

**Everman Independent School District**  
**Charles Baxter Junior 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.

# Table of Contents

Goals	4
Goal 1: To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.	4
Goal 2: To build strong relationships with our clients...students, parents, community and business partners.	12
Goal 3: To maintain a safe and secure environment for all students and staff.	20
Goal 4: To continually focus on the improvement of student attendance and the decline of the dropout rate.	24
Goal 5: To provide and maintain facilities, including technology, in a quality, cost-effective manner	27
Goal 6: To recruit and retain outstanding faculty, staff and administrators.	29

# Goals

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 1:** To increase the percentage of all student groups meeting or exceeding proficiency incrementally to reach 90% success on State assessment by 2020.

**Evaluation Data Sources:** 90% passing rates on all State assessments

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Conduct a beginning-of-year training for new teachers on PLC expectations, and a PLC refresher training for returning teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Training sign-in sheets, results from end-of-year PLC teacher survey, increasing scores on assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Dept Chairs</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Continue structured PLC time allotted for departments to meet with other grade levels; utilize district guide for planning</p> <p><b>Strategy's Expected Result/Impact:</b> SAMs 90% passing rates on all State assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide dyslexia services to eligible students.</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student roster Service hours</p> <p>2. 90% passing rates on all State assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide additional math, writing, science, and reading instructional time and/or resources for at-risk students.</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Employee distribution data</p> <p>2. 90% passing rates on all State assessments</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Provide differentiated instruction PD for new staff and those needing additional assistance.</p> <p><b>Strategy's Expected Result/Impact:</b> Training results in effective classroom instruction for all students, which is evidenced by report-card grades and standardized tests.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - IDEA</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Increase the utilization of sheltered instruction strategies and implement and maintain PD in all core content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom walks and observations show the use sheltered instruction strategies, report card grades and standardized tests scores show progress and growth throughout the year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers Director of BE/ESL</p> <p><b>Funding Sources:</b> - Local, - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<p><b>Strategy 7:</b> Implement hands-on, collaborative learning activities all content areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Classroom walks and observations show hands-on, collaborative learning activities in all content areas increasing engagement. Walk-through reports will be used to measure impact.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Teachers</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<p><b>Strategy 8:</b> Provide targeted after school intervention for at-risk and special education students.</p> <p><b>Strategy's Expected Result/Impact:</b> At-risk and special education students assessment scores will be commensurate to other students.</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

**Staff Responsible for Monitoring:** Principal

**Funding Sources:** - Title I-A



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 2:** To develop an assessment program that includes elements for student success in PK-12 and post secondary settings

**Evaluation Data Sources:** 90% passing rates on all State assessments

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue with assessments via CBAs, Checkpoint and use SchoolCity to analyze data</p> <p><b>Strategy's Expected Result/Impact:</b> 1. SchoolCity 2. Commensurate scores within all student groups</p> <p><b>Staff Responsible for Monitoring:</b> Principal Department Heads</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			





**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 3:** To develop a menu of research based interventions to meet the needs of individual students

**Evaluation Data Sources:** 90% passing rates on all State assessments

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide SIS teachers and assistance to provide pull-out and in class support <b>Strategy's Expected Result/Impact:</b> 1. Master Schedule 2. 90% passing rates on all State assessments <b>Staff Responsible for Monitoring:</b> Principal SIS <b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Purchase supplemental instructional support materials for all core subjects <b>Strategy's Expected Result/Impact:</b> 1. POs 2. 90% passing rates on all State assessments <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - SCE, - Title I-A, - State Grants	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide services to homeless students <b>Strategy's Expected Result/Impact:</b> 1. Purchase orders 2. Homeless student scores will be commensurate with all student scores <b>Staff Responsible for Monitoring:</b> Counselor Teachers <b>Funding Sources:</b> - Local, - SCE, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide tutorials to students who are not meeting academic expectations <b>Strategy's Expected Result/Impact:</b> 1. Pay distribution sheets 2. 90% passing rates on all State assessments <b>Staff Responsible for Monitoring:</b> Principal Teachers Principal Teachers <b>Funding Sources:</b> - Local, - Title I-A, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>







Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> PROVIDE SNACKS AND REWARDS FOR STUDENTS DURING SOCIAL AND EMOTIONAL INTERVENTIONS, BETTER PERFORMANCE WITH NOURISHMENT, STRESS BALLS, FIDGET TOYS, ETC. <b>Strategy's Expected Result/Impact:</b> PURCHASE ORDERS <b>Staff Responsible for Monitoring:</b> PRINCIPAL, ASSISTANT PRINCIPALS, CIS, COUNSELORS	Formative		
	Nov	Feb	May
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 4:** To create a clearly articulated curriculum that is aligned with TEKS

**Evaluation Data Sources:** 90% passing rates on all State assessments

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Evaluate and adjust Scope and Sequence content-wide with a focus on the TEKS</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Evident during walk through</p> <p>2. Commensurate scores</p> <p><b>Staff Responsible for Monitoring:</b> Department Chairs and teachers</p> <p><b>Funding Sources:</b> - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 1:** To achieve excellence for all students as evidenced by high academic achievement on a variety of performance standards.

**Performance Objective 5:** To implement instructional technology to support student learning

**Evaluation Data Sources:** 90% passing rates on all STAAR tests

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increased student use of technology in classrooms</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Inclusion on Lesson plans Data walks</p> <p>2. 50% Data Walks show evidence of student technology use</p> <p><b>Staff Responsible for Monitoring:</b> Principal Tech Dept</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Purchase additional Mobile computer labs, tablets, and mounted interactive projectors.</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Purchase Orders Classroom and campus technology inventory</p> <p>2. 5/10 Data Walks show evidence of technology integration</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide teachers additional technology integration training</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Purchase Orders Classroom and campus technology inventory</p> <p>2. 5/10 Data Walks show evidence of technology integration</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - Title I-A, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Use of SchoolCity as a data collection tool</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Purchase Orders Campus Data Analysis</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>


2. Data Analysis Meetings

**Staff Responsible for Monitoring:** Principal

**Funding Sources:** - Local, - Title I-A, - State Grants

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

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

**Performance Objective 1:** To develop and maintain open lines of communication using varied methods to reach all stakeholders

**Evaluation Data Sources:** 4 school to parent communications monthly

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Update school websites monthly and create department websites <b>Strategy's Expected Result/Impact:</b> 1. Website snapshot of updates 2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> Dept Chairs CTCs <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Use student take home planners to communicate with parents <b>Strategy's Expected Result/Impact:</b> 1. Parent signatures on planners 2. Average of 200 parents attend events <b>Staff Responsible for Monitoring:</b> Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide curriculum and assessment trainings for parents <b>Strategy's Expected Result/Impact:</b> 1. Sign-in sheets  2. Average of 200 parents attend events <b>Staff Responsible for Monitoring:</b> Principal Dept Chairs <b>Funding Sources:</b> - Local, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Use call out system for general communications in English and Spanish including text and email <b>Strategy's Expected Result/Impact:</b> 1. 3 call-outs by 8/25/2015  2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Offer events to have parents complete survey about school</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Sign-in sheets</p> <p>2. Average of 200 parents attend events</p> <p><b>Staff Responsible for Monitoring:</b> Principal Dept Chairs</p> <p><b>Funding Sources:</b> - Title I-A, - Local</p>	Formative		
	Nov	Feb	May
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

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





**Performance Objective 2:** To offer training/ learning opportunities to all EISD families and community members

**Evaluation Data Sources:** 3 training /learning opportunities per year

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide students and families with a presentation on school safety</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Sign-in sheets</p> <p>2. Average of 200 parents attend</p> <p><b>Staff Responsible for Monitoring:</b> Principal Police Dept</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide Internet Safety training to students and parents</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets</p> <p>2. Average of 200 parents attend school events</p> <p><b>Staff Responsible for Monitoring:</b> Principal Tech Dept CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Hold at least two curriculum nights</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets</p> <p>2. Average of 200 parents attend school events</p> <p><b>Staff Responsible for Monitoring:</b> Principal Dept Chairs</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Hold College Readiness meeting for parents in English and Spanish <b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets  2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> Principal AVID Coordinator Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Implement content area showcases <b>Strategy's Expected Result/Impact:</b> 1. SAMs 2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> Principal Teachers <b>Funding Sources:</b> - Local, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Maintain CIS to campus website <b>Strategy's Expected Result/Impact:</b> 1. Website  2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> CIS <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Prepare health fair for families <b>Strategy's Expected Result/Impact:</b> 1. Sign-in sheets 2. Average of 200 parents attend school events <b>Staff Responsible for Monitoring:</b> CIS <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 8 Details	Formative Reviews		
<b>Strategy 8:</b> Curbside updates from CIS <b>Strategy's Expected Result/Impact:</b> 1. SAMs 2. Average of 100 parents attend school events <b>Staff Responsible for Monitoring:</b> CIS <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>







Strategy 9 Details	Formative Reviews		
<b>Strategy 9:</b> CIS Lessons each 6 weeks <b>Strategy's Expected Result/Impact:</b> 1. Sign in parent records 2. # of participants <b>Staff Responsible for Monitoring:</b> CIS <b>Funding Sources:</b> - Local	Formative		
	Nov	Feb	May
<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:** To build strong relationships with our clients...students, parents, community and business partners.

