

PROPOSED

Vision ~~El Paso ISD will be a premier educational institution, source of pride and innovation, and the cornerstone of emerging economic opportunities producing a 21st century workforce.~~

INSPIRE AND EMPOWER LEARNERS TO THRIVE.

Mission Statement ~~The El Paso ISD graduates every student prepared for higher learning and career to empower them as knowledgeable and engaged citizens, innovators, and drivers of a robust, bicultural economy.~~

IN PARTNERSHIP WITH OUR FAMILIES AND COMMUNITY, WE WILL UPHOLD THE HIGHEST STANDARDS AND PROVIDE INCLUSIVE AND FAIR LEARNING EXPERIENCES THAT SUPPORT THE WHOLE CHILD.

~~**Board Goals** The Board shall have the following goals:~~

~~● **Early Childhood Literacy Board Outcome Goal:**~~

~~● The percent of grade 3 students that score meets grade level or above on STAAR reading will increase from 46 percent to 60 percent by June 2024.~~

~~● **Early Childhood Literacy Progress Measure:** The percent of kindergarten grade 2 students scoring at Tier 1 overall in Istation/ISIP reading will increase from 53 percent to 63 percent by June 2024.~~

~~● **Early Childhood Math Board Outcome Goal:**~~

~~● The percent of grade 3 students that score meets grade level or above on STAAR math will increase from 48 percent to 60 percent by June 2024.~~

~~● **Early Childhood Literacy Progress Measure:** The percent of kindergarten grade 2 students scoring at Tier 1 overall in Istation/ISIP math will increase from 58 percent to 69 percent by June 2024.~~

~~● **CCMR Board Outcome Goal:**~~

~~● The percent of graduates that meet the criteria for CCMR will increase from 62 percent to 90 percent by August 2024.~~

~~● **CCMR Progress Measure:** Increase the number of students meeting TSI criteria in both reading and math from 43 percent to 70 percent by August 2024.~~

~~● **CCMR Progress Measure 2:** Increase the percent of students successfully completing an industry certification from 4 percent to 14 percent by August 2024.~~

Core Beliefs

The District's core beliefs are:

WHOLE CHILD

~~Students come first in all actions and decision making.~~ **WE CHAMPION A WELL-ROUNDED EDUCATIONAL EXPERIENCE TO ENSURE ALL STUDENTS ARE HEALTHY, SAFE, VALUED, ENGAGED, AND ACADEMICALLY CHALLENGED.**

OPPORTUNITY

~~In an appropriate setting and with the proper instruction, every child can learn.~~ **WE HONOR AND CULTIVATE THE UNIQUE NEEDS AND INTERESTS OF ALL LEARNERS THROUGH RELATIONSHIPS AND PERSONALIZATION.**

EXCELLENCE

~~Every child is entitled to a teacher who is the best we can hire for that position and who believes every child can learn.~~ **WE EMBRACE A CULTURE OF CREATIVITY, EXPLORATION, AND INNOVATION TO SUSTAIN OUR GROWTH AND IMPROVEMENT.**

EQUITY

~~Students will be more productive community members if they value community service and civic mindedness.~~ **WE COMMIT TO REMOVING BARRIERS TO ENSURE OUR SCHOOLS AND PROGRAMS ARE INCLUSIVE AND EQUITABLE.**

COMMUNITY

~~We must be open and transparent in our dealings with the public and be fiscally responsible with our resources in order to allocate appropriately.~~ **WE BUILD COMMUNITY THROUGH AUTHENTIC ENGAGEMENT, COLLABORATION, AND HONORING DIVERSITY OF THOUGHT.**

ACCOUNTABILITY

~~The District will have zero tolerance for immoral, unethical, and illegal behavior.~~ **WE FOSTER HIGH EXPECTATIONS, CONTINUOUS GROWTH, AND HIGH ACHIEVEMENT.**

~~We have a competitive advantage as our community is bilingual, bicultural, and biliterate and should be supported in the classroom.~~

~~Family engagement is critical to the success of students.~~

STRATEGIC BLUEPRINT

STRATEGIC LEVERS ARE BROAD, THEMATIC BODIES OF WORK THAT SUPPORT THE DISTRICT IN ACHIEVING ITS MISSION, VISION, AND ANCHOR BACK TO THE DISTRICT'S CORE VALUES.

ESSENTIAL ACTIONS ARE FOCUS AREAS THAT WILL YIELD THE MOST IMPACTFUL GAINS FOR THE SCHOOL SYSTEM.

