file & District Dashboard (Tableau)

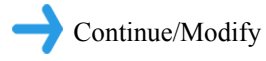
Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Design master schedule guidance for Prek through 8th grade campuses that includes: middle school master schedules are built to support math through double block schedule and daily "What I Need" (WIN) time is scheduled for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Tier 1 Instruction as well as Tier 2,3 supports</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 1, 5, 6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement systems and support to include Prof. Dev. and monitoring for Middle School Mathematics</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student outcomes in MS Mathematics</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 2, 5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>



No Progress



Accomplished



Continue/Modify



Discontinue

**Performance Objective 7 Prioritized Needs:**

**L2 Academic Excellence (Curriculum, Instruction, Assessment)**

**Prioritized Need 4:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 1:** Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance **Root Cause:** Students have gaps and needs that are not currently being met with base level of supports.

**Prioritized Need 2:** Support instructional leaders in helping all students to learn at high levels as demonstrated by Domain 1: STAAR **Root Cause:** Instructional leaders need additional training in how to better assist student gaps and student needs that are not currently being met with base level of supports.

**Prioritized Need 5:** Support all student groups in demonstrating high levels Academic Achievement as demonstrated on Mathematics STAAR "Meets" **Root Cause:** Focus on meeting Approaches





**Prioritized Need 6:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.

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

**Performance Objective 8:** By June 2026, EPISD will increase overall 4-year graduation rate from 84% to 90% , with all students groups increasing 2% or meeting federal targets.. (School Leadership)

**Evaluation Data Sources:** TAPR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide opportunities for at-risk students to earn credits through credit by exam assessments.  <b>Strategy's Expected Result/Impact:</b> Increase the percentage of students graduating in 4 years  <b>Staff Responsible for Monitoring:</b> OTI-SPAA</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 9 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 7 - L2 Academic Excellence (Student Achievement) 3, 14  <b>Funding Sources:</b> Credit by Exam testing materials for at-risk - 185 SCE (District) - \$25,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure systems and support for verifying all Assessment and Accountability and implement data literacy initiatives.  <b>Strategy's Expected Result/Impact:</b> Processes and systems will ensure accurate data reporting  <b>Staff Responsible for Monitoring:</b> OTI-SPAA</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Develop contractual relationships with other entities to ensure that all Special Education students living within our boundaries receive appropriate services  <b>Strategy's Expected Result/Impact:</b> Increase Academic outcomes for students receiving Special Education services.  <b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 10</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide supports and structures to support at-risk students, HS credit recovery and EOC re-testers</p> <p><b>Strategy's Expected Result/Impact:</b> increase in students on-track to graduate in 4 years</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Teaching and Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1</p> <p><b>Funding Sources:</b> iReady supplemental material, Tier 2/3 support - 185 SCE (District) - \$485,755, Subs for teacher training supports (iready, amplify, curriculum conversations, interventionists) - 185 SCE (District) - \$304,350, Tier 2/3 instructional material to support at-risk (edgenuity/imagine learning), 335K + 11.5K TEKS bank (reg19) 54k - 185 SCE (District) - \$399,000, Amplify Int M Class school site license (\$177K) + IXL PD (40K)and iXL (\$289k) - 185 SCE (District) - \$506,000, NWEA academic diagnostic &amp; screener for at-risk - 185 SCE (District) - \$471,665</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement BOY/MOY/EOY progress monitoring of graduating cohort, to include 1) ensuring all graduation requirements are monitored to include (FAFSA, Interaction with Peace Officer, CPR, EOCs, etc.) 2) offering additional Edgenuity class all cohort 9-12, and 3) utilizing intersession for credit recovery. (School Leadership)</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Performance Objective 8 Prioritized Needs:**

L1 Whole Child (Culture & Climate)
<p><b>Prioritized Need 9:</b> There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families <b>Root Cause:</b> Many students are first generation college students</p>
L2 Academic Excellence (Curriculum, Instruction, Assessment)
<p><b>Prioritized Need 7:</b> There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families <b>Root Cause:</b> Many students are first generation college students</p>
L2 Academic Excellence (Student Achievement)
<p><b>Prioritized Need 1:</b> Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance <b>Root Cause:</b> Students have gaps and needs that are not currently being met with base level of supports.</p>
<p><b>Prioritized Need 3:</b> Lower the percentage of EPISD students did not graduate in 4 years (currently 16%) <b>Root Cause:</b> Students have gaps and needs that are not currently being met with base level of supports.</p>

## L2 Academic Excellence (Student Achievement)

**Prioritized Need 4:** Support all student groups in demonstrating high levels Academic Achievement as demonstrated on Reading STAAR "Meets" **Root Cause:** Focus on meeting Approaches

**Prioritized Need 10:** Close academic gaps with student groups: emergent bilingual and SPED **Root Cause:** EB and SPED STAAR results can increase





**Prioritized Need 14:** There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families **Root Cause:** Many students are first generation college students

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

**Performance Objective 9:** By June 2026, EPISD will increase the number of students who earn at least one College, Career and Military Readiness (CCMR) measure from 87% to 89% with all student groups meeting board approved metrics [HB3] (Academics-College Career Readiness)

**HB3 Goal**

**Evaluation Data Sources:** TAPR, OnPoint Early Indicator, Tableau

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement supports and monitoring systems for tracking CCMR focus measures  <b>Strategy's Expected Result/Impact:</b> Increase # students ready for post high school success (CCMR).  <b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 12 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 7</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 9 Prioritized Needs:**





<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 12:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  <b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 3:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  <b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 7:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  <b>Root Cause:</b> An array of factors, including student awareness.</p>

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

**Performance Objective 10:** By June 2026, EPISD will ensure all students graduate prepared for college as measured by an increase in the percent of 12th grade students completing TSIA2 math and reading from 70% to 75%. [HB3] (Academics-Advanced Academics)

**HB3 Goal**

**Evaluation Data Sources:** TSIA2

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Texas Success Initiative Assessment version 2 (TSIA2) systems and structures as well as exam funding and teacher training to increase student (TSIA2) access and success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students demonstrating college readiness through TSIA2.</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 5 - L2 Academic Excellence (Student Achievement) 8</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 10 Prioritized Needs:**





<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 5:</b> TSIA: Increase the percent of 9th-12th grade students completing TSIA2 <b>Root Cause:</b> Not all campuses are implementing systems to allow every student the opportunity to test.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 8:</b> TSIA: Increase the percent of 9th-12th grade students completing TSIA2 <b>Root Cause:</b> Not all campuses are implementing systems to allow every student the opportunity to test.</p>

