2022-23 District & Campus Performance Objectives

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EL PASO INDEPENDENT
SCHOOL DISTRICT

Overview

Process and Timeline

District Performance Objectives

Campus Performance Objectives

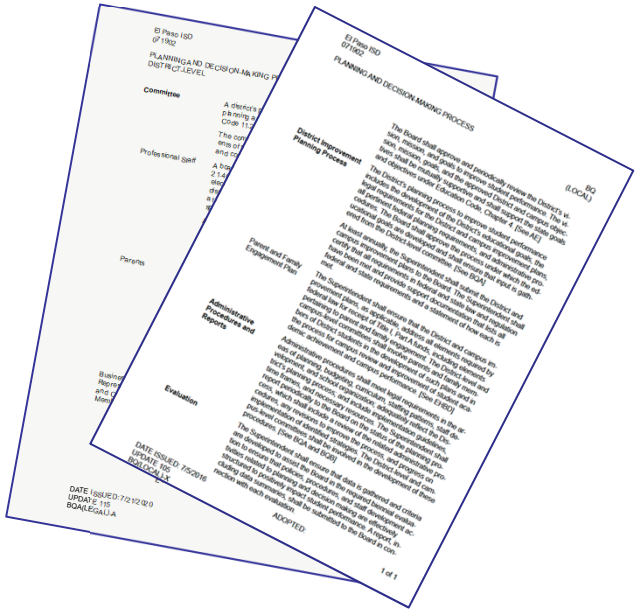
Continued Transition

Performance Objectives

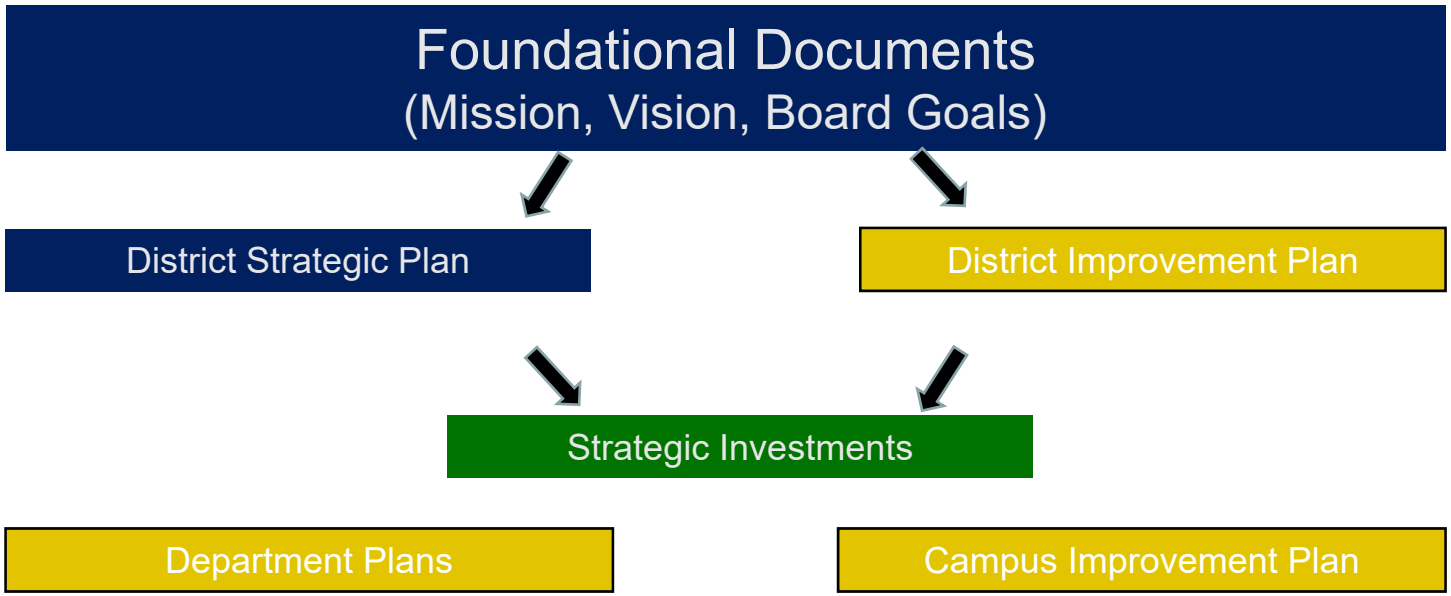
"Measurable, one-year targets"

BQ (Legal & Local)

