

**Fabens Independent School District**  
**Fabens High School**  
**2023-2024 Campus Improvement Plan**

# **Mission Statement**

All students in Fabens Independent School District will be successful, lifelong, global learners.

## **Vision**

Working together, Fabens ISD creates a positive and lasting impact through multiple learning opportunities.

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# Comprehensive Needs Assessment

Revised/Approved: August 24, 2023

## Demographics

### Demographics Summary

Fabens ISD is a rural district serving the Fabens Community and is an open enrollment district with innovative programs to attract students. Fabens ISD is a District of Innovation which currently offers Early College, STEM, P-TECH, and Career and Technology Education (CTE) Pathways for High School Students. Fabens ISD is a STEM District with an aligned approach to STEM curriculum at all campuses. Fabens ISD maintains strong partnerships with El Paso Community College, The University of Texas El Paso, El Paso Electric, The Workforce Commission, and Prudential to increase opportunities for students. Fabens ISD competes in UIL Athletics, Academics, and Fine Arts. Fabens ISD offers comprehensive services to students who are Migrant, Homeless, and to those with Disabilities. The Fabens community average household income is \$26,289 with a population in 2019 of 5,736 based on the projections of the latest U.S. Census estimates.

Fabens High School represents the lone high school within Fabens ISD. Fabens HS follows a school within a school model for the Cotton Valley Early College Program, T-STEM Program, and the planning year for a P-TECH Diesel Technology Program. As of the 21-22 school year, Fabens HS was comprised of 636 total students (9th– , 10th– , 11th– , 12th– ); 98.9% Hispanic, 1.1% White; 87.1% Economically Disadvantaged, 87.9% 504, 30.5% English Learners, 61.8% At-Risk, 2.8% Dyslexia related Disorders; 79 Total Students with Disabilities; 11.1% Total Mobile Students.

### Demographics Strengths

Fabens High School is one of the focal points of the Fabens community. The students at Fabens HS are very humble and respectful. Fabens HS serves as a beacon of light at times for festivities throughout the year. Students from all programs on campus contribute to bring great pride throughout the community.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** 87.1% of students at Fabens HS are economically disadvantaged. **Root Cause:** Fabens represents several of El Paso County's outlying rural communities faced with economic challenges.

**Problem Statement 2:** 30.5% of students at Fabens HS are English Learners. **Root Cause:** Several students with families connected to Mexico live throughout the community with the home language being Spanish.

**Problem Statement 3:** 61.8% of students at Fabens HS are At-Risk. **Root Cause:** High numbers of Emergent Bilinguals and challenges with Graduation Rates represent a portion of challenges with the At-Risk population.

# Student Learning

## Student Learning Summary

For the 21-22 school year, we returned to in person instruction. See below for available scores.

End of Course (EOC) State Assessments - 21-22

EOC - 21-22	Approaches	Meets	Masters
English I/II	48%	28%	3%
Algebra 1	76%	31%	11%
Biology	71%	22%	3%
US History	85%	55%	32%

## Student Learning Strengths

An average of 90% of students returned to school for the 21-22 academic school year. Students are eager to be present for in person instruction. Students acknowledge that they lost instruction during the pandemic and are determined to make up for the learning loss.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** English I EOC continues to be a challenge with our population **Root Cause:** Emergent Bilinguals represent 30.5% of the population

# School Processes & Programs

## School Processes & Programs Summary

Fabens High school will increase the number of advanced academic class for students in several content areas. The campus has a school within a school model that offers PTECH, TSTEM, and Early College opportunities. Teachers will be provided time each week to work as a content team and as a grade level provide well structured lessons as well as interventions. Common assessments will be administered every 3, 6 and 9 weeks. This data, along with district benchmark data, will be used to determine student needs. Prescriptive tutoring sessions, fall, spring, and summer intersession will be provided for students for enrichment and remediation. A nine weeks instructional calendar will be developed by the department chairs, literacy coach, and teachers so that they are aware of their intervention days, faculty meetings, SIT meetings, as well as other important events. Literacy coaches assist with the at-risk population by planning and organizing interventions. Teachers will provide morning and afternoon tutorials as well as Saturday camps. Fabens High School is also adding ESSER Intervention teachers who will focus on the freashman students who are at risk. The majority of the staff possess 5-10 years of teaching experience. Fabens High School will continue to recruit the most highly qualified staff in their designated teaching area. All teachers will receive campus staff development through PLCs weekly to focus on student needs, learning strategies, and best teaching practices. Staff development will also be provided during the district's Professional Development days. Teachers will receive additional trainings through attendance at district and other conferences (locally and out of town). In additions, teachers will continue to receive training in Fundimetal Five, Pre-AP, Advanced Placement, Dual Credit, SIOP, Co-teaching, Differentiated instruction, and PLC's.