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

**Performance Objective 11:** By June 2026, EPISD will ensure all students graduate prepared for college as measured by an increase in the percentage of students meeting SAT College Readiness from 42% to 50% (Reading) and 20% to 26% (Math). (Academics-College Career Readiness) [HB3]

**HB3 Goal**

**Evaluation Data Sources:** SAT

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement PSAT/SAT school-wide days as well as exam funding, teacher training and PSAT/SAT resources to increase student PSAT, SAT access and success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students demonstrating college readiness through PSAT/SAT.</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 6</p> <p><b>Funding Sources:</b> PSAT, SAT Preparation resources Khan Academy - 289 Title IV - \$145,000</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 11 Prioritized Needs:**





<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 4:</b> Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. <b>Root Cause:</b> College readiness preparation can take considerable time.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 6:</b> Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. <b>Root Cause:</b> College readiness preparation can take considerable time.</p>

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

**Performance Objective 12:** By June 2026, EPISD will increase the number of students that meet TSIA criteria (without College Prep Courses) from 49% to 57% (Reading) and 34% to 39% (Math) [HB3] (Advanced Academics)

**HB3 Goal**

**Evaluation Data Sources:** CCMR outcome Bonus

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide supports and monitoring systems for CCMR Outcome bonus.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students enrolled in a 2/4 year college or actively engaged in a career post high school (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 12 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3 - L2 Academic Excellence (Student Achievement) 7</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 12 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 12:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics</p> <p><b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 3:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics</p> <p><b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 7:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics</p> <p><b>Root Cause:</b> An array of factors, including student awareness.</p>

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





**Performance Objective 13:** By June 2026, EPISD will ensure all students graduate prepared for college and/or career as measured by an increase percent of students in grade 12 who earn post-secondary credentials beyond high school diploma by Industry Based Certification (IBC) in an aligned program of study from 30% to 32% [HB3] (Academics - Advanced Academics)

**HB3 Goal**

**Evaluation Data Sources:** TAPR

IBC data

Level I data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Providing IBC exam funding, teacher training, resources, monitoring systems and technological support to increase student Industry-Based Certification (IBC) access and success.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # students receiving Industry-Based Certifications during high school (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 6 - L2 Academic Excellence (Student Achievement) 9</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide students with deep, meaningful educational experiences that stimulate learning and motivate them to build career awareness and engage in deep exploration and study of the Texas CTE career clusters to create a foundation for success in high school utilizing Xello. This software program allows students to document their journey as they build self-knowledge, explore post-secondary options, create plans, and continually reassess as they take in new knowledge, skills, and experiences at the middle school level.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student awareness of career options related to high school Programs of Study options (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 9, 12 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 6, 7 - L2 Academic Excellence (Student Achievement) 7, 9, 14</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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>				

**Performance Objective 13 Prioritized Needs:**

**L1 Whole Child (Culture & Climate)**

**Prioritized Need 9:** There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families **Root Cause:** Many students are first generation college students

**Prioritized Need 12:** Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics **Root Cause:** An array of factors, including student awareness.

**L2 Academic Excellence (Curriculum, Instruction, Assessment)**

**Prioritized Need 3:** Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics **Root Cause:** An array of factors, including student awareness.

**Prioritized Need 6:** Increase number of students career ready as demonstrated on Industry-Based Certification, Level 1 Certificate or Associates by increasing awareness of programs and requirements. **Root Cause:** Students and parents are unaware of additional resources and untrained in allowable courses for the program of study.

**Prioritized Need 7:** There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families **Root Cause:** Many students are first generation college students

**L2 Academic Excellence (Student Achievement)**

**Prioritized Need 7:** Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics **Root Cause:** An array of factors, including student awareness.

**Prioritized Need 9:** Increase number of students career ready as demonstrated on Industry-Based Certification, Level 1 Certificate or Associates by increasing awareness of programs and requirements. **Root Cause:** Students and parents are unaware of additional resources and untrained in allowable courses for the program of study.

**Prioritized Need 14:** There is a need to increase awareness and assistance navigating post-high school options including higher education for students and families **Root Cause:** Many students are first generation college students

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

**Performance Objective 14:** By June 2026, EPISD will increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who earn high school credits. (Academics-Connecting Languages, & Specialized Learning)

EB Overall 97-98%%

Alg. 1. 53%-80%





LOTE 66%-68%

SPED Overall 96%

Alg. 1. 22%-80%

LOTE. 37%-39%

**Evaluation Data Sources:** Frontline Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Coordinate with stakeholders to eliminate barriers and increase access for middle school students to earn high school credits</p> <p><b>Strategy's Expected Result/Impact:</b> Additional underrepresented students will earn high school credits</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 4 - L2 Academic Excellence (Student Achievement) 6, 11</p> <p><b>Funding Sources:</b> Algebra for All Initiative - 211 ESEA Title I Part A (District) - \$1,210,181</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 14 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 4:</b> Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. <b>Root Cause:</b> College readiness preparation can take considerable time.</p>
<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 6:</b> Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. <b>Root Cause:</b> College readiness preparation can take considerable time.</p>
<p><b>Prioritized Need 11:</b> Continue to support and expand opportunities for SPED students in middle school to earn high school credits <b>Root Cause:</b> Underrepresentation of student groups earning high school credits</p>

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

**Performance Objective 15:** By June 2026, EPISD will increase in enrollment of underrepresented high school student groups (i.e., special education and emergent bilingual) in advanced academic courses (AP/IB, On Ramps, and Dual Credit).


EB from 37% to 38%


SPED from 12% to 13%


(Academics-College Career Readiness, Specialized Learning)


**Evaluation Data Sources:** Frontline Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase Emergent Bilingual (EB) student and Special Education (SPED) student access and success in all advanced academic courses listed by supporting teacher professional development, creating and implementing department systems to monitor enrollment by campus and adjust EPISD interventions accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase # underrepresented students in advanced courses (CCMR).</p> <p><b>Staff Responsible for Monitoring:</b> Advanced Academics</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 7, 12 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 3, 4 - L2 Academic Excellence (Student Achievement) 6, 7</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 15 Prioritized Needs:**

<b>L1 Whole Child (Culture &amp; Climate)</b>
<p><b>Prioritized Need 7:</b> There is a need to provide additional opportunities to meaningful challenge coursework through multiple pathways <b>Root Cause:</b> Not all students have the access to meaningful, challenging advanced coursework.</p>
<p><b>Prioritized Need 12:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics <b>Root Cause:</b> An array of factors, including student awareness.</p>
<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 3:</b> Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics <b>Root Cause:</b> An array of factors, including student awareness.</p>
<p><b>Prioritized Need 4:</b> Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. <b>Root Cause:</b> College readiness preparation can take considerable time.</p>

## L2 Academic Excellence (Student Achievement)

**Prioritized Need 6:** Support all student groups in increasing college readiness as demonstrated through increase average SAT and TSIA scores. **Root Cause:** College readiness preparation can take considerable time.


