

Everman Independent School District
Everman Academy High
2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

Everman ISD, in partnership with parents and the community, will provide innovative instructional programs for students to inspire a passion for lifelong learning, to develop responsibility and character and to achieve academic excellence and college readiness enabling them to compete in an ever-changing global community.

Vision

One Goal: One Purpose, Student Success

Core Beliefs

1. Everman ISD manifests unity of vision and mission with goals for academic achievement.
2. Educators hold high expectations for all students to achieve through academic and behavioral support.
3. Everman ISD's culture of success depends on personal responsibility and accountability.
4. Continuous improvement occurs through sustained professional/earning, collaboration among all stakeholders and ongoing leadership development.
5. The District appreciates and embraces diversity and the resulting contributions to local and global communities.
6. The district actively encourages participation from all stakeholders.

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Goals

Goal 1: Improve student performance for all students on a variety of assessments in the effort to become an exemplary district.

Performance Objective 1: To provide virtual and in person push-in and pull-out tutorials during the school day including headphones to complete online coursework, refreshments, snacks, and translation support.





Evaluation Data Sources: STAAR EOC Tutorials Schedule, IGC Project Scores, & STAAR EOC Scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 English I/II STAAR EOC data to identify areas for improvement and at-risk students. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Funding Sources: - Title I-A, - IDEA</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To communicate tutorial expectations and schedule with parents and students via PeachJar, Blackboard, Google Classroom, phone calls, emails, social media, and porch visits. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: To seek supplemental instructional support from an outside provider as deemed appropriate. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Improve student performance for all students on a variety of assessments in the effort to become an exemplary district.

Performance Objective 2: Host an all things STAAR EOC family night in the fall and the spring including refreshments, snacks, and translation support.





Evaluation Data Sources: STAAR EOC Tutorials Schedule, IGC Project Scores, & STAAR EOC Scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 STAAR EOC data to identify areas for improvement and at-risk students. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principals Assistant Principal Teachers Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To communicate information about the event with parents and students via PeachJar, Blackboard, Google Classroom, phone calls, emails, social media, and porch visits. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Improve student performance for all students on a variety of assessments in the effort to become an exemplary district.

Performance Objective 3: To provide virtual and in person after school and weekend tutorials including headphones to complete online coursework, snacks, breakfast, and lunch with translation support.

Evaluation Data Sources: STAAR EOC Tutorials Schedule, IGC Project Scores, & STAAR EOC Scores

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 US History STAAR EOC data to identify areas for improvement and at-risk students. Strategy's Expected Result/Impact: Make incremental gains on the US History STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Teachers</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To communicate tutorial expectations and schedule with parents and students via PeachJar, Blackboard, Google Classroom, phone calls, emails, social media, and porch visits. Strategy's Expected Result/Impact: Make incremental gains on the US History STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 1: Improve student performance for all students on a variety of assessments in the effort to become an exemplary district.





Performance Objective 4: To seek supplemental instructional support from an outside provider as deemed appropriate.

Evaluation Data Sources: STAAR EOC Tutorials Schedule, IGC Project Scores, & STAAR EOC Scores

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 1: To host an EL Night of the Stars Parent Night in October from 6:00 pm-7:00 pm with snacks, refreshments, and translation support. Also, families will receive virtual learning school supplies in the Parent Center.





Evaluation Data Sources: Activities & Events Sign-In Sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate with parents and students about the event via Peachjar, Blackboard, phone calls, emails, and text messages with translation support in-person conferences in the Parent Center.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate with parents and students about the event by conducting porch visits and in-person conferences in the Parent Center to address with translation support.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct administrative team EL porch visits and in person conferences in the Parent Center to provide information about the program and available services.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 2: To host Saturday Restorative Practice circles for both Academy and DAEP students and their families in the Parent Center including breakfast and snacks with translation support.





Evaluation Data Sources: Activities & Events Sign-In Sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: 1. Communicate with parents and students about the event via Peachjar, Blackboard, phone calls, emails, and text messages with translation support in-person conferences in the Parent Center.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate with parents and students about the event by conducting porch visits and in person conferences in the Parent Center to address with translation support.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 3: To host a FASFA/TASFA Family Night fall and early spring in the Parent Center including snacks, refreshments, and translation support.





Evaluation Data Sources: Activities & Events Sign-In Sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate with parents and students about the event via Peachjar, Blackboard, phone calls, emails, and text messages with translation support in-person conferences in the Parent Center.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate with parents and students about the event by conducting porch visits and in person conference in the Parent Center to address with translation support.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p> <p>Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 2: To build strong relationships with our clients...students, parents, community and business partners.

Performance Objective 4: To host fall/spring College and Career Family Night in the Parent Center with snacks, refreshments, and translation support in November and April from 6:00 pm-7:00 pm.





Evaluation Data Sources: Activities & Events Sign-In Sheets

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Communicate with parents and students about the event via Peachjar, Blackboard, phone calls, emails, and text messages with translation support in-person conferences in the Parent Center.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate with parents and students about the event by conducting porch visits and in person conferences in the Parent Center to address with translation support.</p> <p>Strategy's Expected Result/Impact: To make incremental gains in increasing parent and community engagement.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
 0% No Progress  100% Accomplished  Continue/Modify  Discontinue			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 1: Ensure that the surveillance cameras are properly functioning...purchase 55-65 monitors for each administrators office.