**Performance Objective 3:** To develop measures and accountability between parent, teachers, students and administration to ensure student success

**Evaluation Data Sources:** At least one individual parent/school meeting per year for each student





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Hold parent advisory committee sessions</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets</p> <p>2. Additional members added as BJHS partners</p> <p><b>Staff Responsible for Monitoring:</b> Principal CLT</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Conduct initial and consultation meetings for PI plan and compact</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Meeting Notes Sign In Sheets PI compact draft</p> <p>2. Implementation of Compact</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - Title I-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Conduct PGP meetings with parents</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets</p> <p>2. 30% of PGP meetings conducted with parent in attendance</p> <p><b>Staff Responsible for Monitoring:</b> Counselors</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Hold a minimum of 1 progress report night per semester <b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets  2. 30% of parent participation during each event held <b>Staff Responsible for Monitoring:</b> Principal Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Setup survey stations at parent meetings <b>Strategy's Expected Result/Impact:</b> 1. Parent notification records Parent sign-in sheets  2. 30% of parent participation during each event held <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 6 Details	Formative Reviews		
<b>Strategy 6:</b> Hold a breakfast for honor roll students and their parents every six weeks <b>Strategy's Expected Result/Impact:</b> 1. Parent sign-in sheets  2. Average of 200 parents attend <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 7 Details	Formative Reviews		
<b>Strategy 7:</b> Offer opportunities for parents, families, community members and safety officers to attend a breakfast or other form of get together to support our students. EX: Donuts for Dads, Muffins for Moms, etc. <b>Strategy's Expected Result/Impact:</b> To build a sense of community and partnership to support our students. <b>Staff Responsible for Monitoring:</b> Administration, Counselors	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 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 develop programs and services to ensure true partnerships with parents, families, businesses, and the community that support student success as well as parent involvement and participation

**Evaluation Data Sources:** Increase number of parents and business partners by 2





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Maintain a PTO <b>Strategy's Expected Result/Impact:</b> 1. Parent sign up sheets 2. 50 PTO members <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Continue to provide activities that include community providers <b>Strategy's Expected Result/Impact:</b> 1. Reported increase in the use of community programs and services by CIS. 2. 2 community members on SBDM <b>Staff Responsible for Monitoring:</b> Principal CIS <b>Funding Sources:</b> - Local, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 1:** To develop and implement strategies for all students and staff that positively impact the safe environment necessary for student learning

**Evaluation Data Sources:** Less than 550 incident responses, Less Than 50 DAEP placements





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Continue the school-wide discipline management plan (PBIS)</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Semester review of Incident reports</p> <p>2. Less than 550 incident responses</p> <p><b>Staff Responsible for Monitoring:</b> Principal Asst. Prin. Counselor</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement student mentor program</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Mentor feedback Student sign in sheets</p> <p>2. Less than 550 incident responses</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Use Community in Schools to address student health and safety needs</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Record of student services indicating more than 100 students being served</p> <p>2. Less than 1000 incident responses</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor CIS</p> <p><b>Funding Sources:</b> - Local, - SCE, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>

Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Provide behavior interventions for students (PBIS) <b>Strategy's Expected Result/Impact:</b> 1. Schedule  2. Less than 1000 incident responses <b>Staff Responsible for Monitoring:</b> Principal Asst. Prin. BI <b>Funding Sources:</b> - Local, - SCE	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 5 Details	Formative Reviews		
<b>Strategy 5:</b> Continue anti-bullying campaign school-wide <b>Strategy's Expected Result/Impact:</b> 1. Semester review of Incident reports  2. Less than 20% students report bullying on survey <b>Staff Responsible for Monitoring:</b> Principal CIS Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 2:** To provide multiple opportunities for students to learn and practice characteristics of productive, community-minded citizens