**Prioritized Need 7:** Increase students who earn at least one College, Career and Military Readiness (CCMR) measure with all student groups meeting board approved metrics  
**Root Cause:** An array of factors, including student awareness.

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

**Performance Objective 16:** By June 2026, 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 48% to 19% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 19% to 7% [RDA] (Academics-Connecting Languages)

**Evaluation Data Sources:** TELPAS

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop support systems, training, resources and campus monitoring designed to increase the percentage of students advancing one or more proficiency levels in English language acquisition as measured by TELPAS as well as support family literacy. Continue with the implementation of SUMMIT K-12, SIOP, Seidlitz and VISTA to prepare our Emergent Bilingual students for TELPAS, and to provide them with the necessary program costs. Create professional development programs to train our teachers on implementing the ELPS.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 43% to 25% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 37% to 12%</p> <p><b>Staff Responsible for Monitoring:</b> Academics-Specialized Learning</p> <p><b>Results Driven Accountability</b></p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Curriculum, Instruction, Assessment) 5 - L2 Academic Excellence (Student Achievement) 8, 12</p> <p><b>Funding Sources:</b> Supplemental Instructional Support Teachers (SIS) Bilingual (2.4M) - 185 SCE (District) - \$2,412,000, ESOL teachers to support Emergent Bilingual Students - 185 SCE (District) - \$3,600,000, TELPAS English Language Support System (Summit K12) 80 sessions (135,310) and software (549,350) - 263 Title III - \$684,660, SIOP: 30 sessions (\$138,245) rdg materials (\$6690) - 263 Title III - \$144,941, VISTA: PD (\$6K), rdg materials (\$99,879) - 263 Title III - \$105,879, Bilingual Program Headsets - 263 Title III - \$55,000, ELPS - 263 Title III - \$10,000, Seidlitz - 263 Title III - \$23,000</p>	Formative			Summative
	Oct	Jan	Mar	June
	Review content area			



**Performance Objective 16 Prioritized Needs:**

<b>L2 Academic Excellence (Curriculum, Instruction, Assessment)</b>
<p><b>Prioritized Need 5:</b> TSIA: Increase the percent of 9th-12th grade students completing TSIA2 <b>Root Cause:</b> Not all campuses are implementing systems to allow every student the opportunity to test.</p>

## L2 Academic Excellence (Student Achievement)

**Prioritized Need 8:** TSIA: Increase the percent of 9th-12th grade students completing TSIA2 **Root Cause:** Not all campuses are implementing systems to allow every student the opportunity to test.

**Prioritized Need 12:** Ensure Emergent Bilingual students are making language gains each year as measured in TELPAS and reduce % of long-term EB students **Root Cause:** Multiple factors contribute including explicit support for language development, and implementing Dual Language best practices

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

**Performance Objective 17:** By June 2026, EPISD will increase Domain 2A, which measures STAAR growth in reading and math only, from 67% to 69% for all students demonstrating a year or more of growth. (Academics - Teaching and Learning)

**Evaluation Data Sources:** Tableau, TAPR

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

**Performance Objective 18:** By June 2026, EPISD will increase the Percentage of Pre-K students "On-Track" at End of Year as measured by Circle in reading (Phonological Awareness) from 74% to 77% and in Math from 87% to 88%. [HB3] (Academics - Teaching and Learning)





**HB3 Goal**

**Evaluation Data Sources:** Circle

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

**Performance Objective 1:** By June 2026, EPISD will reduce the projected deficit by 10% from 6M to 5.4M (Business Services)

**Evaluation Data Sources:** Financial Projection Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor staffing guidelines, assist with departments to identify salary and operating savings, and continuous monitoring of revenue</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced projected deficit</p> <p><b>Staff Responsible for Monitoring:</b> Business Services</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 8</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Prioritized Needs:**





<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<p><b>Prioritized Need 8:</b> There is a need to re-evaluate department budgets and their allocations. <b>Root Cause:</b> Absence of ESSER and gaps in State funding and property taxes.</p>

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

**Performance Objective 2:** By June 2026, EPISD will increase the percentage of high quality seats (A/B rated schools) from 53% to 60% of schools. (OTI)

**Evaluation Data Sources:** Tableau

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct and monitor program expansion across the four zones of excellence, to include engagement survey, focus-groups, project implementation and destination district re-design.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in high quality seats</p> <p><b>Staff Responsible for Monitoring:</b> OTI-SPAA</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 7</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Develop and implement campus maintenance refresh plan to include capital assets (Master Cleaning Program)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase district perception as a recognized Destination District</p> <p><b>Staff Responsible for Monitoring:</b> Operations and Facilities</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Complete strategic planning to include standardized facilities master plan</p> <p><b>Strategy's Expected Result/Impact:</b> Strengthen the district's financial solvency by strategically rightsizing facilities</p> <p><b>Staff Responsible for Monitoring:</b> Operations and Facilities</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Collaborate &amp; manage capital improvement projects to update facilities</p> <p><b>Strategy's Expected Result/Impact:</b> Increase district perception as a recognized Destination District</p> <p><b>Staff Responsible for Monitoring:</b> Operations and Facilities</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 4, 8</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Demolish and or liquidate surplus properties for expeditious sale & reduce upkeep expenditures <b>Strategy's Expected Result/Impact:</b> Support fiscal responsiveness <b>Staff Responsible for Monitoring:</b> Operations and Facilities  <b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 4, 8	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Performance Objective 2 Prioritized Needs:**





<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<p><b>Prioritized Need 4:</b> There is a need to develop a Master Facility Plan aligned to District Needs</p> <p><b>Prioritized Need 7:</b> There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.</p> <p><b>Prioritized Need 8:</b> There is a need to re-evaluate department budgets and their allocations. <b>Root Cause:</b> Absence of ESSER and gaps in State funding and property taxes.</p>

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

**Performance Objective 3:** By June 2026, EPISD will attract and retain top talent by implementing an employee recruiting and retention plan designed to maintain filled teacher positions on first day of school at 96% or above. (HR)