Evaluation Data Sources: Weekly surveillance monitoring tracking log.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 US History STAAR EOC data to identify areas for improvement and at-risk students. Strategy's Expected Result/Impact: Make incremental gains on the English I/II STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Teachers Funding Sources: - Local, - SCE</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To communicate tutorial expectations and schedule with parents and students via PeachJar, Blackboard, Google Classroom, phone calls, emails, social media, and porch visits. Strategy's Expected Result/Impact: Make incremental gains on the US History STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: To seek supplemental instructional support from an outside provider as deemed appropriate. Strategy's Expected Result/Impact: Make incremental gains on the US History STAAR EOC. Staff Responsible for Monitoring: Principal Assistant Principal</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 2: Create a campus safety committee consisting of an administrator, professional staff, and paraprofessional staff.





Evaluation Data Sources: Campus Safety Committee Documents

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 English I/II STAAR EOC data to identify areas for improvement and at-risk students.</p> <p>Strategy's Expected Result/Impact: Make incremental gains on the US History STAAR EOC.</p> <p>Staff Responsible for Monitoring: Principal Teachers Counselors</p> <p>Funding Sources: - SCE</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 3: To maintain a safe and secure environment for all students and staff.

Performance Objective 3: Provide safety training at the beginning of the school year.

Evaluation Data Sources: Safety training sign-in sheets.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To review the 2018-2019 English I/II STAAR EOC data to identify areas for improvement and at-risk students. Strategy's Expected Result/Impact: Make incremental gains on the English and US History STAAR EOC exams. Staff Responsible for Monitoring: Principal Teachers Counselors Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Communicate with parents and students about the event via Peachjar, Blackboard, phone calls, emails, and text messages with translation support. Strategy's Expected Result/Impact: Make incremental gains on the English and US History STAAR EOC exams. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers Funding Sources: - Local</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Communicate with parents and students about the event by conducting porch visits to address with translation support. Strategy's Expected Result/Impact: Make incremental gains on the English and US History STAAR EOC exams. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: To maintain a safe and secure environment for all students and staff.





Performance Objective 4: To seek supplemental instructional support from an outside provider as deemed appropriate.

Evaluation Data Sources: STAAR EOC Tutorials Schedule, IGC Project Scores, & STAAR EOC Scores

Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.

Performance Objective 1: To effectively monitor the daily average attendance of the campus and every student.





Evaluation Data Sources: Entity Average Daily Report, Skyward Communication Log, & EAHS Communication Log

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: To conduct daily attendance phone calls, emails, and text messages with translation support. Strategy's Expected Result/Impact: Make incremental gains in the student attendance rate. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers - Comprehensive Support Strategy - Additional Targeted Support Strategy Funding Sources: - SCE</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: To conduct parent/student conference to address 3-5 absences with translation support. Strategy's Expected Result/Impact: Make incremental gains in the student attendance rate. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselors Teachers Funding Sources: - SCE, - Title I-A</p>	Formative		
	Nov	Feb	May
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: To conduct porch visits to address 3-8 absences with translation support. Strategy's Expected Result/Impact: Make incremental gains in the student attendance rate. Staff Responsible for Monitoring: Principal Assistant Principal Campus Secretary Counselor Teachers Funding Sources: - SCE, - Local</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 5: To maintain facilities in a quality, cost-effective manner.

Performance Objective 1: Utilize district resources efficiently and equitably.





Evaluation Data Sources: Secure 1 discretionary grant funding source.

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Enhance the aesthetics of the campus by having artwork done throughout the campus. Strategy's Expected Result/Impact: Foster an environment that is conducive to effective teaching and learning. Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: - Local, - State Grants</p>	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Secure funds to replace student and teacher work station chairs. Strategy's Expected Result/Impact: Foster an environment that is conducive to effective teaching and learning. Staff Responsible for Monitoring: Prinicpal</p>	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: To recruit and retain outstanding faculty, staff, and administrators.

Performance Objective 1: To recruit outstanding faculty, staff, and administrators.





Evaluation Data Sources: Maintain 100% highly qualified instructional staff.

Strategy 1 Details	Formative Reviews		
Strategy 1: Hire HQ teachers Strategy's Expected Result/Impact: Interview sign-in 100% HQ Staff Responsible for Monitoring: Principal Funding Sources: - Local	Formative		
	Nov	Feb	May
Strategy 2 Details	Formative Reviews		
Strategy 2: .Implement district wide mentor program to assist with retention of teachers Strategy's Expected Result/Impact: Meeting Agenda Retention decreased to 12% Staff Responsible for Monitoring: Director of Professional Development	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 6: To recruit and retain outstanding faculty, staff, and administrators.

Performance Objective 2: Provide the opportunity for job embedded, research-based, professional development including diversity, equity, and inclusion for every campus employee with snacks and lunch.

Evaluation Data Sources: T-TESS data, SLO data, certifications, and training certificates.

Strategy 1 Details	Formative Reviews		
Strategy 1: Facilitate professional development based on identified needs of teachers and students during professional development days. Strategy's Expected Result/Impact: Retain outstanding faculty, staff and administrators. Staff Responsible for Monitoring: Principal Assistant Principal	Formative		
	Nov	Feb	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			