- A board shall annually approve district and campus performance objectives and shall ensure that the district and campus plans:
  - Are mutually supportive to accomplish the identified objectives and
  - Support the state goals and objectives under Education Code Chapter 4



Long-Term Planning Process



2022-23 Improvement Planning

Foundational Documents (Mission, Vision, Board Goals)

District Strategic Plan

District Improvement Plan

Board Approves Performance Objectives (November)

District Improvement Plan

Transition to align

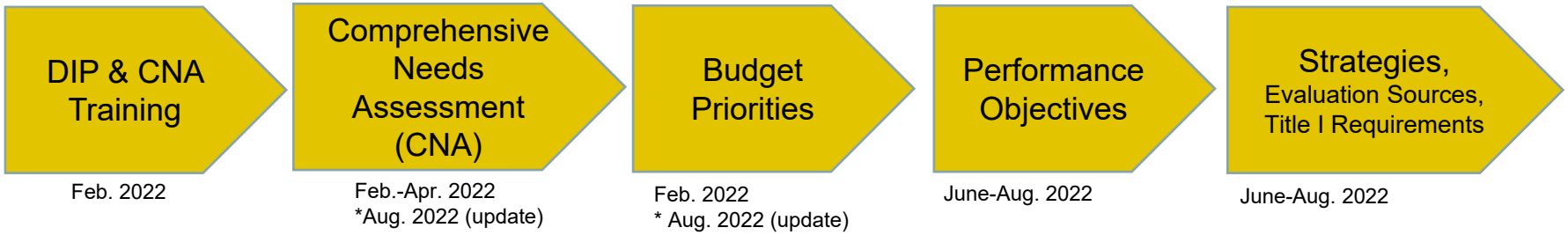
Campus Improvement Plan

Board Approves Performance Objectives (November)

Campus Improvement Plan

Transition to align

District Improvement Plan: 2022-23



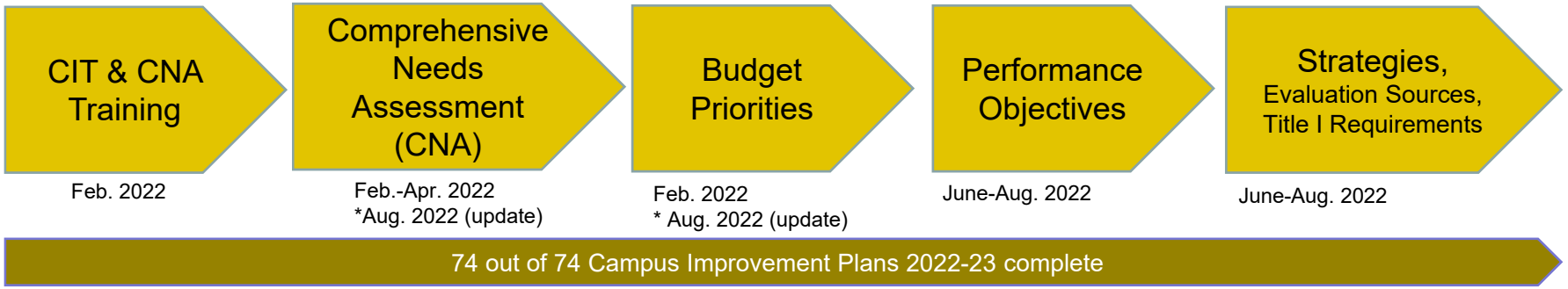
Updating for Strategic Focus (Sept./Oct.)

Identify Prioritized Focus area

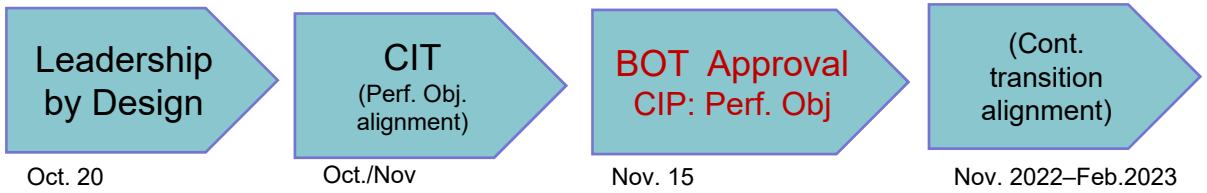
Measurable Performance Obj. connected to focus areas

Next Steps

Campus Improvement Plan: 2022-23



Updating for Strategic Focus and Alignment



Performance Objectives

"Measurable, one-year targets"

BQ (Legal & Local)