**Evaluation Data Sources:** # Vacancies data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Host local recruiting fairs and expand the recruiting efforts beyond the city, state, and country to include Spain in order to fill vacant positions.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the percentage filled positions on first day of school</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources</p> <p><b>Equity Plan</b></p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 3</p> <p><b>Funding Sources:</b> Recruitment to include travel (Spain) 7.5K, travel 10k, materials 15k, advertising 20k, overtime 1707 - 255 Title II (District) - \$66,307, Recruiting building rentals - 255 Title II (District) - \$10,000, Recruiting: relocation and signing bonuses - 255 Title II (District) - \$227,400</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase awareness of continuing education and certification reimbursements for teachers and/or those looking into becoming a teacher.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase employee retention</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 3</p> <p><b>Funding Sources:</b> Reimbursements for continuing education (HR) - 255 Title II (District) - \$60,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Promote the district as the district of choice through different platforms as we showcase the different stipends and reimbursements.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase community satisfaction</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 3</p> <p><b>Funding Sources:</b> Employee Stipends and Sign-On Bonuses (HR) - 255 Title II (District) - \$208,400</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Educate, support and empower employees to improve and maintain their overall health and well-being through healthy lifestyle choices and to create a culture of wellness by providing emotional physical and mental support.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Employee wellness and job satisfaction</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 3 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 7</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 3 Prioritized Needs:**

<b>L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<p><b>Prioritized Need 1:</b> Employee Retention: There is a need to retain experienced, certified teachers in the classrooms. <b>Root Cause:</b> The high number of teacher separations (134) indicates a potential change in retaining experienced educators.</p>
<p><b>Prioritized Need 3:</b> Staff Mobility: There is a need to decrease the rate of staff mobility in the lowest performing campuses <b>Root Cause:</b> Addressing staff mobility in the lowest performing campuses requires a comprehensive approach that includes improving school leadership, providing adequate resources and support, implementing effective discipline management strategies, professional growth, managing workload and stress levels, and fostering a positive school culture and climate.</p>
<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<p><b>Prioritized Need 7:</b> There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.</p>

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





**Performance Objective 4:** By June 2026, EPISD will grow top talent by 100% implementation of our Comprehensive Professional Development Plan aimed at improving the quality of educators and student achievement. (HR-Leadership and Talent Development)

**Evaluation Data Sources:** Professional Development Plan Success Metrics

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Coordinate faculty and staff professional learning during the academic school year on targeted best teaching practices that will enable them to perform assigned duties at the highest quality.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased implementation of aligned best practices</p> <p><b>Staff Responsible for Monitoring:</b> Leadership and Talent Development</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 2</p> <p><b>Funding Sources:</b> Teacher and Talent Title II program Personnel - 255 Title II (District) - \$313,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Coordinate campus leaders to enhance their leadership skills through their engagement at the summer conference and monthly professional learning to include book studies.</p> <p><b>Strategy's Expected Result/Impact:</b> improvement of the quality of educators and student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Leadership and Talent Development</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 3</p> <p><b>Funding Sources:</b> Professional Development for Campus Leaders - 255 Title II (District) - \$55,000, Leadership and Talent Development Program costs - 255 Title II (District) - \$15,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide teachers 0-2 years experience professional learning support through an Induction program that includes the M.E.N.T.O.R. Program (Making Every New Teacher Our Responsibility), New Teacher Support Academy, and professional learning opportunities comprised of quality professional development to increase teacher retention and capacity.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase teacher retention</p> <p><b>Staff Responsible for Monitoring:</b> Leadership and Talent Development</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1</p> <p><b>Funding Sources:</b> Mentors for new teachers , New teacher support Academy to include supplies and materials , and Mentor PD and Subs - 255 Title II (District) - \$194,176</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> National Board Certification- Support a cohort of teachers National Board Certification 3yr. Plan <b>Strategy's Expected Result/Impact:</b> 15 teachers will move into 2nd and 3rd year of National Board Certification completion <b>Staff Responsible for Monitoring:</b> Leadership and Talent Development  <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> National Board registration & components - 255 Title II (District) - \$14,975	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement Year-Long Teacher Residents in collaboration with the University of Texas at El Paso <b>Strategy's Expected Result/Impact:</b> Increased Teacher Pipeline candidates <b>Staff Responsible for Monitoring:</b> Leadership and Talent Development  <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 4 <b>Funding Sources:</b> UTEP teacher resident program; resident stipends, resident mentors - 255 Title II (District) - \$184,414	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Coordinate and implement TEA Reading Academies for any new K-3rd grade teacher or administrator <b>Strategy's Expected Result/Impact:</b> Reading academies result in teachers meet TEA requirement and implement science of reading <b>Staff Responsible for Monitoring:</b> Academics  <b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 10	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Coordinate UTEP principal pipeline through engagement with UTEP, quarterly support meetings, opportunities to shadow high performing principals, and tuition for AEL. <b>Strategy's Expected Result/Impact:</b> Increased Principal Pipeline candidates <b>Staff Responsible for Monitoring:</b> Leadership and Talent Development  <b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 <b>Funding Sources:</b> AEL tuition and substitutes for shadow days - 255 Title II (District) - \$6,920	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Continue implementation of and refine our district wide leadership pipeline efforts. Leadership development of high potential leaders is provided through the Empower Fellowship (aspiring principals), Empower Academy (additional assistant principal learning opportunities), and Inspire Academy (aspiring assistant principals). New campus leaders receive personalized support through Thrive Academy onboarding. All assistant principals, principals, and district leaders receive monthly leader levels professional development in partnership with The Holdsworth Center.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased Ready Leaders for leadership vacancies</p> <p><b>Staff Responsible for Monitoring:</b> School Leadership</p> <p><b>Prioritized Needs:</b> L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1, 4</p> <p><b>Funding Sources:</b> Holdsworth PD and Leadership Program to include travel - 255 Title II (District) - \$543,500</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress     
 Accomplished     
 Continue/Modify     
 Discontinue