## School Processes & Programs Strengths

- Tutoring programs that are offered before school, after school, Saturday's, during intersession and during school.
- TSTEM, PTECH, Early College opportunities are offered.
- Students are provided with the opportunity to take the TSI, AP, ACT, PSAT, and SAT exams and perform at college ready levels.
- Support for teachers is provided via Literacy Coaches and administration.
- PLC's provide a forum in which teachers review data, identify at risk populations, collaborate the use of instructional practices and mini professional development.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Students do not attend tutoring as requested and often support from home requiring the student to attend is not given. **Root Cause:** : Stakeholders need to find the value of tutorials and the time needed for the additional support

# Perceptions

## Perceptions Summary

Fabens High School strives to provide a safe and supportive school environment for students, staff, parents, and community members. All district and campus initiatives are implemented as part of our top priority of providing a safe campus. Fabens High School has incorporated the PBIS Rewards program that will support our PBIS Initiative. Fabens High school has added an Advisory class to focus on both the physical and mental wellness of our students. Fabens High School will improve parental/community involvement by creating effective home-to-school communication and increasing family learning opportunities. We will increase the opportunities for parents to participate and be active to the events and culture of FHS. Fabens High School will increase participation from the community and hold monthly SIT committee meetings. Our Communities in Schools (CIS) coordinator will continue to provide family framework twice a month and hold sessions for parents and community members to receive information regarding our Student Support Plan (School Wide Interventions), high school requirements and college and career opportunities provided throughout the school year. All faculty, staff and students are given an original ID free of charge and must wear them at all times in order to easily be identified. All teachers take an active part in monitoring and are assigned specific areas during class period transitions and after school. FHS also utilizes cameras to constantly monitor activities. Areas that need to be addressed is the maintenance of the entire campus. There are several work orders to address campus maintenance. Technology also needs to be upgraded to compete with other surrounding districts and to provide a 21st Century education to our students.

## Perceptions Strengths

Visitors are required to sign in and must have identification, a hall pass will be issued.

All visitors will enter through the main entrance doors.

Students do have to transition between buildings however the doors used will be monitored when unlocked throughout the day.

PBIS Rewards program will improve campus culture and will motivate students to exhibit positive behavior.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Parents need overall be more involved at Fabens High School **Root Cause:** The Communities in Schools (CIS) program is new for the district and will take time to build relationships.

**Problem Statement 2:** Parents need to be given more opportunity to interact with the high school. **Root Cause:** Communication by the school to make the community aware of what happens at school was minimal.

# Priority Problem Statements



# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Effective Schools Framework data

## Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Running Records results
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data

**Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- School safety data

**Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data

# Goals





**Goal 1:** Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 1:** Fabens High School, for the 2023-2024 school year, will fulfill 100% of the requirements for our safety drills and audits by the safety committee.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue to implement the district crisis management plan including:</p> <ul style="list-style-type: none"> <li>o Suicide prevention</li> <li>o Violence prevention</li> <li>o Conflict resolution</li> </ul> <p>Bullying</p> <ul style="list-style-type: none"> <li>o Cyberbullying</li> </ul> <p>Continue Lock down procedures for emergency situations</p> <p>Continue the use of the Emergency Operations Plan required by Senate Bill 11</p> <p><b>Strategy's Expected Result/Impact:</b> Crisis management plan will help us be prepared in case of an emergency.</p> <p><b>Staff Responsible for Monitoring:</b> Crisis Management Team, Administration, Counselors</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	Formative		
	Nov	Feb	Apr





Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue to implement drug free curriculum and reduce campus drug offenses.</p> <ul style="list-style-type: none"> <li>o Red Ribbon Week</li> <li>o Staff development</li> <li>o Random walkthroughs (FISD Security)</li> <li>o Canine Program</li> <li>o Guest Speakers</li> <li>o Theatre Arts class</li> <li>o Student Leadership class</li> <li>o Health Fair</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Educate our campus on the result of drug abuse</p> <p><b>Staff Responsible for Monitoring:</b> Emergency Operations Plan Team, Security, Student Council, Administration</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue to implement discipline management plan.</p> <ul style="list-style-type: none"> <li>o District guidelines</li> <li>o Parent communications</li> <li>o ISS</li> <li>o DAEP</li> <li>o Special Education needs</li> <li>o IEP</li> <li>o Behavior Intervention Plan</li> <li>o Teacher Assistance Team</li> <li>o Peer mediation</li> <li>o After-school mentoring</li> <li>o Teen Anger Program patrol school</li> <li>o Alternatives to removing students from classrooms</li> <li>o Visible administrators and teachers in halls, before and after school, during lunch, and class changes</li> <li>o Consistent enforcement of Student Code of Conduct</li> <li>o Reward positive student behavior.</li> <li>o Newsletters</li> <li>o End-of-Year Awards Programs</li> <li>o Project Celebration</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Discipline management plan will help maintain a positive learning environment.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Counselors, Student Council, Security</p>	Formative		
	Nov	Feb	Apr