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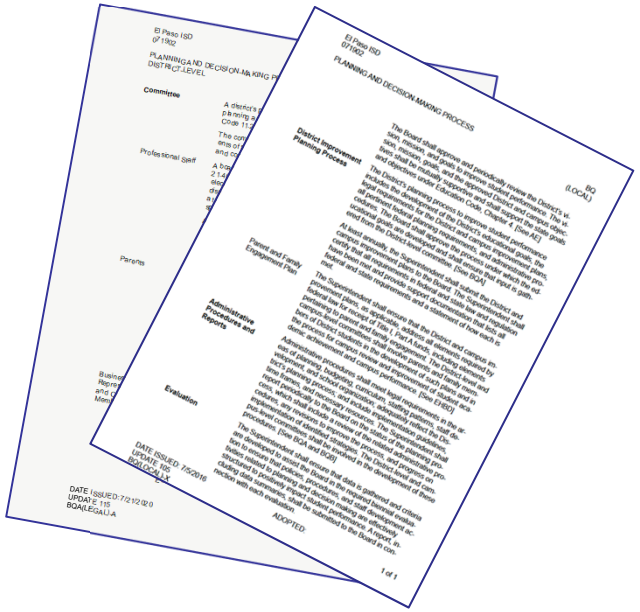

District Performance Objectives

Theme #1 Whole Child

Area of Focus	Performance Objective
Student Health and Wellbeing Supports-Counseling	By June 2023, EPISD will implement a comprehensive guidance and counseling program, resulting in increased student performance and overall social-emotional development, to include provide programs, trainings, and other resources, so that students will be educated in learning environments that are appropriate, safe, drug and violence-free, and conducive to learning. (2.1) By June 2023, EPISD will provide social services supports and contracted supplemental counseling and professional development (2.3)
Student Health and Wellbeing Supports-Health Service	By June 2023, EPISD will provide assistance to campuses to promote and serve students health care needs. (2.8)
SEL	By June 2023, EPISD will support SEL through professional development and tools resulting in growth as demonstrated on the social-emotional learning student growth measure (2.7).
Student Health and Wellbeing Supports-Health & Wellness	By June 2023 EPISD will provide supports resulting in increased levels of health and physical literacy for students as defined by the metrics.(1.10)
Disproportionality in Discipline	By June 2023, EPISD will decrease disproportionality rates of student groups, as demonstrated in disciplinary actions (ISS, OSS, DAEP) through progressive discipline and implementation of documented early interventions (ie., RTI). (2.6)

Theme #2 Academic Excellence

Area of Focus	Performance Objective
Literacy and Social Studies Performance	By June 2023, EPISD will improve student outcomes in literacy and social studies as defined by the evaluation metrics by ensuring strong Tier I instruction targeting standards and alignment. (1.1) [HB3]
Mathematics, Science, Technology Performance	By June 2023, EPISD will improve student outcomes in numeracy, science, and technology as defined by the evaluation metrics by ensuring strong Tier I instruction targeting standards and alignment. (1.1) [HB3]
College, Career and Military Readiness Indicators (CCMR)	By June 2023, EPISD will increase the percentage of students who are CCMR ready (College, Career, & Military Readiness) through access to all academic options, student programs, and support systems such as engagement in college/career planning from 78% to 85%. (1.13) [HB3] By June 2023, EPISD will increase the percentage of students successfully completing an industry certification from 5% to 12% (1.8) [HB3]
Early Childhood	By June 2023, EPISD will increase the number of students in Kindergarten, First, and Second grade who will show a years or more growth in literacy (1.4) [HB3]
Graduation	By June 2023, EPISD will increase the percentage of students graduating with their cohort from 84% to 90%. (2.1) By June 2023, EPISD will decrease dropout rates from 3.1% to 2.5% (2.1)
Instructional Design and Delivery	By June 2023, EPISD will implement professional development on the six components of Tier I instruction to 100% of campus instructional leadership teams measured by campus walkthrough and feedback protocol.
District Curriculum Development	By June 2023, EPISD will develop and implement a curriculum writing process that incorporates instructional approaches, learning targets, and formative assessments across core content areas including enrichment and interventions. (1.1)
Balanced Assessment System	By June 2023, EPISD will develop and implement a balanced assessment process that incorporates the core content areas in PreK-12.(1.1)
Attendance	By June 2023, EPISD will increase average daily attendance from 91% to 94%. (1.6)