**Performance Objective 4 Prioritized Needs:**

<b>L2 Academic Excellence (Student Achievement)</b>
<p><b>Prioritized Need 10:</b> Close academic gaps with student groups: emergent bilingual and SPED <b>Root Cause:</b> EB and SPED STAAR results can increase</p>
<b>L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev)</b>
<p><b>Prioritized Need 1:</b> Employee Retention: There is a need to retain experienced, certified teachers in the classrooms. <b>Root Cause:</b> The high number of teacher separations (134) indicates a potential change in retaining experienced educators.</p>
<p><b>Prioritized Need 2:</b> There is a need to implement a comprehensive teacher recruiting &amp; retention plan designed to enhance the instructional program for our Dual Language and Special Education programs, which have historically been difficult to fill, with recruitment that extends beyond the city, state and nation to international options that benefit our schools with innovative instructional &amp; cultural opportunities. <b>Root Cause:</b> The Dual Language and Special Education programs have maintained vacancies due to certification needs and the challenging nature of the programs.</p>
<p><b>Prioritized Need 3:</b> Staff Mobility: There is a need to decrease the rate of staff mobility in the lowest performing campuses <b>Root Cause:</b> Addressing staff mobility in the lowest performing campuses requires a comprehensive approach that includes improving school leadership, providing adequate resources and support, implementing effective discipline management strategies, professional growth, managing workload and stress levels, and fostering a positive school culture and climate.</p>
<p><b>Prioritized Need 4:</b> There is a need to develop and implement a Comprehensive Professional Development Plan <b>Root Cause:</b> Student learning gaps.</p>

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

**Performance Objective 5:** By June 2026, EPISD will effectively market and communicate information to the district's public as measured by a 0.5% increase in social media engagement rate and an average of 35,000 website visits. (Communications)

**Evaluation Data Sources:** Communication Platform data  
Increase (website traffic, social media followers)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Develop and implement a comprehensive and targeted communication strategy to ensure efficiency, consistency, and high-quality message delivery to include media releases, create press kits, provide messaging training, and handle crisis communications. Continue implementing branding strategies to improve district standing and perception.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase positive impressions as defined by increase enrollment and hiring applicants</p> <p><b>Staff Responsible for Monitoring:</b> Communications</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 2, 7 - L4 Culture of Accountability (Parent &amp; Community Engagement) 3, 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Empower and train district and campus staff on effective communication with stakeholders (Apptegy website, social media, customer service, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase positive impressions as defined by increase enrollment and hiring applicants</p> <p><b>Staff Responsible for Monitoring:</b> Communications</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 5 Prioritized Needs:**

<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<p><b>Prioritized Need 2:</b> Updating our technology and information systems and software for better efficiency <b>Root Cause:</b> Current system is over 10yr old and has not been upgraded</p>
<p><b>Prioritized Need 7:</b> There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.</p>

#### **L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 3:** 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 **Root Cause:** Communication approaches in the past had lacked an intentional element of two-way stakeholder input





**Prioritized Need 4:** Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams **Root Cause:** Previously a gap in intentional comprehensive Strategic Planning had not occurred

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

**Performance Objective 6:** By June 2026, EPISD will expand the integration of 21st-century learning and innovation skills by developing and implementing a comprehensive instructional technology campus support plan as measured through the Digital and Learning Resources instructional technology frameworks, campus technology rubric, and ISTE Standards alignment. (Information Security and Technology)

**Evaluation Data Sources:** Technology Campus Support Plan Success Criteria  
 Acadesk Desk Support and Communication Response Report  
 ZenDesk Support and Communication Response Report (Campus & Classroom Technologies)  
 Classroom Management Software and Analytics (Linewize)  
 Website (Apptegy Thrillshare) and Parent Communication (Apptegy Rooms) Analytics  
 Cloud Resources (Nearpod, Canva EDU Analytics, etc.)  
 STEAM Program Extracurricular Activities Analytics (Robotics, Drones, Makerspaces, eSports)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Drive enterprise-wide systems alignment, interoperability, and strong technology governance</p> <p><b>Strategy's Expected Result/Impact:</b> Enhance organizational systems efficiency and collaboration, improve data quality and accessibility, strengthen cybersecurity and compliance, optimize costs and ROI, and ensure scalability and future readiness</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Develop an instructional technology framework for delivery, and campus support to include realignment of organizational structure.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased access to 21st-century Learning Opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology Academics-Teaching and Learning (Digital and Learning Resources)</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 2 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 - L4 Culture of Accountability (Parent &amp; Community Engagement) 1</p> <p><b>Funding Sources:</b> Instructional Technology Specialists - (Salaries Professional &amp; Fringes) - 211 ESEA Title I Part A (District) - \$743,963, Instructional Technology Specialist - (Salaries Professional &amp; Fringes) - 255 Title II (District) - \$83,540</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Integrate, train, and support 21st-century learning and innovation tools, cloud, and digital resources for educators, classroom instruction, and campus administration.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased access to 21st-century Learning Opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology Academics-Teaching and Learning (Digital and Learning Resources)</p> <p><b>Prioritized Needs:</b> L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1</p> <p><b>Funding Sources:</b> Nearpod - 211 ESEA Title I Part A (District) - \$160,000, Professional Development: Instructional Technology - 289 Title IV - \$93,164</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Extend innovative Science, Technology, Engineering, Art and Mathematics (STEAM) learning and extracurricular &amp; after-school programs such as Robotics, Drones, eSports and Makerspaces</p> <p><b>Strategy's Expected Result/Impact:</b> Increased access to 21st-century Learning Opportunities - increased access for students at risk and enriched mathematics literacy. 100% of students will have access to 21st-century innovation.</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology Academics-Teaching and Learning (Digital and Learning Resources)</p> <p><b>Prioritized Needs:</b> L1 Whole Child (Culture &amp; Climate) 1 - L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 1, 2 - L3 Destination District (Staff Recruitment, Retention &amp; Prof. Dev) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1 - L4 Culture of Accountability (Parent &amp; Community Engagement) 1</p> <p><b>Funding Sources:</b> Technology integration resources / innovation lab materials and equipment to include: (all levels K-12) esports, makerspace, broadcasting, chromebooks - 289 Title IV - \$0, STEAM stipend - 289 Title IV - \$119,831</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement and monitor systems to support technology asset management.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased access to 21st century Learning Opportunities</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Performance Objective 6 Prioritized Needs:**

### L1 Whole Child (Culture & Climate)

**Prioritized Need 1:** Additional opportunities needed for after-school learning centers and extended day learning centers for PreK and 6th grade students. **Root Cause:** Families have a variety of before school and after school commitments.

**Prioritized Need 2:** Additional opportunities needed for participation in extra-curricular activities, specifically in K-6 **Root Cause:** Not all students are yet able to participate in an extra-curricular that meets their needs/sense of belonging.

### L2 Academic Excellence (Curriculum, Instruction, Assessment)

**Prioritized Need 1:** Curriculum Fidelity: There is a need to continue monitoring and supporting teachers for Curriculum Implementation for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies. (YEAR 3) **Root Cause:** There are curriculum changes that require extra support.