**Evaluation Data Sources:** 100 decrease in incidences as reported on PEIMS SDS 0900

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement the school-wide discipline management plan (PBIS)  <b>Strategy's Expected Result/Impact:</b> 1. Semester review of Incident reports</p> <p>2. Less than 550 incident responses  <b>Staff Responsible for Monitoring:</b> Principal                      Asst. Prin.  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide instructional and behavioral services to students in DAEP  <b>Strategy's Expected Result/Impact:</b> 1. Sign in sheets</p> <p>2. DAEP scores commensurate with all student group  <b>Staff Responsible for Monitoring:</b> Principal                      Teachers  <b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Continue character education program  <b>Strategy's Expected Result/Impact:</b> 1. Lesson plans</p> <p>2. Less than 550 incident responses  <b>Staff Responsible for Monitoring:</b> Principal                      Counselors  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Implement a Growth Mindset education program  <b>Strategy's Expected Result/Impact:</b> Lesson plans                      Less than 550 incident responses  <b>Staff Responsible for Monitoring:</b> Principal                      Counselors  <b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 3:** To provide and implement students/staff/community development programs to educate all stakeholders regarding the issues of substance abuse, suicide, child abuse, and violence prevention

**Evaluation Data Sources:** All schools will report 100% compliance with these educational programs





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Schedule staff meetings over discipline management and child abuse</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Sign-in sheets Meeting agenda</p> <p>2. 100% of staff attend meeting</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Use Community in Schools to address alcohol and drug abuse</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Sign in sheets Training information &amp; documentation</p> <p>2. Two presentations conducted</p> <p><b>Staff Responsible for Monitoring:</b> Principal CIS</p> <p><b>Funding Sources:</b> - Local, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide suicide prevention, conflict resolution, violence prevention including dating violence to students in need of these services</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Sign in sheets Training information and documentation</p> <p>2. Less 550 incidentes</p> <p><b>Staff Responsible for Monitoring:</b> Principal Counselor CIS</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



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

**Performance Objective 1:** To achieve a dropout rate of less than 1% for all populations





**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Address the needs of at-risk students during classroom time</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student attendance Student activities Student work</p> <p>2. 80% have passing grades in all courses</p> <p><b>Staff Responsible for Monitoring:</b> Dept Chairs Teachers</p> <p><b>Funding Sources:</b> - Local, - SCE</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide at risk students w/CIS services</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student attendance Student activities Student work</p> <p>2. CIS case load report</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - SCE, - Title I-A, - State Grants</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 2:** To maintain 96% or higher attendance rate in all student populations





**Evaluation Data Sources:** Attain a 96% or higher attendance rate on TAPR report for all student populations

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement formal attendance incentive program for students</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student attendance records and record of approved interventions 2. 20% reduction in student tardies</p> <p><b>Staff Responsible for Monitoring:</b> Administrator</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement formal attendance committee</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student attendance records and record of approved interventions 2. 20% reduction in student absences. 97% or better attendance for each grade level, every six weeks</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Teacher attendance checks weekly</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Student attendance records and record of approved interventions 2. 20% reduction in student absences. 97% or better attendance for each grade level, every six weeks</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>Funding Sources:</b> - Local</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 3:** To increase communication among district stakeholders in identifying and aiding at-risk students





**Evaluation Data Sources:** Attain a 1% or less dropout rate on TAPR report for all populations

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Use student take home planners to communicate with parents <b>Strategy's Expected Result/Impact:</b> 1. Parent signatures on planners  2. Average of 100 parents attend events <b>Staff Responsible for Monitoring:</b> Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Use call out system for tutorial information <b>Strategy's Expected Result/Impact:</b> 1. 3 call-outs 2. Average of 100 parents attend school events <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 5:** To provide and maintain facilities, including technology, in a quality, cost-effective manner

**Performance Objective 1:** To pursue discretionary funding through avenues such as grant writing, business/community partnerships and corporate underwriting employee





**Evaluation Data Sources:** Secure one discretionary grant funding source

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Apply for funds for student incentives <b>Strategy's Expected Result/Impact:</b> 1. Application for 1 discretionary grant 2. Additional funding <b>Staff Responsible for Monitoring:</b> Administrator <b>Funding Sources:</b> - State Grants	Formative		
	Nov	Feb	May
<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 5:** To provide and maintain facilities, including technology, in a quality, cost-effective manner