**FIVE LEVERS OF
THE STRATEGIC
PLAN**

**LEVER I - WHOLE CHILD DEVELOPMENT: DISTRICT
SCHOOLS FOSTER LEARNING ENVIRONMENTS FOR THE
WHOLE CHILD TO THRIVE.**

ESSENTIAL ACTION 1: CREATE A CLASSROOM CULTURE WHERE EACH STUDENT HAS ACCESS TO PERSONALIZED LEARNING AND IS SUPPORTED BY CARING ADULTS.

ESSENTIAL ACTION 2: USE THE COMMUNITY SCHOOLS MODEL TO CREATE AN INTEGRATED SYSTEM OF SCHOOL SUPPORTS, EXTENDED LEARNING OPPORTUNITIES, AND COMMUNITY PARTNERSHIPS.

ESSENTIAL ACTION 3: BUILD MINDSETS, HEALTHY HABITS, AND SKILLS THAT STRENGTHEN STUDENTS' SOCIAL, EMOTIONAL, AND ACADEMIC COMPETENCE.

ESSENTIAL ACTION 4: IMPLEMENT MEANINGFUL, ENGAGING PRACTICES THAT DEVELOP STUDENTS' ABILITY TO MANAGE AND OWN THEIR BEHAVIOR.

ESSENTIAL ACTION 5: PROVIDE RELEVANT AND CHALLENGING COURSEWORK THROUGH MULTIPLE PATHWAYS SUCH AS ADVANCED PLACEMENTS, INTERNATIONAL BACCALAUREATE, DUAL-ENROLLMENT PROGRAMS TO ALL INTERESTED STUDENTS.

LEVER II - ACADEMIC EXCELLENCE: DISTRICT EMPOWERS ALL LEARNERS TO EXCEL IN CURRENT AND FUTURE PURSUITS.

ESSENTIAL ACTION 1: DEVELOP AND IMPLEMENT A GUARANTEED AND VIABLE STUDENT-CENTERED DISTRICT CURRICULUM TO ENSURE ACCESS TO HIGH QUALITY LEARNING EXPERIENCES FOR EVERY STUDENT.

ESSENTIAL ACTION 2: INCREASE STUDENT ACHIEVEMENT OUTCOMES BY CLOSING THE PERFORMANCE GAP IN LITERACY AND STEM.

ESSENTIAL ACTION 3: INCREASE GRADUATION RATES AND ENSURE ALL STUDENTS GRADUATE PREPARED FOR COLLEGE AND/OR CAREER WITH A VIABLE POST-SECONDARY PLAN.

LEVER III - DESTINATION DISTRICT: DISTRICT SOLIDIFIES ITS POSITION AS EL PASO'S DESTINATION DISTRICT.

ESSENTIAL ACTION 1: DEVELOP AND IMPLEMENT DETAILED STRATEGIC FACILITIES MASTER PLAN FOR MODERNIZING SCHOOLS AND RIGHTSIZING THE DISTRICT.

ESSENTIAL ACTION 2: ATTRACT, GROW, AND RETAIN TOP TALENT EQUIPPED AND EMPOWERED TO MEET THE NEEDS OF ALL STUDENTS.

ESSENTIAL ACTION 3: EFFECTIVELY MARKET AND COMMUNICATE INFORMATION TO THE DISTRICT'S PUBLIC.

ESSENTIAL ACTION 4: EXPAND THE INTEGRATION OF 21ST CENTURY LEARNING AND INNOVATION SKILLS.

LEVER IV - CULTURE OF TRANSPARENCY: DISTRICT CULTIVATES A CULTURE OF TRANSPARENCY, CARE, AND SERVICE.

ESSENTIAL ACTION 1: FOSTER A WELCOMING AND SAFE ENVIRONMENT WHERE ALL STUDENTS, FAMILIES, STAFF, AND COMMUNITY MEMBERS FEEL SUPPORTED.

ESSENTIAL ACTION 2: ENSURE EFFECTIVE TWO-WAY COMMUNICATION WITH FAMILIES, STUDENTS, AND COMMUNITY.

ESSENTIAL ACTION 3: CONTINUE TO BE AN ACCOUNTABLE ENTITY THAT IS FISCALLY RESPONSIBLE, EFFICIENT IN ITS USE OF RESOURCES, AND STRIVES FOR TRANSPARENCY WITH PUBLIC-FACING INFORMATION.

LEVER V - EQUITY BY DESIGN: DISTRICT CHAMPIONS A TARGETED APPROACH TO UNIVERSAL ACCESS AND SYSTEM EQUITY.

ESSENTIAL ACTION 1: FOSTER EQUITABLE ACCESS TO OPPORTUNITIES BY ELIMINATING BARRIERS FOR ALL STUDENTS.

ESSENTIAL ACTION 2: PROVIDE HIGH-QUALITY, RELEVANT, AND DIFFERENTIATED RESOURCES MATCHED TO EACH SCHOOL'S NEEDS AND STRENGTHS.