### L2 Academic Excellence (Student Achievement)

**Prioritized Need 1:** Support all students in learning at high levels as demonstrated by Domain 1: STAAR performance **Root Cause:** Students have gaps and needs that are not currently being met with base level of supports.

**Prioritized Need 2:** Support instructional leaders in helping all students to learn at high levels as demonstrated by Domain 1: STAAR **Root Cause:** Instructional leaders need additional training in how to better assist student gaps and student needs that are not currently being met with base level of supports.

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

**Prioritized Need 1:** Employee Retention: There is a need to retain experienced, certified teachers in the classrooms. **Root Cause:** The high number of teacher separations (134) indicates a potential change in retaining experienced educators.

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

**Prioritized Need 1:** Integrate technology to make learning more differentiated and interactive **Root Cause:** Classroom need to support 21st century learning

**Prioritized Need 2:** Updating our technology and information systems and software for better efficiency **Root Cause:** Current system is over 10yr old and has not been upgraded





### L4 Culture of Accountability (Parent & Community Engagement)

**Prioritized Need 1:** Increase daily Attendance Rate so students have access to high quality learning. **Root Cause:** Systems and structures for ensuring high quality attendance have not resulted in obtaining 94% attendance

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

**Performance Objective 1:** By June 2026, EPISD will increase student attendance rate from 91.8% to 94%. (Student Services)

**Evaluation Data Sources:** Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Attendance procedure training with all campus administrators and campus clerks, Complete Attendance reviews for accuracy at 6-weeks intervals and implement a monitoring system (Frontline and Tableau).</p> <p><b>Strategy's Expected Result/Impact:</b> Increased attendance</p> <p><b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 8, 9</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement Student Outreach Specialist team working with 45-day plans, truancy court, intervention plans, NOA's, and supports for families to meet attendance requirements</p> <p><b>Strategy's Expected Result/Impact:</b> Increased attendance rate (ADA)</p> <p><b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 1, 9</p> <p><b>Funding Sources:</b> Student Outreach Specialist Team Personnel (Salary and Fringes) - 185 SCE (District) - \$788,027, Student Outreach Specialist program costs (mileage \$4500, PD \$600) - 185 SCE (District) - \$5,100</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The District will acquire a Parent Notification System designed to inform parents district-wide of their child's attendance rate.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease truancy and chronic absenteeism and educate parents on the impact on academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Student Services</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 7 - L4 Culture of Accountability (Parent &amp; Community Engagement) 1, 3, 9</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Prioritized Needs:**

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

**Prioritized Need 7:** There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.

**L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 1:** Increase daily Attendance Rate so students have access to high quality learning. **Root Cause:** Systems and structures for ensuring high quality attendance have not resulted in obtaining 94% attendance

**Prioritized Need 3:** 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 **Root Cause:** Communication approaches in the past had lacked an intentional element of two-way stakeholder input

**Prioritized Need 8:** Provide training and shared guidelines for administrators and attendance clerks on systemic coordination of attendance requirements and best practices. **Root Cause:** Misconceptions of attendance policies and gaps in coordination have created reporting issues.





**Prioritized Need 9:** Ensure monitoring systems and expectations are aligned (Ensure that trainings for attendance are mandatory, including BOY, MOY, EOY and monthly for updates and support of campuses). **Root Cause:** Inconsistent practices, and application of attendance policy has added to the breakdown of consistency.

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

**Performance Objective 2:** By June 2026, EPISD 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. (OTI)

**Evaluation Data Sources:** Community Events Documentation

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Sustain a family engagement program that empowers parents to become partners in the holistic education of their children as well as support and monitor implementation of required family engagement activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Parent and Community Engagement</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Innovation</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 2, 5</p> <p><b>Funding Sources:</b> Family and Community Engagement personnel (asst dir 1, coordinator 3, clerk 1 ) - 211 ESEA Title I Part A (District) - \$355,407, Parent Engagement Liaisons (PEL) and Family Liaisons (FCL) - 211 ESEA Title I Part A (District) - \$1,888,936, Parent and Community Engagement Programs costs (supplies 10k, travel 13.5k, PEL OT 3.5k, parent registration 2.5k, misc. PEL 2.5k) - 211 ESEA Title I Part A (District) - \$32,000</p>	Formative			Summative
	Oct	Jan	Mar	June

 No Progress    
  Accomplished    
  Continue/Modify    
  Discontinue





**Performance Objective 2 Prioritized Needs:**

<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<p><b>Prioritized Need 2:</b> Ensure 100% of schools offer all required community events <b>Root Cause:</b> Systems of support and monitoring had not provided for full accountability</p>
<p><b>Prioritized Need 5:</b> Provide supports for timely efficient and aligned utilization of Entitlement Programs. <b>Root Cause:</b> Cumbersome lengthy systems as well as a lack of monitoring systems have reduced the effectiveness of implementing Federal and State Programs to the highest potential.</p>

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

**Performance Objective 3:** By June 2026, EPISD will maintain 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 by a 2.5% increase in student representation on the El Paso ISD app. (Communications)

**Evaluation Data Sources:** ThrillShare/Rooms App

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue leveraging and improvement of multiple 2-way Communication Channels: (ie apptegy rooms, thought exchange)</p> <p><b>Strategy's Expected Result/Impact:</b> Different stakeholders have varying preferences for communication, and using multiple channels will increase the likelihood of engagement.</p> <p><b>Staff Responsible for Monitoring:</b> Communications</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 3</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 3 Prioritized Needs:**





<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<p><b>Prioritized Need 3:</b> 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 <b>Root Cause:</b> Communication approaches in the past had lacked an intentional element of two-way stakeholder input</p>

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

**Performance Objective 4:** By June 2026, EPISD will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by ensuring quality program implementation and strategic investments in Federal programs and increasing the annual percentage of entitlement program expenditures to 85% or higher in all Federal Programs (Title IA, Title IIA, Title IIIA, and Title IV). (OTI-Federal and State Programs and Business Services-BEFM)