**Performance Objective 2:** To effectively utilize the district's resources including budget and facilities





**Evaluation Data Sources:** Maintain a superior FIRST rating from TEA

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> 1. Review budget monthly <b>Strategy's Expected Result/Impact:</b> 1. Monthly review scheduled on calendar 2. Operate within specified budget constraints <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - Title I-A, - Title II-A, - Title III, - IDEA, - SCE, - State Grants	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> 2. Implement Managed Printing Solution <b>Strategy's Expected Result/Impact:</b> 1. Purchase order 2. Reduced ink and toner costs <b>Staff Responsible for Monitoring:</b> Principal Teachers <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 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% HQ instructional staff

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Develop new teacher program for employees new to field of education and new to campus. Utilize Instructional Specialists as instructional coaches</p> <p><b>Strategy's Expected Result/Impact:</b> 1. Faculty Handbook: Mentor assignments</p> <p>2. 85% retention rate</p> <p><b>Staff Responsible for Monitoring:</b> Principal BLT</p> <p><b>Funding Sources:</b> - Local, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Offer targeted professional development in content areas through in-house PD as well as service center sessions and conferences to address student academic.</p> <p><b>Strategy's Expected Result/Impact:</b> 1. New teacher roster and positions filled</p> <p>2. 100% fully staff</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Funding Sources:</b> - Local, - Title II-A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

**Performance Objective 2:** To provide the opportunity for job embedded research-based professional development for every district employee





**Evaluation Data Sources:** 90% passing all State assessments

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide PD opportunities that address campus needs <b>Strategy's Expected Result/Impact:</b> 1. PD sign in sheets Faculty meeting notes 2. Exemplary rating from TEA <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - Title I-A, - Title II-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Conduct weekly PLC meetings <b>Strategy's Expected Result/Impact:</b> 1. PLC sign-in sheets 2. Exemplary rating from TEA <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - Title II-A, - Title I-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Provide opportunities for teachers/administrators to attend trainings and conferences that address the needs of at-risk students. <b>Strategy's Expected Result/Impact:</b> Conferences will provide teachers/administrators with targeted instructional strategies to improve academic achievement for at-risk students. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
<span style="display: inline-block; text-align: center;"> No Progress</span> <span style="display: inline-block; text-align: center; margin-left: 20px;"> Accomplished</span> <span style="display: inline-block; text-align: center; margin-left: 20px;"> Continue/Modify</span> <span style="display: inline-block; text-align: center; margin-left: 20px;"> Discontinue</span>			

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

**Performance Objective 3:** To develop a plan to increase employee performance

**Evaluation Data Sources:** 90% passing all State assessments





Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Provide technology integration training <b>Strategy's Expected Result/Impact:</b> 1. Record of attending and providing technology training Walk-thru records 2. 6/10 Data Walks show evidence of higher order thinking skills <b>Staff Responsible for Monitoring:</b> Principal Instructional Technologist Librarian <b>Funding Sources:</b> - Local, - Title II-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Provide onsite PD and instructional guidance in core content areas <b>Strategy's Expected Result/Impact:</b> 1. Sign in sheets Master Calendar 2. 70% passing benchmarks for students of 0-5 year teachers <b>Staff Responsible for Monitoring:</b> Principal <b>Funding Sources:</b> - Local, - SCE, - Title I-A, - Title II-A, - State Grants	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> . Provide PD in SIOP strategies and implementation <b>Strategy's Expected Result/Impact:</b> 1. Certificates 2. Commensurate scores of B/ESL students to all student groups <b>Staff Responsible for Monitoring:</b> Principal B/ESL coordinator <b>Funding Sources:</b> - Local, - Title II-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



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

**Performance Objective 4:** To develop a plan to increase employee retention rates

**Evaluation Data Sources:** Turn-over rate for teachers of less than 20%

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Recruiting <b>Strategy's Expected Result/Impact:</b> 1. Career Fair Attendance 2. 12% or less turn-over rate <b>Staff Responsible for Monitoring:</b> Director of HR <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Implement a district wide Mentoring Program <b>Strategy's Expected Result/Impact:</b> 1. Visitations/ Workshops 2. 12% or less turn-over rate <b>Staff Responsible for Monitoring:</b> Director of Professional and Community Develop. <b>Funding Sources:</b> - Title II-A	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Recruit HQ bilingual teachers <b>Strategy's Expected Result/Impact:</b> 1. 30% increase in bilingual staff applicants 2. 30% increase in bilingual staff <b>Staff Responsible for Monitoring:</b> Director of HR <b>Funding Sources:</b> - Local	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>May</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			