Theme #3 Destination District

Area of Focus	Performance Objective
Recruiting and Placement of Staff (teachers, leaders, etc.)	By June 2023, EPISD will expand employee recruiting opportunities to attract and secure high quality staff. (2.5)
Quality staff-retention and development	By June 2023, EPISD will strategically focus on actions that support and champion employee development and professional growth for 100% of employees, so they elect to remain employed and fully productive for the benefit of the District. (2.4)
Certifications	By June 2023, EPISD will increase the number of teachers who are fully certified to teach in high need content areas. By June 2023, EPISD will provide supports to include professional development in Bilingual Compliance resulting in increase of ESL and Bilingual Teacher Certifications. (2.14)
Employee Wellness	By June 2023, EPISD will empower 100% employees with the resources and skills to enable them to achieve their best possible health (Physical, Emotional & Mental). Positively affect employee morale and job satisfaction. (3.7) By June 2023, EPISD will establish Organizational Culture & Retention districtwide to improve retention and maintain district operations (2.15)
Innovative Programming and Choice Schools	By June 2023, EPISD will identify the unique and tailored programs within each of our campuses that exemplify a culture of learning and academic excellence. (2.18)
Enrollment	By June 2023, EPISD will stabilize enrollment in comparison to the 2021/2022 school year. (2.19)

Theme #4 Culture of Transparency

Area of Focus	Performance Objective
Community Partnerships	By June 2023, EPISD surveyed parents will report that the majority of their family engagement opportunities at their child's school are linked to learning resulting in 70% positive response. (4.1) By June 2023, EPISD will establish and maintain working relationships with postsecondary institutions, local businesses, industry partners, and regional advisory committees involved in workforce preparation. (4.2) By June 2023, EPISD surveyed families will report that services provided by the Community Schools Program met their stated needs resulting in an 80% positive response. (4.3) By June 2023, 80% of students receiving wraparound services support will demonstrate improvement in their core class grades when comparing the start of wraparound services (4.4)
Customer Service	By June 2023, EPISD will cultivate a mindset and commitment to customer service that promotes respect, transparency and trust. (3.2)
Technology Infrastructure	By June 2023, EPISD will create a comprehensive system of collaboration across the departments through digital solutions to inform and engage all students and staff. By June 2023, EPISD will provide 1:1 devices, provide technology support, and provide staff development opportunities on blended/personalized learning best practices, effective implementation of digital learning and authentic student-centered learning environments. (1.7)
Systems Optimization	By June 2023, EPISD will have a strategic plan to modernize and right-size the district within the next decade. (2.20)
	By June 2023, EPISD will evaluate current strategic plans and clearly communicate the implementation plan and completion timelines. (3.3)
	By June 2023, EPISD will digitize systems to optimize current processes. (2.21)
Threat Assessment	By June 2023, EPISD will ensure threat assessment protocols are implemented and followed at all campuses via their onsite threat assessment team. The campus team shall document incidents and identify the tools needed to assess, monitor and support the student, family, and campus community. (2.22)

Campus Performance Objectives

Refer to documents provided under separate enclosure

El Paso Independent School District

El Paso High School

2022-2023 Performance Objectives

Performance Objective 1: MATH: By July 2023, EPHS will improve student outcomes in numeracy, and technology by ensuring a strong Tier I instruction targeting standard and alignment .
Algebra I EOC scores for All Students will increase from 84% to 90% at Approaches
Algebra I EOC scores for All Students will increase from 54% to 60% at Meets.
Algebra I EOC scores for All Students will increase from 33% to 37% at Masters

And the average failure rate for the department will decrease from 18% to 8%.

Performance Objective 2: MATH: By July 2023 College readiness Math- ACT participation will continue above 80% with seniors, with an increase in performance from 22.1 to 23 on ACT and from 505 to 510 on SAT.
AP Calculus BC test pass rate will increase from 60% to above 75%, the AP Cal AB pass rate will move from 53% to 60%.

Calculus and Statistics will also reach/maintain Q1 of accountability in both participation and performance. AP Stats test pass rate will increase from 32% to 40%.
We will show an increase of 10% in students meeting standard on TSI.
We will have an increase of 15% successful participation in Dual Credit Mathematics courses.

Performance Objective 3: MATH: By July 2023, our math re-tester rate Approaching GL will go from 51% to 56%.
Our EB population Approaching GL (1st & retesting) will go from 72% to 77%. Our EB population Meeting GL (1st & retesting) will go from 41% to 46%.

Next Steps

2022-23 Plan

- Continue Alignment (Nov-Feb)
- Translate and Post CIP and DIP (Dec)
- Formative Reviews (Nov., Jan., March, June)
- Summative Review (June)

2023-24 Plan Spring Actions

- District/Campus Needs Assessment
- District Strategic Plan and Improvement Plan Framework
- Department Plans
- Strategic Investments Alignment