**Evaluation Data Sources:** Tableau Dashboard

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Federal Programs to include processes, procedures, training and monitoring strategies to monitor spending &amp; compliance to include coordinating services with ESC service center (ie migrant).</p> <p><b>Strategy's Expected Result/Impact:</b> Effective and timely utilization of Federal Entitlement Funds and Program Implementation</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Federal/State Programs</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 4</p> <p><b>Funding Sources:</b> Federal and State Programs Personnel (coordinators-2) - 211 ESEA Title I Part A (District) - \$200,000, Program costs to include travel (6k) and supplies (4k) - 211 ESEA Title I Part A (District) - \$10,000</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Facilitate the development of and monitoring of key strategic planning and improvement planning activities with Stakeholder input to include District Strategic Blueprint, District Improvement Plan, Campus Improvement Plan and ensure alignment to Needs Assessment.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhance Equity and Accountability</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Federal/State Programs</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 5, 9</p> <p><b>Funding Sources:</b> Campus and District Improvement Planning resources to include Plan4Learning (\$109,150), supplies (\$2,000) and travel (\$2000) - 211 ESEA Title I Part A (District) - \$113,150, Coordinator Improvement Planning - 211 ESEA Title I Part A (District) - \$86,852</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Conduct External Funding comprehensive on-going training to campuses, departments and Private Non-Profits in the effective management of all external funding budgets in a variety of formats to include virtual platforms as well as implement systems to support high quality customer service.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective and timely utilization of Federal Entitlement Funds and Program Implementation</p> <p><b>Staff Responsible for Monitoring:</b> Business Services-BEFM</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 7 - L4 Culture of Accountability (Parent &amp; Community Engagement) 5</p> <p><b>Funding Sources:</b> BEFM salaries /fringes program personnel - 211 ESEA Title I Part A (District) - \$554,150, BEFM administrative costs (supplies 1K, travel 10K, PD 3K, misc. 2K) - 211 ESEA Title I Part A (District) - \$19,600</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide supports resulting in equitable services in ESSA federal programs to Private Non-Profit schools to address professional development, tutoring services, supplies, materials, equipment and software as well as supports (Ex. supplies materials, tutoring) to Lee Moor staff (Facilities for the Neglected ).and tutors to meet individual student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective and timely utilization of Federal Entitlement Funds and Program Implementation</p> <p><b>Staff Responsible for Monitoring:</b> Business Services-BEFM</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 5, 6</p> <p><b>Funding Sources:</b> PNP services Title I: - 211 ESEA Title I Part A (District) - \$168,849, PNP services Title IV: - 289 Title IV - \$104,871, PNP Services Title III: - 263 Title III - \$44,548, PNP services Title II: - 255 Title II (District) - \$153,450, Services for facilities for Neglected Youth (LeeMoore) - 211 ESEA Title I Part A (District) - \$28,779</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Implement procedures and systems to support efficient fiscally responsible, and compliant procurement of goods and services.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective and timely utilization of Federal Entitlement Funds and Program Implementation</p> <p><b>Staff Responsible for Monitoring:</b> Business Services-Procurement</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 4, 6</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress       Accomplished       Continue/Modify       Discontinue </p>				

**Performance Objective 4 Prioritized Needs:**

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

**Prioritized Need 7:** There is a need to continue to improve the public's sentiment towards EPISD in order to build trust and positive engagement.

### L4 Culture of Accountability (Parent & Community Engagement)

**Prioritized Need 4:** Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams **Root Cause:** Previously a gap in intentional comprehensive Strategic Planning had not occurred

**Prioritized Need 5:** Provide supports for timely efficient and aligned utilization of Entitlement Programs. **Root Cause:** Cumbersome lengthy systems as well as a lack of monitoring systems have reduced the effectiveness of implementing Federal and State Programs to the highest potential.





**Prioritized Need 6:** Ensuring long-term financial stability and continue the process to renew district awards as well as transparent planning. **Root Cause:** Declining enrollment has created a new need for focused long-term planning to ensure strategic priorities and investments in salaries are competitive

**Prioritized Need 9:** Ensure monitoring systems and expectations are aligned (Ensure that trainings for attendance are mandatory, including BOY, MOY, EOY and monthly for updates and support of campuses). **Root Cause:** Inconsistent practices, and application of attendance policy has added to the breakdown of consistency.

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

**Performance Objective 5:** By June 2026, EPISD will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources, and strives for transparency with public-facing information by increasing or maintaining the annual percentage of state allotment expenditures for Bilingual and State Compensatory Education to ensure compliance with state requirements (100%). (OTI-Federal and State Programs and Business Services-BEFM)

**Evaluation Data Sources:** Tableau Dashboard and Financial Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement State Program processes, procedures, and monitoring strategies to monitor spending &amp; compliance with bilingual and State Compensatory Education (SCE)</p> <p><b>Strategy's Expected Result/Impact:</b> Effective and timely utilization of State Funds and Program Implementation</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Federal/State Programs</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 4, 5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement systems and supports for monitoring PIC compliance to Include monitoring budgets and fiscal requirements monthly to improve accountability.</p> <p><b>Strategy's Expected Result/Impact:</b> Meet PIC compliance</p> <p><b>Staff Responsible for Monitoring:</b> Business Services-BEFM</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 5</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 5 Prioritized Needs:**

<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<p><b>Prioritized Need 4:</b> Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams <b>Root Cause:</b> Previously a gap in intentional comprehensive Strategic Planning had not occurred</p> <p><b>Prioritized Need 5:</b> Provide supports for timely efficient and aligned utilization of Entitlement Programs. <b>Root Cause:</b> Cumbersome lengthy systems as well as a lack of monitoring systems have reduced the effectiveness of implementing Federal and State Programs to the highest potential.</p>

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


**Performance Objective 6:** By June 2026, EPISD will continue to be an accountable entity that is fiscally responsible, and efficient in its use of resources by maintaining a strong fund balance to a minimum of 60 days of operating expenditures (Business Services)

**Evaluation Data Sources:** Financial Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide annual and multi-year forecasts, quarterly reports and resources to departments, and schedule meetings to review expenditures</p> <p><b>Strategy's Expected Result/Impact:</b> Opportunities for Strategic Investments</p> <p><b>Staff Responsible for Monitoring:</b> Business Services-Financial Services</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 5, 6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement best practices aligned with recognitions of:</p> <ul style="list-style-type: none"> <li>- ASBO Certificate of Excellence in Financial Reporting - Financial Services</li> <li>- ASBO Meritorious Budget Award - Budget &amp; External Financial Management</li> <li>- GFOA Certificate of Achievement for Excellence in Financial Reporting - Financial Services</li> <li>- State of Texas High Performer Performance Based Oversight - Risk Management</li> <li>- Award of Excellence - Business Services</li> <li>- Award of Merit - Procurement &amp; School Resources</li> <li>-Award of Excellence in Procurement from National Procurement Institute</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> El Paso ISD is recognized for high levels of accountability, fiscal responsibility, efficiency with resources and transparency</p> <p><b>Staff Responsible for Monitoring:</b> Business Services</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Monitor, close and maintain open purchase orders semi-annually in collaboration of each District organization (campus/department).</p> <p><b>Strategy's Expected Result/Impact:</b> Opportunities to maximize District's use of resources.</p> <p><b>Staff Responsible for Monitoring:</b> Procurement and School Resources</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 6 Prioritized Needs:**

**L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 4:** Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams **Root Cause:** Previously a gap in intentional comprehensive Strategic Planning had not occurred

**Prioritized Need 5:** Provide supports for timely efficient and aligned utilization of Entitlement Programs. **Root Cause:** Cumbersome lengthy systems as well as a lack of monitoring systems have reduced the effectiveness of implementing Federal and State Programs to the highest potential.