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Fabens High School campus safety administrator will monitor all drills are met on a monthly basis and feedback forms will becollected and reflections will be made.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe school environment with a reduction in school safety issues or incidents.</p> <p><b>Staff Responsible for Monitoring:</b> Safety committee, administration, security</p> <p><b>Title I:</b> 2.4, 2.6</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 1:** Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 2:** For the 2023-2024 school year, Fabens High School administration, the security officer, and School Resource Officer (SRO) will actively monitor campus cameras to ensure the outside and inside of the buildings are safe.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> FISD Security will actively monitor campus before, during, and afterschool on a daily basis.  <b>Strategy's Expected Result/Impact:</b> Safe and orderly environment.  <b>Staff Responsible for Monitoring:</b> Campus Security</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture                      - Targeted Support Strategy - Additional Targeted Support Strategy</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Security will train in our surveillance system to view all cameras and monitor campus hot spots.  <b>Strategy's Expected Result/Impact:</b> Safe and orderly environment.  <b>Staff Responsible for Monitoring:</b> Campus Security</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.





**Performance Objective 3:** For the 2023-2024 school year, Fabens High School will ensure all measures related to COVID-19 are implemented by Fabens Independent School District (FISD), Texas Education Agency (TEA) and, Centers for Disease Control (CDC). The campus will ensure 100% of health measures are followed.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Goal 1:** Fabens Independent School District will provide a safe and orderly school climate, conducive to learning.

**Performance Objective 4:** For the 2023-2024 school year, Fabens High School will start on beautification projects to promote a positive campus culture.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Fabens High School will install bulletin boards to display critical information on safety, campus events, and student work. <b>Strategy's Expected Result/Impact:</b> Students and staff will be informed about events on campus and feel a sense of pride in the school <b>Staff Responsible for Monitoring:</b> Administration	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>			



**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 1:** For the 2023-2024 school year, the campus overall percentages on English I and English II End of Course (EOC) assessments will increase from 48% to 53% for meets and from 3% to 5% for masters.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Disaggregate EOC data in Reading for all students and focus on objectives below 70% mastery.  <b>Strategy's Expected Result/Impact:</b> Increase in academic achievement in EOC English I and English II.  <b>Staff Responsible for Monitoring:</b> Principals  Campus Committee  Lang. Arts Teachers</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Summer School  * Edgenuity  * Classroom Instruction  <b>Strategy's Expected Result/Impact:</b> Students will get additional help for credit recovery, EOC assessments, and passing their classes.  <b>Staff Responsible for Monitoring:</b> Counselors  Administration  Summer School  Teachers   <b>TEA Priorities:</b>  Build a foundation of reading and math  - <b>ESF Levers:</b>  Lever 5: Effective Instruction  - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Before and afterschool school tutoring. Mandatory tutoring after each 3 weeks.  <b>Strategy's Expected Result/Impact:</b> Success in core content classes at the end of each 9 weeks.  <b>Staff Responsible for Monitoring:</b> Administration, Teachers</p> <p><b>TEA Priorities:</b>  Build a foundation of reading and math, Improve low-performing schools  - <b>ESF Levers:</b>  Lever 3: Positive School Culture, Lever 5: Effective Instruction  - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Supplies for EOC prep in 9th and 10th core classes and intervention classes  <b>Strategy's Expected Result/Impact:</b> Increase in English I and English II EOC assessments.  <b>Staff Responsible for Monitoring:</b> Administration, Department Chairs</p> <p><b>TEA Priorities:</b>  Build a foundation of reading and math, Improve low-performing schools  - <b>ESF Levers:</b>  Lever 5: Effective Instruction  - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Prepare all students for college readiness according to HB 5 requirements to include creation of cohorts for STEM Academy.  <b>Strategy's Expected Result/Impact:</b> The expected result is to get students ready for post secondary schooling as well as get students industry nased certifications.  <b>Staff Responsible for Monitoring:</b> Administration, STEM Coordinator, STEM Counselor</p> <p><b>TEA Priorities:</b>  Connect high school to career and college  - <b>Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Off2Class software to help emergent bilinguals with language acquisition.  <b>Strategy's Expected Result/Impact:</b> Increase in English I and English II EOC assessments passing percentages.  <b>Staff Responsible for Monitoring:</b> ESL Teacher, LPAC Clerk</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 2:** For the 2023-2024 school year, the campus overall percentages on Algebra I End of Course (EOC) assessments from 76% to 85% for meets and from 11% to 14% for masters.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Disaggregate EOC data in Math for all students and focus on objectives below 70% mastery. <b>Staff Responsible for Monitoring:</b> Administration, Math Teachers, Counselors  <b>ESF Levers:</b> Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continuation of Algebra I intervention courses for Freshmen and other students who have not passed Algebra I EOC. <b>Staff Responsible for Monitoring:</b> Administration, Counselors, Department Chair	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Before and after school tutoring after each 3 Weeks <b>Staff Responsible for Monitoring:</b> Administraton, Teachers	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 3:** For the 2023-2024 school year, the campus overall percentages on the Biology End of Course (EOC) assessments from 22% to 25% for meets and from 3% to 5% for masters.

**Summative Evaluation:** Some progress made toward meeting Objective

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.





**Performance Objective 4:** For the 2023-2024 school year, the campus overall percentages on the U.S. History End of Course (EOC) assessments from 85% to 90% for meets and 32% to 35% for masters.

**Summative Evaluation:** Some progress made toward meeting Objective

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 5:** For the 2023-2024 school year, the overall number of students enrolled in TSTEM, PTECH, Dual-Credit, Pre-AP and AP courses will increase by 5%.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Dell laptops will be purchased and used for CTE courses, Engineering Design, Courses, and Research and Design Courses.. Laptops will assist in industry based certifications like Autodesk, Autocad.	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Summer Dual Credit Book Purchases <b>Strategy's Expected Result/Impact:</b> Students will receive college credit hours towards an associates degree <b>Staff Responsible for Monitoring:</b> ECHS administrator	Formative		
	Nov	Feb	Apr
<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>			

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 6:** For the 2023-2024 school year, Fabens High School will continue to develop and implement opportunities for students to be college, career, and military ready.





**Summative Evaluation:** Significant progress made toward meeting Objective



**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 7:** For the 2023-2024 school year, Fabens High School will increase PTECH student enrollment by 10% as compared to the 2020-2021 academic school year.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
Strategy 1: PTECH program will be introduced to middle school students through presentations, campus tours, and informative brochures.	Formative		
	Nov	Feb	Apr
<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>			

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.





**Performance Objective 8:** For the 2023-2024 school year, Fabens High School will increase industry based certifications by 5%.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 9:** For the 2023-2024 school year, Fabens High School will provide the technology necessary for students to succeed in a 21st Century classroom.





**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Dell Slim Power Adapters Type C for student Chromebooks will be provided to each student to be able to charge their electronic device. (\$1544.50)	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Kamvas 13" Art Canvases and EPSON Perfection V600 Photo Scanner for Art classes	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 2:** Fabens Independent School District will increase student academic achievement while activating a growth mindset for all stakeholders.

**Performance Objective 10:** For the 2023-2024 school year, Fabens High School will provide resources for our Non-Core subjects to produce well-rounded students.





**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Updated equipment and supplies will be provided to all subjects to include non-core for student growth.	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Students in DAEP will learn about the purpose and how to use the Automated External Defibrillator (AED). <b>Staff Responsible for Monitoring:</b> DAEP Teachers	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>			

**Goal 3:** Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.

**Performance Objective 1:** For the 2023-2024 school year, 97% of teachers will demonstrate increased instructional effectiveness (as measured by TTESS, walkthroughs, etc.) at the proficient level and above.





**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Assist teachers to improve classroom instruction and develop teacher practices using PD from various sources such as Fundamental Five and SIOP.</p> <p><b>Strategy's Expected Result/Impact:</b> Literacy coach daily calendar, number of coaching meetings with literacy coach, number of literacy coach and administrative walkthroughs</p> <p><b>Staff Responsible for Monitoring:</b> Literacy Coach, Administration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Administration will conduct quality walkthroughs to increase the rigor of instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved TTESS observations, student achievement, and instruction</p> <p><b>Staff Responsible for Monitoring:</b> Administrations - Principal and Assistant Principal</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.

**Performance Objective 2:** For the 2023-2024 school year, the literacy coach and administration will have a set time for common planning and facilitate the planning. The planning will follow the backwards design and PLC model.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Needs assessments on student achievement will be done by administration based on data and professional development will be scheduled to meet these needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement and improvement of instruction.</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3:** Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.