**Prioritized Need 6:** Ensuring long-term financial stability and continue the process to renew district awards as well as transparent planning. **Root Cause:** Declining enrollment has created a new need for focused long-term planning to ensure strategic priorities and investments in salaries are competitive

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

**Performance Objective 7:** By June 2026, EPISD will implement systems and structures resulting in a safe environment where all students, family, staff, and community feel supported as measured by the Texas School Safety Standards, District Emergency Operations Readiness, Systems/Structures Completed, and Incident Reports & Data. (Information Security & Technology, Police Services, and Facilities/Operations)

**Evaluation Data Sources:** Safety audits

Technology Campus Enhancements Part 1: Badge Access (Card Reader & Video Door Station)

Technology Campus Enhancements Part 2: Campus Centra SPAT (Silent Panic Alarm Technology)

Technology Campus Enhancements Part 3: Safety & Security Cameras

Technology Campus Enhancements Part 4: Student Tracking ID Cards

Student Cyber Safety: Qustodio for Parents/Students (Linewize); Classwize for Teachers (Linewize), Pulse for Students (Linewize)

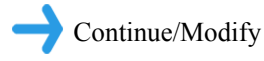
Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Upgrade and enhance safe &amp; secure environments district-wide to include campus safety, security communications, and technology mandates (HB18).</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in safe and secure learning environment</p> <p><b>Staff Responsible for Monitoring:</b> Operations and Facilities</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 4, 7</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Ensure systems and support to accurately and efficiency verify and report all PEIMS data</p> <p><b>Strategy's Expected Result/Impact:</b> Accurate PEIMS data submissions &amp; district reporting</p> <p><b>Staff Responsible for Monitoring:</b> Information Security and Technology</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 6 - L4 Culture of Accountability (Parent &amp; Community Engagement) 4, 9</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Remain abreast of transportation enhancements &amp; technologies and refresh resources for efficient, improve and safe fleet management, student transportation &amp; continued learning environments</p> <p><b>Strategy's Expected Result/Impact:</b> Increased opportunity for enhancements and resources</p> <p><b>Staff Responsible for Monitoring:</b> Operations and Facilities</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 7</p>	Formative			Summative
	Oct	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue

**Performance Objective 7 Prioritized Needs:**

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

**Prioritized Need 6:** There is a need to provide tools to analyze data to support integration of planning as well as ensure accuracy of data

**L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 4:** Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams **Root Cause:** Previously a gap in intentional comprehensive Strategic Planning had not occurred





**Prioritized Need 7:** Update safety and security systems to align to new safety laws. **Root Cause:** Continue district's commitment to safety at all our campuses

**Prioritized Need 9:** Ensure monitoring systems and expectations are aligned (Ensure that trainings for attendance are mandatory, including BOY, MOY, EOY and monthly for updates and support of campuses). **Root Cause:** Inconsistent practices, and application of attendance policy has added to the breakdown of consistency.

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

**Performance Objective 8:** By June 2026, EPISD will provide high-quality, relevant, and differentiated resources matched to each school's needs and strengths by designing an Needs-Based Funding Model for implementation in 2026-27. (OTI & Business Services )

**Evaluation Data Sources:** Equity Study Success Criteria

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement systems to ensure funding model for federal and state programs meets needs and program intent.  <b>Strategy's Expected Result/Impact:</b> Facilitate systemic implementation of the equity action plan.  <b>Staff Responsible for Monitoring:</b> OTI-Federal/State Programs</p> <p><b>Prioritized Needs:</b> L3 Destination District (Perceptions, Facilities, Programs, Technology) 6, 8 - L4 Culture of Accountability (Parent &amp; Community Engagement) 4</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Identify and secure resources through discretionary funding opportunities that support equitable access to opportunities.  <b>Strategy's Expected Result/Impact:</b> Ensure resources are designed to Close the gap as. well as facilitate systemic implementation of the equity action plan.  <b>Staff Responsible for Monitoring:</b> OTI - Fund Development &amp; Education Foundation</p> <p><b>Prioritized Needs:</b> L4 Culture of Accountability (Parent &amp; Community Engagement) 6</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 8 Prioritized Needs:**

<b>L3 Destination District (Perceptions, Facilities, Programs, Technology)</b>
<p><b>Prioritized Need 6:</b> There is a need to provide tools to analyze data to support integration of planning as well as ensure accuracy of data</p>
<p><b>Prioritized Need 8:</b> There is a need to re-evaluate department budgets and their allocations. <b>Root Cause:</b> Absence of ESSER and gaps in State funding and property taxes.</p>
<b>L4 Culture of Accountability (Parent &amp; Community Engagement)</b>
<p><b>Prioritized Need 4:</b> Implement Strategic Planning, Improvement Planning and and Community-Based Accountability system to ensure implementation of Stakeholders Hopes and Dreams <b>Root Cause:</b> Previously a gap in intentional comprehensive Strategic Planning had not occurred</p>





**L4 Culture of Accountability (Parent & Community Engagement)**

**Prioritized Need 6:** Ensuring long-term financial stability and continue the process to renew district awards as well as transparent planning. **Root Cause:** Declining enrollment has created a new need for focused long-term planning to ensure strategic priorities and investments in salaries are competitive

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

**Performance Objective 1:** By June 2026, EPISD will foster equitable access to opportunities by taking steps to eliminate barriers for all students by developing and implementing a Comprehensive Equity Plan designed to address system equity disparities based on the result of an equity audit. (OTI)

**Evaluation Data Sources:** Equity Study

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct a systemic equity assessment and develop an action plan to identify and address barriers to equitable outcomes.</p> <p><b>Strategy's Expected Result/Impact:</b> Development of a systemic action plan that facilitates equitable student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> OTI-Federal/State Programs</p> <p><b>Prioritized Needs:</b> L5 Equity by Design (Demographics) 6</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Prioritized Needs:**

<b>L5 Equity by Design (Demographics)</b>
<p><b>Prioritized Need 6:</b> There is a need to develop an equity funding model based on the results of the equity audit.</p>