**Performance Objective 3:** For the 2023-2024 school year, Fabens High School will maintain 95% Highly Qualified teachers in all core academic subjects by providing appropriate instructional tools, resources, and technology.

**Summative Evaluation:** Significant progress made toward meeting Objective

**Goal 3:** Fabens Independent School District will recruit, develop, and retain highly qualified faculty, staff, and support personnel to improve student academic excellence and ensure the post-secondary readiness of all students.

**Performance Objective 4:** For the 2023-2024 school year, Fabens High School will have 95% participation in professional development opportunities offered to employees to improve student performance.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Needs assessments will be done by administration based on data and professional development will be scheduled to meet these needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased rigor in instruction</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, literacy coach, administration</p>	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			



**Goal 4:** Fabens Independent School District will build strong partnerships with parents, community, and business members to promote a shared responsibility for student learning.

**Performance Objective 1:** During the 2023-2024 school year, Fabens High School will increase the number of collaborative educational involvement activities and events for parents and community members by 5% as compared to the 2021-2022 school year to promote teamwork and unity in the education of students.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide opportunities for increased parent and community involvement:</p> <ul style="list-style-type: none"> <li>o Campus decision making committee meetings</li> <li>o Parent communications</li> <li>o PFE - Parent Family Engagement Policy - online and on campus (in English)</li> <li>o School/Parent Compact</li> <li>o ESL Classes</li> <li>o District and Campus Smore Newsletter</li> <li>o Parent/Teacher Night</li> <li>o Parent Recruitment Program</li> <li>o Open Houses (Fall and Spring)</li> <li>o Instructional classes for parents</li> <li>o Teacher contacts</li> <li>- Cafe ROAR - monthly meetings</li> </ul> <p><b>Strategy's Expected Result/Impact:</b> Increase in parent and school partnership.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Communities In Schools (CIS) Coordinator, Teachers, Counselors.</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Parent workshops by Rigged in Your Favor. 8 workshops throughout the year will teach parents relationship building strategies with their teenager, create a positive home environment, among others.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Community involvement and parent meeting attendance</p> <p><b>Staff Responsible for Monitoring:</b> CIS Coordinator</p>	Formative		
	Nov	Feb	Apr



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 4:** Fabens Independent School District will build strong partnerships with parents, community, and business members to promote a shared responsibility for student learning.

**Performance Objective 2:** By the end of the 2023-2024 school year, Fabens High School partnership activities with businesses, higher education institutions, and other outside agencies to support scholar education will increase by 5%.





**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Partnerships with EPCC and UTEP for dual credit program and/or industry based certifications  <b>Strategy's Expected Result/Impact:</b> Increase in college level credits and industry certifications  <b>Staff Responsible for Monitoring:</b> Administration, CTE Teachers, Dual Credit teachers</p> <p><b>TEA Priorities:</b>            Connect high school to career and college, Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction  <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b></p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> PTECH signing ceremony  <b>Strategy's Expected Result/Impact:</b> Student commitment into our PTECH program and to complete it.  <b>Staff Responsible for Monitoring:</b> CTE Teachers, Counselors, Adminsitration</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4:** Fabens Independent School District will build strong partnerships with parents, community, and business members to promote a shared responsibility for student learning.

**Performance Objective 3:** For the 2023-2024 school year, Fabens High School will provide a minimum of 1 or more customer service trainings to ensure a positive and welcoming school climate for parents and community members.





**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Monthly meetings with office staff to include customer service strategies trainings</p> <p><b>Strategy's Expected Result/Impact:</b> Visitors will have a positive experience when visiting FHS</p> <p><b>Staff Responsible for Monitoring:</b> Receptionist, Attendance clerk, PIEMS clerk, Administration</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 5:** Fabens Independent School District will operate in a fiscally sound manner through financial transparency.

**Performance Objective 1:** Campus personnel will be trained on and follow all district purchasing guidelines.





**Summative Evaluation:** Met Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Campus Secretary will meet with principal once a month to review the budget and its impact on learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Financial responsibility</p> <p><b>Staff Responsible for Monitoring:</b> Campus Secretary, Principal</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Goal 5:** Fabens Independent School District will operate in a fiscally sound manner through financial transparency.

**Performance Objective 2:** Fabens High School will review campus and district goals, review budget items and address campus needs. This team will also ensure funds are allocated, tracked and encumbered appropriately.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Monthly meeting with department heads to review each budget and expenditures. Timelines will also be addressed to assure their budgets are spent in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Adequate resources provide to students for the best learning experience</p> <p><b>Staff Responsible for Monitoring:</b> Department head, Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			